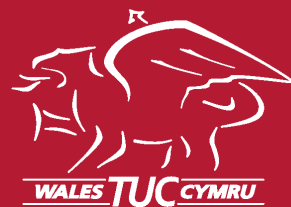




## Wales TUC Annual Report 2006 - 2007

The voice of Wales at work



# Objectives and staff

## Wales TUC objectives:

- To campaign for a fair deal at work and for social justice at home and abroad
- To promote the value of trade unions
- To champion workplace learning
- To support our member unions

With member unions representing nearly a half million working people, we are the voice of Wales at work.

## General Secretary

Felicity Williams

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For more copies of this report please contact the Wales TUC.

For more information about the world of work visit [www.workSMART.org.uk](http://www.workSMART.org.uk)

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John Burgham

Felicity Williams

## Foreword

During the year the Wales TUC has continued to lobby and campaign on the issues that matter to union members.

The Welsh economy is prospering and employment levels remain high. However our manufacturing sector is suffering. We have seen the loss of jobs across the sector and many union-led campaigns to save jobs, including the high profile campaign to prevent the closure of the Burberry factory in the Rhondda.

Manufacturing now accounts for just 14% of all employee jobs in Wales, compared to 20% in 1999/2000. There have been some recent announcements of jobs created but overall the sector is declining. We have continued to lobby the Welsh Assembly Government to do more to protect our manufacturing sector and to do more to encourage the Welsh public sector to procure their goods and services from local businesses.

We have ensured workforce issues are high on the Welsh Assembly Government's public service reform agenda. As a direct result of our campaigning there is now a partnership agreement covering the majority of the devolved public sector in Wales. This groundbreaking agreement is designed to underpin the reform process by providing a framework for managing change and prioritising workforce issues. The First Minister and the

Minister for Finance, Local Government and Public Services launched the agreement in March 2007.

We have championed workplace learning and have secured an agreement with the Welsh Assembly Government to take forward this agenda over the coming three years across Wales.

Equality and respect at work remain founding principles of our work. The Wales TUC equalities committees have continued to pursue their agendas throughout the year and we have brought that work together through the pan equalities committee. The Close the Pay Gap Campaign has helped build momentum towards the pay agreements that are finally taking place in local government, moving to eradicate gender pay inequality.

At the time of writing Wales faces an election for the next Welsh Assembly. The new Welsh Assembly Government will have new and greater powers. We urge that government to use those powers to further the interest of the people of Wales both in the workplace and in the community.

The Wales TUC is proud of its record of achievement working with successive governments since devolution. We look forward to continuing to influence change in order to raise the quality of life for all citizens.

**John Burgham** President  
**Felicity Williams** General Secretary

# Campaigning for people at work

## Manufacturing jobs

Wales is continuing to lose manufacturing jobs with companies, such as LG Electronics and Dura Automotive Systems, closing down or relocating jobs this year. Jobs are being lost as a result of competition from low wage economies in Asia and elsewhere as well as high-energy prices here.

The Wales TUC believes that manufacturing can have a long-term future in Wales if we take a strategic approach, focus on improving skills levels and concentrate on the higher value added end of manufacturing. In particular we need to identify and support strategic companies and industries which provide high value to the Welsh economy, which provide capabilities, that if lost, would be difficult to recreate in the future or which make a major impact locally by supporting a high number of quality jobs.

This is what our competitors do. As a result manufacturing companies in many EU countries, such as France and Germany, are managing to compete in the global economy.

We have been making this case to politicians and policy makers in the Welsh Assembly and the UK Parliament throughout the year, for example in evidence to the Welsh Affairs Select Committee. As a direct result the Welsh Assembly Government has set up a Manufacturing Forum to develop a strategy for the manufacturing sector and to provide expert support to businesses. Member unions will have three representatives on the Forum.



## Union focus - From Treorchy to Bond Street

The campaign to keep Burberry British led by the GMB, the workforce and elected representatives, attracted international coverage. The GMB coordinated demonstrations in London, Paris, Strasburg, New York, Chicago and Las Vegas.

Celebrities including Tom Jones, Sir Alex Ferguson, Ioan Gruffudd, Charlotte Church, Emma Thompson, Rhys Ifans, Bryn Terfel, Tanni Grey Thompson and Steve Jones gave their support to the campaign.



Photo left by Photolibrary Wales  
Photo above courtesy of PSMW

## A new partnership agreement

In March the First Minister launched the first Wales partnership agreement for public services in Wales. The Wales TUC has been calling for such an agreement to ensure the active engagement of the workforce in the Assembly Government's public reform agenda. The agreement provides all stakeholders with an opportunity to contribute to the reform process and achieve progress by consent. The agreement is between the Welsh Assembly Government, Welsh Local Government Association, Wales NHS, Wales TUC and wider devolved public services.

## Building stronger unions

There are clear signs that union membership is on the way back up. Two-thirds of TUC affiliated unions have grown since 1997. But there is more we can and must do. That is why the Wales TUC is putting more resources into supporting unions to increase membership.

Since June a Wales TUC organising forum has been meeting to take forward this work. Its focus has been on helping unions to develop organising skills and strategies, to provide unions with the latest labour market information for Wales and to help share good practice.

In February we held our first conference on organising. We have also published research into the issues facing employees of small businesses across Wales and have run new courses for officers and reps.

## Unique duty on the Assembly to consult unions

As a consequence of Wales TUC lobbying, the new Government of Wales Act requires Welsh Ministers to take account of the interests of Welsh employees, not just businesses, when making policy. This requirement is unique in the UK and will help ensure decisions are made after taking everyone's interests into account. Over the year we have worked with other social partners to develop a scheme, which will put these new working arrangements into practice.

## Union focus – Fighting to protect jobs

The Wales Council of the National Union of Journalists is one year old. Much of the first year was spent fighting to protect jobs and maintain existing services. One of the Council's priorities is to lobby politicians for a media policy to develop a stronger media industry here in Wales. The Council hosted a summit on pay in the media to highlight issues of low pay and poor working conditions.

From left to right: Wales TUC Transport Conference in Swansea; Rhodri Morgan AM First Minister, Sue Essex AM Minister for Finance, Local Government and Public Services, and Felicity Williams, Wales TUC General Secretary, at the signing of the partnership agreement together with representatives from the NHS Wales, Welsh Local Government Association and wider devolved public services; Burberry workers from Treorchy demonstrating at Burberry in Bond Street, London; Image of this year's 'Work Your Proper Hours Day' in February.

# Increasing opportunities for learning



The Wales TUC Learning Services team assists unions to engage members in workplace learning initiatives across Wales.

## How does union learning work

We work with unions to identify those workplaces, or series of workplaces, where a partnership with the employer can be developed. Unions appoint Union Learning Reps (ULRs) who then receive training to enable them to carry out their role. Initially, this will involve a learning needs analysis survey where employees are asked to identify what kind of learning they are interested in. The union may then make an application for funding from the Wales Union Learning Fund (WULF) to tailor a programme of learning, which will fit with the needs of employees.

If successful in obtaining WULF funding, the programmes will take various forms, usually including the establishment of a learning infrastructure within the workplace. It often includes the setting up of a workplace learning centre. WULF funding supports the provision of courses, which reinforces the learning culture for unions, employees and employers.

This is formalised by the establishment of a workplace learning agreement, which codifies the role, function and responsibilities of ULRs and ensures that learning remains at the top of the workplace agenda.

Top: Wojciech Paszek speaking at the Union Learning Reps Conference.

Top right: Delegates at the ULR Conference.

Right: Dr Heather Graham, Director of the Open University in Wales and Felicity Williams, Wales TUC General Secretary, at the signing of a Memorandum of Understanding between the Wales TUC and the Open University in April. The MOU outlines how the two organisations plan to work together in future and how union members throughout Wales, who are new to studying with the OU, can access a 10 per cent discount on a wide range of courses.



# Union learning projects



**The Unison TULiP project** in Pembrokeshire and Ceredigion gave 1,500 council workers the chance of a variety of training options, for example in maths, IT, Welsh in the workplace, stress management, effective communication, first aid and assertiveness. This training would not have happened without union support. Further funding from the Assembly means the project's best practice will be passed on to local authorities across South Wales.

**The PCS Addressing Basic Skills in Wales project** is assessing the basic skills needs of civil servants in Wales and addressing these by signposting individuals to appropriate courses. ULRs have been trained to support members to identify their skills needs.

PCS have established a learning centre at the tax offices in Llanishen. Since its establishment in 2003, the centre has delivered free online learning to 500 staff working for HMRC across Wales. Courses have included languages, digital photography, basic skills and computing.

**Amicus projects** called 'Essential Skills and Agenda for Change' and 'Learning Centres at the Heart' have provided courses across Wales ranging from IT to DIY and home maintenance. The projects have been overwhelmed with applications and have helped over four hundred members enter the world of learning. A project to retrain workers in the manufacturing sector for future employability when facing redundancy is about to begin.

**The TGWU Essential Sector Skills project** is working in partnership with six sector skills councils to deliver skills direct to the workplace. The project aims to develop 'flagship' employers across each of the union's six main sectors (food and drink, engineering, logistics, passenger transport, hospitality and land based industries). The project is highlighting new ways in which the union learning agenda can engage with the wider workforce development remit of the sector skills councils and has successfully engaged twelve employers to date.

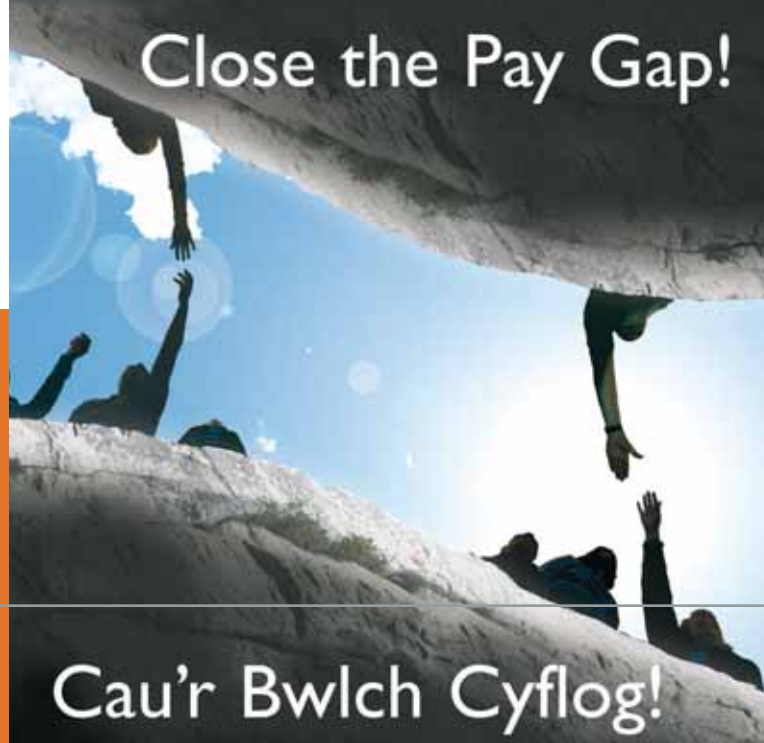
## **Wales TUC garden**

The Wales TUC sponsored a garden at the Cardiff Royal Horticultural Show in April. We sponsored garden design students at Pencoed College to design a Wales TUC garden themed around learning and diversity.

All photos by Phil Rees



# Promoting equality



## Close the Pay Gap campaign

It has been a pivotal year for tackling the pay gap in the public sector. Some local authorities are addressing long-standing pay inequalities. This year the Close the Pay Gap campaign focused on building momentum in the public sector towards pay equality. In conjunction with our campaign partners we brought together elected representatives, Chief Executives, HR managers and union representatives from across the Welsh public sector to provide expert advice, support and information throughout the year. The Close the Pay Gap campaign is a partnership between the Welsh Assembly Government, Equal Opportunities Commission and the Wales TUC.

## Equal Pay Distance Learning CD-Rom

A CD-Rom has been developed this year as part of the Close the Pay Gap campaign. It has been designed to help workplace representatives understand how the pay gap occurs and what the law says. It also explains what pay reviews are and why they are necessary.

## Gender equality

The Wales TUC's Women's Committee work continued to focus on issues for carers, tackling domestic abuse and preventing the trafficking of women and children. The campaigning against domestic abuse was especially successful and partly responsible for ensuring an Assembly grant of £24,000 to set up a dedicated helpline for women.

## Challenging racism

At the annual Wales TUC Challenging Racism Conference, which was held in Wrexham, the Wales TUC signed a joint statement with the Muslim Council of Wales. The agreement means joint working between the two organisations to tackle Islamophobia and to promote trade union membership amongst the Muslim community as the best way of tackling workplace discrimination.

At the time of writing the Wales TUC is working with Wales Friends of Searchlight and other anti-fascist groups during the Assembly election to campaign against far right parties. The Wales TUC is writing to candidates in advance of the Assembly elections asking them to sign up to an 'Election Compact,' which will commit them to ensuring no words or actions are used during the campaign which encourage discrimination, stir up racial or religious hatred or lead to prejudice on the grounds of race, nationality or religion.

## Equality for lesbian and gay people

The Wales TUC Lesbian, Gay, Bisexual and Transgender Committee campaigned for no exemption for religious organisations in new legislation outlawing discrimination in the provision of goods and services to lesbian, gay and bisexual people. The work contributed to a successful UK campaign to prevent the Government allowing exemptions.

# Equal at Work project

The Wales TUC's Equal at Work project is supporting unions to promote equality and challenge discrimination in workplaces across Wales.

It is a two-year project led by the Wales TUC in partnership with the three equality commissions (DRC, CRE and EOC) as well as Stonewall Cymru and Age Concern. It is funded by the DTI Union Modernisation Fund and is one of the model round one projects from the fund.



## Raising awareness about equality rights

The project is promoting and raising awareness amongst trade unions, employees and employers about new and existing equality rights for employees. This year a website was launched, [www.equalatwork.org](http://www.equalatwork.org), which acts as a gateway for information about workplace equality issues. Poster campaigns, for example about the new age discrimination regulations, have improved people's awareness about their rights at work.

## Capacity building

The project is increasing the capacity of trade unions to bargain with employers on equality matters. A new course for reps has been developed and will be piloted during Summer 2007. The course goes beyond providing reps with information about discrimination law. It will help reps to make a difference by developing bargaining skills on equality issues.

Over 25 workplace reps have already completed a course developed with Cardiff University on representing members at Employment Tribunal in discrimination cases. The course is now being offered in North Wales with Bangor University.

## Next year

The project will also undertake research about workplace equality in Wales, the first of its kind. Innovative pilot projects will be supported, such as on cross strand working. Next year a number of seminars that bring together employers and union representatives to agree joint equality action plans will take place across Wales.



Barry Clarke, Russell Jones and Walker solicitors and Vaughan Gething, Thompsons solicitors, speaking at the Equal Pay, Equal Value, Job Evaluation seminar in February.

Photo by Natasha Hirst

# Supporting union representatives to deliver for members

The core programme of courses for union representatives continues to run across our four trade union studies centres offering courses for union reps, health and safety reps and union learning reps.

## In partnership with the Assembly

In December 2006, the Welsh Assembly Government agreed the contract for learning activity for the next three years. This will allow us to:

- continue supporting course fees for all union representatives
- develop course materials as required
- address the basic skills needs of union reps attending our course programme
- identify and evidence the effect of trade union education at the workplace
- develop pathways for trade unionists into higher education
- develop networks of excellence based around the current trade union studies centres, the first project of its kind in the UK.

## Linking learning with union organising

This year we piloted new materials for union learning reps about learning, organising and workforce development. Linking learning with union organising was one of our main themes during the past year. It was a subject discussed at our annual union learning reps conference, our first organising conference and the Women's Conference. In 2007-2008 we will continue to develop this theme by bringing union reps and union learning reps together on courses to assist with workplace organisation.



Photo by Natahsa Hirst

## New courses

Two new courses, developed by the Wales TUC, are about to be rolled out across the UK.

### Women and Health and Safety

This course will help trade union health and safety reps to understand the symptoms of ill health caused by work and to research and identify appropriate legislation, policies and information. It will also help reps to recognise problems and opportunities for trade union action to tackle occupational ill health.

### Mentoring for Leadership

This course is aimed at union regional secretaries and the content includes the analysis of the skills, attitudes and behaviours, which promote effective mentoring. The specific skills of establishing rapport, listening, giving and receiving feedback, the effective use of questions, action planning and target setting are explored and exercised.



Photo by Phil Rees

# General Council members and attendance

## ATTENDANCES 2006 - 2007

The Wales TUC General Council has decided to publish attendance levels for General Council and Executive Committee meetings in the Annual Report. At the time of going to press the General Council and the Executive Committee had both held four meetings during the year.

MEMBER	UNION	ATTENDANCE		MEMBER	UNION	ATTENDANCE	
		GENERAL COUNCIL	EXECUTIVE COMMITTEE			GENERAL COUNCIL	EXECUTIVE COMMITTEE
Brian Apsley	Wrexham TC	2		Tom Jones	Gwynedd TC	1	
Pam Baldwin	UNISON	3	0	Jacqui Joseph	AMICUS (1)	0	
Sheila Bearcroft	GMB	1		Mariam Kamish	Merthyr TC	4	
Nick Blundell	UCATT	3		Bill King	UNISON	2	
John Burgham	TGWU	4	4	David Lewis	AMICUS	3	2
Alison Burrowes	PCS	3		Liz Lewis	TGWU	2	
Allan Card	AMICUS	3		Sandra Miller	UNISON	1	
Ramon Corria	Cardiff TC	4	3	Stan Moran	ASLEF	0	
Brian Curtis	RMT	3	2	Paul O'Shea	UNISON	3	2
Geraint Davies	NASUWT	3	4	Susan Owen	USDAW	0	
Phillip Dixon	ATL	2		John Phillips	GMB	2	
Pamela Drake	GMB	1	2	Andy Richards	TGWU	3	2
Rob Edwards	COMMUNITY	2		Alwyn Rowlands	AMICUS	1	2
David Evans	NUT	3		Kim Sandford	SOR	3	
Jeff Evans	PCS	3	1	Jayne Setchfield	NASUWT	1	
Siân Gale	BECTU	2	2	Catherine Speight	AMICUS	2	3
Allan Garley	GMB	3	3	Jan Szabo	UNISON	0	
Vaughan Gething	GMB	2	1	Mark Thomas	TGWU	3	
Ken Goodger	Newport TC	4		Wayne Thomas	NUM	2	
Ken Hanbury	CWU	1		Amanda Wakefield	BFAWU	2	
Heledd Hayes	NUT	3		Win Wearmouth	UNISON	2	
Margaret Hazell	AMICUS	0		Siân Wiblin	PCS	3	
Gareth Howells	PROSPECT	3		Ken Williams	Port Talbot TC	3	
Nick Ireland	USDAW	1		Felicity Williams	Ex officio Wales TUC	4	4
Simon Jenkins	FBU	0					
Andrea Jones	AMICUS	3					
Ruth Jones	CSP	3	4				

(1) Jacqui Joseph sadly died during the year.

NOTE: It is not possible to list all the reasons for absence but it should be noted that the main reasons given were union business and sickness.



## Trades Union Councils

<b>Brynmawr</b> 4 Church Field Brynmawr NP23 4QA	<b>Llanelli</b> c/o UNISON - Coleg Sir Gar 57 Tir Gof Llanelli SA14 8TP	<b>Swansea County</b> / <b>Sir Abertawe</b> 58 Station Road Florestfach Swansea
<b>Cardiff County</b> / <b>Sir Caerdydd</b> 57 Three Arches Avenue Cardiff CF14 0NW	<b>Merthyr Tydfil</b> <b>County / Sir</b> <b>Merthyr Tudful</b> 7 Brickfield Crescent Merthyr Tydfil CF47 0DW	<b>Torfaen County</b> / <b>Sir Torfaen</b> 35 Waun Road Cwmbran Torfaen NP44 7JN
<b>Conwy County</b> / <b>Sir Conwy</b> 164 Dyrneth Road Rhos on Sea Colwyn Bay LL28 4UP	<b>Neath</b> / <b>Castell-nedd</b> 8 Brag-Du Pencoed Bridgend CF35 6JN	<b>Vale of Clwyd</b> / <b>Bro Clwyd</b> 21 Burns Drive Rhyl Denbighshire LL18 3BN
<b>Cynon Valley</b> / <b>Cwm Cynon</b> 8 Hamilton Street Mountain Ash CF45 3RM	<b>Newport County</b> / <b>Sir Casnewydd</b> 3 Heather Road Newport NP9 7JZ	<b>Vale of Glamorgan</b> / <b>Bro Morgannwg</b> 24 Denbigh Way Barry Vale of Glamorgan CF62 9AT
<b>Deeside</b> / <b>Giannau Dyfrdwy</b> 61 Kingston Drive Connahs Quay Deeside CH5 4TN	<b>Pontypridd</b> 3 Quarry Road Maesycloed Pontypridd CF37 1JD	<b>Wrexham County</b> / <b>Sir Wrecsam</b> 6 Leahurst Way Bradle Wrexham LL11 4BZ
<b>Ebbw Vale</b> / <b>Glyn Ebwy</b> 2 Hafod Lane Victoria Park Ebbw Vale NP23 8AS	<b>Port Talbot</b> 40 Oakwood Street Port Talbot SA13 1BE	<b>UCAC (3,948)</b> Pen Roc Rhodfa'r Mor Aberystwyth SY23 2AZ 01970 639950 www.athrawon.com ucac@athrawon.com
<b>Gwynedd</b> 57 Bro Syr Ifor Tregarth Bangor LL57 4DS	<b>Rhondda</b> 62 Eleanor Street Tonypandy Rhondda CF40 1DR	<b>TSSA (780)</b> Walkden House 10 Melton Street London NW1 2EJ 020 7387 2101 www.tssa.org.uk enquiries@tssa.org.uk

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<b>T&amp;GWU (51,000)</b> Transport House 1 Cathedral Road Cardiff CF11 9SD 029 2039 4521 www.tgwu.org.uk wales@tgwu.org.uk	<b>URTU (1,052)</b> 76 High Lane Chorlton Manchester M21 9EF www.urtu.com info@urtu.com 0800 526639	<b>WGGB (105)</b> 15 Britannia Street London WC1X 9JN 020 7833 0777 www.writersguild.org.uk