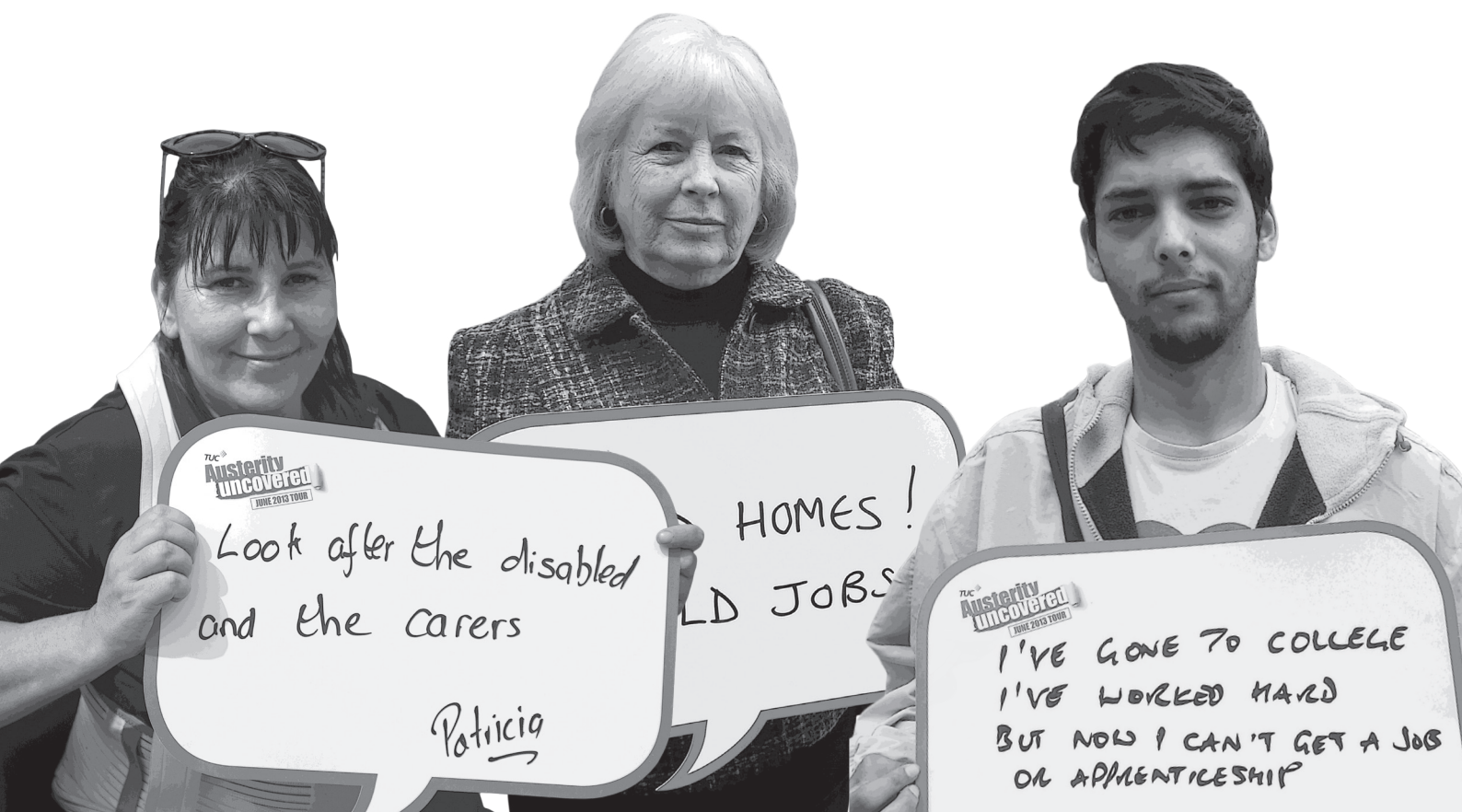


Congress 2013

GPC REPORT AND COMPOSITE MOTIONS

AND GENERAL COUNCIL STATEMENTS

The 145th Annual Trades Union Congress
8–11 September 2013, Bournemouth



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1 Section one **GPC report to Congress**



Part 1 Agenda

All motions and amendments stand as in the Agenda unless indicated otherwise below. Where composite motions have been agreed and approved by the GPC by 4 September, they are shown in the list below and the text of the composite motion is given in Section Three of this report.

Composite motions agreed and approved by the GPC after 4 September will be reported to Congress by the GPC and copies circulated to delegates as quickly as possible.

Where movers of motions have agreed to accept published amendments by 4 September, this is also stated in the list below. The GPC will report to Congress all instances where published amendments are accepted by the movers of motions after 4 September.

The following is the position at 4 September in respect of motions, amendments and composite motions. Motion numbers are those printed in the Agenda.

1. Jobs, growth and a new economy	
01 Unite 02 UNISON amend USDAW 03 PCS	Composite 01 Anti-austerity campaigning, cuts and growth
04 CWU amend Unite 05 TSSA amend FBU 06 CSP amend UCATT amend FDA	Composite 02 Economic policy
07 Unite amend Accord 08 Accord	Composite 03 Banking policy
09 Community 10 BACM-TEAM 11 NUM	Composite 04 Security of energy supply and energy intensive industries
12 Equity 13 BECTU	Composite 05 Arts funding
14 UCATT amend UNISON	Composite 06 Housing
15 Nautilus International	Stands
16 RMT	Stands

2. Fair pay and a living wage	
17 UNISON amend PCS amend UCU amend CSP amend TSSA 18 NUT 19 NASUWT amend EIS 20 FDA amend Prospect amend SCP	Composite 07 Fair pay and standards in the public sector
21 EIS 22 BALPA	Composite 08 Pensions
23 BECTU	Stands
24 TUC Young Workers' Conference	Stands
25 Musicians' Union	Stands

Section one

GPC report to Congress

3. Good services and decent welfare			
26 UNISON amend FBU	Stands accepted	47 PCS	Composite 13 Campaigning for social security
27 NUT	Composite 09 Defence of comprehensive education and national curriculum	48 Equity amend ASLEF	
28 ATL amend Unite amend NUT		49 TUC Disabled Workers' Conference	
29 EIS amend ATL		50 Community amend ATL	
30 GMB amend NASUWT		Stands accepted	
31 ATL	Stands	4. Respect and a voice at work	
32 UCU	Stands	51 Unite amend USDAW amend NUT amend CWU	Composite 14 Trade unions and employment rights: new rights, new freedoms
33 AEP	Stands	52 Prospect amend GMB	
34 CSP	Composite 10 The future of the NHS	53 UCU	
35 HCSA amend UNISON amend SoR		55 POA amend RMT amend NUJ	
36 SoR	Stands	56 URTU	
37 SCP	Stands	54 RMT	Stands
38 BOS amend SoR	Stands accepted	57 GMB amend Unite amend UCATT	Composite 15 Employment discrimination
39 FBU amend TSSA	Stands accepted	58 Nautilus International amend FDA	Composite 16 Electronic balloting
40 POA amend UNISON	Composite 11 Contracting out in the criminal justice system	59 BALPA	
41 Napo		60 Prospect amend ASLEF	Stands accepted
42 Napo amend CWU		Stands accepted	61 Accord
43 FDA	Stands	62 TUC Women's Conference	Stands
44 CWU	Stands	63 TUC Black Workers' Conference	Stands
45 TSSA	Composite 12 Rail privatisation	64 USDAW amend Prospect amend Community	Composite 17 Mental health
46 ASLEF amend RMT			

Continues overleaf

65 PFA	Stands
66 UCATT amend NASUWT	Stands accepted
67 SoR amend CSP	Stands accepted
68 NUJ amend UCU	Stands accepted
69 HCSA	Stands
70 NUJ 71 ASLEF	Composite 18 Defending democratic rights and civil liberties
72 NUM amend GMB	Stands accepted
5. Strong unions	
73 AEP amend PCS	Stands accepted
74 SCP	Stands
75 TUC Trades Union Councils' Conference	Stands
76 USDAW amend Community	Stands accepted
77 NASUWT	Stands
78 FBU	Stands
79 Musicians' Union	Stands
80 TUC LGBT Conference	Stands

Part 2 Introductions and presentations

The GPC has approved the following speeches and presentations by members of the General Council, sororal delegates and special guests:

Sunday afternoon

- ▶ President's address and vote of thanks
- ▶ Address by Amirul Haque Amir, President of the Bangladeshi Federation of Garment Workers

Monday morning

- ▶ General Secretary's address

Monday afternoon

- ▶ Address by Harriet Yeo, Labour Party sororal delegate

Tuesday morning

- ▶ Address by Rt. Hon Ed Miliband MP, Leader of the Labour Party, followed by a question and answer session

Tuesday afternoon

- ▶ Address by Toni Pearce, President, National Union of Students

Wednesday afternoon

- ▶ Address by Baroness Lawrence OBE

On Monday morning there will a video presentation about the Austerity Uncovered bus tour.

On Tuesday afternoon the Congress Awards will be presented.

On Wednesday morning there is time allocated for a Colombian speaker.

Section one

Jobs, growth and a new economy

Part 3 Ballots

The ballot for General Council Sections C and D will take place on Tuesday. The candidates in sections A, B, E, F, G, H, I and J and the General Purposes Committee are elected unopposed.

Ballot papers will only be available to delegates from unions eligible for Section C (those with fewer than 30,000 members) and Section D (unions with fewer than 200,000 members).

Ballot papers for Sections C and D may be collected from 9.00 am on Tuesday from the scrutineers by the TUC Information Stand. Ballot papers will only be provided in exchange for the official delegate form.

The ballot closes at noon on Tuesday.

Delegates are reminded that in casting their union's votes, the total number of votes allocated to your union should be written in against the name(s) of the candidate(s) you wish to support. The number of votes allocated to each union is printed on the ballot paper. The result of the ballot will be announced towards the end of the Tuesday afternoon session.

Part 4 Standing orders

Delegates are reminded of Rule 26 governing speaking times during Congress which permits the following speaking times:

- movers of motions up to five minutes;
- seconders of motions and all subsequent speakers up to three minutes.

A system of warning lights will be used with a green light showing at the beginning of a speaker's allowed time. This will change to amber one minute from the end of the allowed time and to red at the end of the allowed time. If the speaker continues when the red light is showing, a bell will ring.

Delegates are asked to co-operate fully with the rules on speaking times and to give their names and the names of their unions before they begin their speeches.

- **Sunday:** 4.00pm to 7.00pm
- **Monday:** 9.30am to 12.45pm and 2.15pm to 5.30pm
- **Tuesday:** 9.30am to 12.45pm and 2.15pm to 5.30pm
- **Wednesday:** 9.30am to the close of business

Under rule, Congress must conclude no later than 4.00pm on Wednesday.

Part 5 Membership of the General Purposes Committee

Peter Hall (Chair)
Linda McCulloch (Secretary)
Chris Tansley
Paddy Lillis
Sharon Holder

2 Section two Congress tellers and scrutineers

Tellers

Edith Swinley

Educational Institute of Scotland

Dana Bruno

GMB

Tom Davies

National Union of Journalists

Steve Leggett

Transport Salaried Staffs' Association

Pete Gillard

Unite

Scrutineers

Shelagh Hirst

Association of Teachers and Lecturers

Kate Hudson

Communication Workers Union

Kathy Wallis

NASUWT

Ravi Kurup

Public and Commercial Services Union

Naz Iqbal

Union of Shop, Distributive and Allied Workers

3 Section three

Composite motions



C01 Anti-austerity campaigning, cuts and growth

Motions 1, 2 and amendment, and 3

Congress welcomes the initiatives taken by the General Council over the last year to stimulate campaigning against austerity and the poverty that it has caused across the country, in particular the bus tour in summer 2013.

Congress further recognises the depth of social misery being caused by government policies, often to the most vulnerable, and therefore resolves to place the organised labour movement at the heart of a national campaign of opposition to austerity and its consequences and for the promotion of alternative policies.

Congress calls for the end of the austerity programme and politically motivated public spending cuts and the introduction of a programme of economic stimulus that will create the necessary jobs and growth to boost the economy.

The austerity programme has caused the slowest period of UK economic recovery in 100 years; 2.5 million people unemployed; and borrowing increased to pay for the failure of the government's policies. Congress further notes that far from tackling the deficit, Chancellor Osborne's strategy will mean an extra £245bn in borrowing – not for growth-creating investment, but for filling the gap left by his growth-choking policies.

Over 700,000 public service workers have lost their jobs since 2010 and real wages across the economy will be on average £1,700 lower in 2015.

The austerity policies have also had a negative impact on the private sector with consumer demand being squeezed as public spending has been cut. The real pay of workers, in both the public and private sectors, is under pressure as a result of below-inflation pay rises and pay freezes. Congress notes that people are facing the biggest fall in living standards on record, with the average family £1,800 worse off this year – with UK disposable income falling from fifth in the world to twelfth. The recent Spending Review has attacked jobs, pay and local government services in particular.

Congress believes that with all major UK parties signing up to the same spending plans and promising further austerity after the 2015 general election, it is up to trade unions and communities to resist these failed policies that are only succeeding in impoverishing increasing numbers of people.

The programme of cuts and privatisations affecting our NHS, schools, social security system, and public services is a co-ordinated and systematic attack – that is disproportionately hitting working class communities, and in particular women, disabled people and ethnic minorities. Congress believes that the crisis facing people and their local services is so severe that we cannot wait for a general election in 2015, we must act now.

Congress calls for:

- i a moratorium on cuts in the public services
- ii the reversal of the swingeing cuts to social security
- iii fair and progressive taxation, tackling tax evasion and avoidance
- iv a massive public infrastructure programme to build railways, schools, homes and utility networks that boosts businesses, public services and incomes.

Congress resolves to:

- a instruct the General Council to organise in the course of 2014 a nationwide march against poverty, focusing on the bedroom tax, food banks and other effects of government policy; designed to draw in working people and their communities in all parts of the country and to unite people around the trade union movement
- b continue the local, regional and national campaign actions highlighting the damage of the cuts
- c highlight the squeeze on low and middle earners and promote collective bargaining as the best way to tackle falling living standards and inequality
- d highlight the devastating impact of austerity on women, disabled, black, young and LGBT workers and their families
- e work with the ETUC against European austerity
- f step up the campaign against austerity and for an economic alternative based on tax justice, investment, job creation, public ownership, and the redistribution of wealth
- g promote political education and campaigning on the economic choices at the 2015 general election

Section three

Composite motions

- h welcome and support the People's Assembly Against Austerity and encourage affiliated organisations and trades councils to involve themselves in this and similar local initiatives aiming at opposing the bedroom tax and welfare cuts, defending the poorest, and demanding action to end unemployment
- i promote and support the day of action called by the People's Assembly for 5 November 2013
- j reaffirm that mass industrial action to oppose the cuts and the wrecking of the welfare state is a legitimate option in Britain as it has been in Greece, France, Spain and other countries in Europe, and that it will continue to work to create the conditions, including membership support and public sympathy, which makes discussion of this option a realistic possibility
- k instruct the General Council to facilitate a co-ordinated programme of civil and industrial action involving trade unions and other campaigns.

Mover: Unite

Seconder: UNISON

Supporters: Public and Commercial Services Union; Union of Shop, Distributive and Allied Workers

C02 Economic policy

Motions 4 and amendment, 5 and amendment, and 6 and amendments

Congress notes that the austerity policies carried out by the coalition government have failed, even by their own measures. The government said that austerity would restore growth in the economy; promote manufacturing; stimulate private investment; and cut the public sector deficit. Yet the economy has stagnated; manufacturing has fallen faster than services; private investment has been on strike; and the public sector deficit has grown.

Congress believes these are the inevitable results of implementing austerity during a recession. Comparable results occurred during the 1930s, and the coalition government is ignoring the contemporary and historic evidence.

The alternative must be to expand the economy through government-led investment programmes. Utilising the government's ownership of banks, growth can be restarted by rebuilding infrastructure and public services; a major programme of social and council house building; and stimulating consumption by ending wage cuts, freezes, low pay and benefit reductions.

Public finances can also be improved by addressing tax avoidance and scrapping the replacement of Trident. Money saved by ending our nuclear weapons system could be used to sustain the process of defence diversification, vital to our manufacturing future. Such a policy would need to ensure that the jobs and skills of tens of thousands of workers in the sector were preserved.

Congress agrees to support "investment, not cuts" as a theme for work against austerity. The General Council is directed to promote this on all appropriate occasions.

Congress congratulates the General Council in its continuing work that highlights the unfairness of the coalition government's cuts and austerity policy and offers an alternative approach based on fairness, full employment, inclusion, social justice with high labour standards and workers rights.

Congress continues to reject the economic policies of the coalition government, including the further measures announced in June's comprehensive spending review that will further damage the economy and people's standards of living.

Congress is alarmed that the Labour leadership has stated that a future government would apply the spending limits set for 2015/16. The prospect of further cuts in public services and falling living standards will not inspire working people. Congress pledges to challenge the austerity consensus, no matter who implements it.

Congress is particularly critical of measures such as the 'bedroom' tax, cuts in legal aid and work capability assessments for disabled people that are targeted at the poorest and most vulnerable in society. By contrast, at the same time, the wealthiest in society continue to prosper and get richer and more powerful with highest earners benefiting from a cut in income tax, company executives being excessively remunerated and transnational companies like Google and Starbucks who are allowed by current laws to avoid UK corporation tax altogether, or pay very little.

Congress considers that the coalition government's economic policy will continue to fail at all levels and result in higher national debt, dwindling capital investment, falling living standards and increased levels of poverty.

Congress calls on the General Council to continue to challenge the coalition government's economic policy and work with affiliates and other progressive, like-minded organisations in mobilising opposition to this failed approach and put forward a real alternative that will deliver sustainable economic growth, increased standards of living and a fairer and more equal society.

Austerity cuts are impacting on the poorest in a disproportionate way. In the meantime big corporations and well-known wealthy individuals are practising tax avoidance on a seemingly grand scale.

Companies are increasingly falsely self-employed workers to avoid paying employers national insurance contributions. This strips workers of basic employment rights and acts as a huge hidden subsidy to industry.

Tax dodging and the use of tax havens deprive governments of money that could be spent on essential public services in Britain and on alleviating poverty world-wide. They also put domestic companies who operate in a more ethical way at a disadvantage.

Congress therefore welcomes the focus on taxation policy in the A Future that Works campaign and also endorses the proposals made by FDA members in HMRC in their 2013 Budget Submission to help reduce the tax shortfall that is currently equivalent to an extra £1,000 of tax for every adult in the country. Congress calls on the TUC General Council to ensure that future campaigning includes:

- i a demand for multinational firms to report their earnings on a country-by-country basis, as well as their use of tax havens
- ii for HMRC to have sufficient resources and sustained additional investment to address current tax loopholes, tackle tax evasion and avoidance and reduce the tax gap
- iii continued support for the introduction of a financial transactions – or Robin Hood – tax, in the face of sustained finance sector lobbying against this

- iv consideration of the role that more progressive rates of income tax and/or national insurance could play in rebalancing our economy.
- v the end of the Construction Industry Scheme (CIS) and all forms of false self-employment.

Mover: Communication Workers Union
Seconder: Chartered Society of Physiotherapy
Supporters: Transport Salaried Staffs' Association; Unite; Union of Construction, Allied Trades and Technicians; Fire Brigades' Union; FDA

C03 Banking policy

Motions 7 and amendment, and 8

Congress is appalled that despite causing the most severe financial crisis in the UK in living memory, much of the banking sector has reverted to 'business as usual'. Unjustifiable bonuses are being awarded to executives and ordinary bank workers are having their jobs and terms and conditions slashed.

Congress condemns the government's failure to tackle excessive bonuses to bank executives, including its opposition to the proposed EU bonus cap.

Congress notes the publication of the Parliamentary Commission on Banking Standard's (PCBS) report, Changing Banking for Good and the government's response published on 8 July 2013.

Congress shares the aspiration to move the UK banking sector from rescue to recovery and to build a banking sector that upholds the high standard of ethics and professionalism that society expects and underpins a strong, safe and successful banking system that supports the economy.

Congress welcomes the creation of new powers to jail bankers who are reckless with other people's money and the commitment to introduce more competition into banking.

However, Congress notes with dismay that job losses in the industry continue unabated and that many consumers still feel that they are not getting treated fairly by their banks.

Section three

Composite motions

Banks are also failing to lend to support small businesses and initiatives such as Project Merlin and the Funding for Lending Scheme has failed to adequately address the issue of providing access to finance.

Rather than exercise its influence in the nationalised banks for the long-term good, the government is in a rush to privatise RBS and Lloyds before the election for short-term expediency.

Congress supports urgent reform of the banking sector so that it meets the needs of society and the real economy. This includes the creation of a properly resourced British Investment Bank to provide finance for infrastructure investment and to small businesses. More immediately, government stakes in RBS and Lloyds should be used to support the real economy.

Congress calls on the General Council to:

- i) oppose any attempts to sell off the state's stakes in RBS and Lloyds
- ii) campaign for the government stakes in the nationalised banks to be used to support investment in the real economy including consideration of how the RBS branch network can be used to promote regional banking and local economic growth.

If the government starts to sell its stake in the Lloyds Banking Group, Congress insists that the funds raised are used to boost jobs and growth to repair some of the damage caused by the financial crisis. The funds must not be used for tax cuts or pre-election bribes.

Congress also notes the growth in pay day loans and similar operations which charge exorbitant interest rates to some of the poorest people in society who do not have access to normal banking facilities.

Congress asks government to widen the scope of recommendations on the future of banking and insist that banks provide social banking facilities and use their networks and resources to provide banking facilities to customers who may otherwise be subjected to the extortionate interest rates and other charges imposed by pay day lenders.

Mover: Unite

Seconder: Accord

C04 Security of energy supply and energy intensive industries

Motions 9, 10 and 11

Congress welcomes progress in creating an active industrial strategy for the UK but recognises that the level and coherence of government support for UK industry still falls far behind competitor countries such as Germany.

Congress is concerned that published government sector strategies consistently fail to consider how energy intensive industries or 'enabling sectors', such as steel, chemicals, cement, ceramics, glass and brick, could be supported to develop local supply chains for key sectors.

Congress notes that these energy intensive industries make up a fifth of manufacturing output and consume half of its energy needs and, therefore, recognises that how these industries are supported and regulated is fundamentally important to any overarching industrial strategy aimed at increasing manufacturing output.

Therefore Congress calls on the TUC to support, develop or promote:

- i) procurement policies that maximise opportunities for UK industrial supply chains and the inclusion of local content
- ii) policies that deliver energy security for industry – particularly energy intensive industry – including the development and use of carbon capture and storage for industry
- iii) the production of a government sectoral strategy for energy intensive industries and recognition of the role of energy intensive industries in existing government sectoral industrial strategies.

Congress states the need for a secure, balanced energy mix together with the use of carbon capture and storage technology which will include coal if the lights are to be kept on.

The importance of the coal industry in power generation, especially in winter, is evidenced when more than 50 per cent of the UK's electricity is coming from coal-fired power stations.

The Energy Act 2011 introduced an obligation on Ofgem to provide the Secretary of State with a report assessing plausible electricity capacity margins and the risk to security of supply and the responsibility for the security of supply is with the government.

However, Ofgem has warned the government that spare electricity power production capacity could fall, increasing the risk of blackouts if the nation's energy demand remains at current levels.

Congress also notes that the closure of eight gigawatts of coal fired capacity, in accordance with the EU's Large Combustion Plant Directive, is continuing apace and that there is little evidence that the UK is providing the urgently needed investment and regulatory climate to ensure remaining coal stations can still run, and that new carbon capture coal stations are built. All of this is occurring when coal is the cheapest form of electricity generation and at a time when the indigenous coal industry in the UK is in crisis.

Congress notes with great concern the effects of the failure within 20 years of the politically motivated privatisation of the British coal industry. Thousands of direct and indirect highly skilled jobs have been lost which has brought about social and economic devastation to communities across Britain.

Privatisation has failed.

The possibility of Britain facing power shortages could significantly rise towards the middle of the decade as ageing power plants retire.

The UK has abundant indigenous coal reserves and only government intervention will secure a future for the UK coal industry.

The government is urged to take steps to protect the market for coal produced in this country to save employment, provide security of supply and provide the consumer with cheap, environmentally benign electricity.

Mover: Community

Seconder: National Union of Mineworkers

Supporter: British Association of Colliery Management – Technical, Energy and Administrative Management

C05 Arts funding

Motions 12 and 13

Congress notes the funding crisis facing local theatres in the UK. This crisis is primarily due to reductions in Arts Council funding and local authority budgets as a result of the government's failing austerity agenda.

Congress believes that the arts industry plays an important role in the UK, both culturally and economically, and notes with alarm the devastating reduction in financial support for the sector since the financial crisis began.

The Department for Culture, Media and Sport will see a 26 per cent real reduction in budget by 2015; 41 per cent of arts fundraisers have reported that business sponsors plan to reduce their donations; and local authorities, traditionally major supporters of the arts, face cuts of up to 50 per cent in central government grants by 2018.

Congress further notes that cities such as Sheffield and Newcastle, where the arts and culture has been central to regeneration, have been forced to cut huge sums from their arts budgets, while local authorities in Westminster and Somerset have opted to end all funding for the arts and culture. In Westminster the arts spend was just £350k, 0.04 per cent of the Council's total budget.

Under extreme pressure, most councils have reviewed their arts expenditure, all of which is discretionary, resulting invariably in cuts, sometimes to zero. Taken with reductions in other funding, for example a 30 per cent cut in grants from the Arts Council of England, the existence of hundreds of arts organisations is threatened.

Arts activities contribute to their local areas by enriching the lives of citizens, encouraging social inclusion, supporting learning and achievement, and developing a visitor economy.

The arts also boost local economies as a whole, and a survey by Arts Development UK revealed that for every £1 of local authority arts expenditure, a further £3.83 was raised in alternative funding, with most of it being spent locally. Another study in Newcastle showed a benefit six times greater than the level of public subsidy.

Congress believes that cuts to local theatres are damaging and short sighted and supports the work of the My Theatre Matters! campaign, which brings together local communities, audiences, theatres, performers and creative workers to lobby local and central government about the importance of supporting local arts provision.

Recognising the crisis in arts funding, particularly in council grants, Congress calls for local authority support for the arts to be a statutory obligation throughout the UK.

Mover: Equity

Seconder: Broadcasting, Entertainment, Cinematograph and Theatre Union

Section three

Composite motions

C06 Housing

Motion 14 and amendment

After three years of Conservative-led government and as a result of their policies there has been a huge increase in the housing crisis.

Congress notes that the government's latest figures show that there are now 53,540 people considered to be homeless and 55,300 households in temporary accommodation, of which 4,500 are living in bed and breakfast.

Congress further notes that despite there being nearly five million people on housing waiting lists, the government has cut capital spending on social housing by 60 per cent.

Congress recognises that the cost of private renting has increased dramatically, that the market rents for properties in 55 per cent of local authority areas are unaffordable. It is estimated that it costs £132 a month more to rent a property than pay a mortgage.

Congress is deeply concerned that over five million homes still fail to meet the Decent Homes Standard, of which 88 per cent are in the private sector and 26 per cent are privately rented.

Congress welcomes the commitment by Ed Miliband to invest in truly affordable housing and as a result reduce the housing benefit bill.

Congress calls on the TUC General Council to campaign for:

- i a huge expansion in the building of council and social housing
- ii an immediate end to the Right to Buy and homes that are sold replaced like for like
- iii the establishment of a comprehensive system of local authority-led regulation for the private rented sector, including a statutory register of licensed private landlords
- iv the introduction of workable rent control measures and reformed tenancy arrangements by local authorities to regulate the cost of private sector rented accommodation and improve security for tenants.

Mover: Union of Construction, Allied Trades and Technicians

Seconder: UNISON

C07 Fair pay and standards in the public sector

Motions 17 and amendments, 18, 19 and amendment, and 20 and amendments

Congress condemns the public sector pay freeze and ongoing pay cap.

Pay has failed to keep pace with the cost of living and many public sector workers have been hit with actual pay cuts due to pay freezes and higher pensions contributions, with prices rising faster than pay every month since November 2009 and wage cuts for UK workers the deepest since records began.

Workers are collectively losing £50bn a year due to the restricting of pay in both the private and public sectors.

Congress welcomes the TUC report *Where Have all the Wages Gone?* that highlighted the fall in share of national income going to wages over the last 30 years while the proportion going to profits increased.

Congress congratulates unions for their national and local campaigns against the pay freeze, threats of regional and local pay and attempts to undermine national structures and agreements.

Congress is encouraged that community and industrial campaigns for a living wage, as a means of bringing pay up and not levelling it down, have gathered momentum.

Congress is deeply concerned by the rise of casualisation, the use of zero hours contracts, that appears to have grown rapidly in the health sector over the past two years, extending into most job roles, attacks on terms and conditions, agency worker loopholes, unpaid standby and travel time and longer working hours, especially in social care.

Congress deplores the attacks on the professional status of teachers in England and Wales and from publicly funded employers in further and higher education. Introducing performance-related pay will further demoralise teachers and will trigger a decline in the quality of education that children and young people receive.

Congress asserts that the attack on teachers' terms and conditions is a naked attempt to encourage predatory companies to make a profit out of children's education.

Congress notes the despicable actions of the coalition government to bankroll a raft of hostile organisations to intimidate teachers and undermine teacher unions.

Congress is alarmed that the government is now attacking pay progression. Pay progression supports skills acquisition, recruiting and retaining staff, the delivery of equal pay and structures that provide a transparent pathway to a rate for the job, thus saving the public sector money.

Congress calls on the General Council to:

- i campaign for an end to the public sector pay cap, to protect pay progression and equal pay for work of equal value, an equal pay strategy prioritised in both the private and public sectors, and the outlawing of zero hours contracts
- ii campaign for a living wage and ‘fair wages’ clause in public procurement, as part of a strategy to end in-work poverty
- iii support the maximum number of unions coordinating necessary industrial action, across sectors where possible, as the most effective way to break the cycle of pay restraint
- iv oppose any proposals to further restrict the right of trade unionists to make efforts to defend their working conditions through collective action, sharing best practice on potential legal challenges
- v call on the government to engage with all public sector unions to deliver a meaningful, long-term reward strategy for the public sector and lobby political parties to support collective bargaining and a national framework of pay and conditions
- vi campaign to maintain teachers’ national pay and conditions of service and the entitlement of all children to be taught by qualified teachers
- vii research the extent of zero-hours and other forms of casualised contracts across sectors
- viii provide guidance and material for trade unions to win public opinion.

Mover: UNISON

Seconder: National Union of Teachers

Supporters: NASUWT; FDA; Public and Commercial Services Union; Prospect; University and College Union; Educational Institute of Scotland; Chartered Society of Physiotherapy; Transport Salaried Staffs’ Association; Society of Chiropractors and Podiatrists

C08 Pensions

Motions 21 and 22

Congress reaffirms its support for affordable, high quality occupational pensions in both the private and public sector, along with a state pension linked to earnings. Congress, therefore, condemns the austerity measures introduced by the UK government that have resulted in those in receipt of state pensions and those in private and public sector pension schemes suffering as a consequence of the banking crisis in 2008.

Congress, in particular, condemns the decisions of the UK government which have resulted in:

- i an increase in employee pension contributions
- ii the raising of normal retirement age to 68
- iii cuts to pension income by as much as 40 per cent.

Congress recognises that the replacement of DB with DC pension schemes has transferred all of the risk from the employer to the employee. With little prospect of a resurgence in defined benefit schemes and despite the ground-breaking work of auto-enrolment, Congress recognises the reality that if pension provision is to be adequate for the younger generation then individuals will increasingly need to save more and for savings to achieve a better return by good governance.

Congress recognises this will be no easy task in the current economic climate and against a backdrop of real cuts in incomes since 2008. Congress, therefore, welcomes the original work done by TUC officers on the informative Touchstone pamphlet *Third Time Lucky*, on building a progressive pension consensus.

Congress welcomes the declared opposition by the Scottish government to UK government pension policy and calls on the Scottish government to devote additional resources to realise this and ameliorate some of the effects of this policy. Congress, therefore, instructs the General Council to:

- a continue to campaign against the UK government’s damaging pensions policy
- b provide support, coordination and publicity to those affiliates resisting changes to pension provision
- c call on future governments to reverse the harsh changes to pension entitlement which the current government has introduced.

Section three

Composite motions

Congress calls on the General Council to build on the philosophy of the Touchstone pamphlet. This work might include a major membership engagement exercise on the need for individuals and their employers to pay more into DC pension pots and exploiting annual pay negotiations as an opportunity to increase contribution rates, with tax relief easing the burden of increased contributions for members.

Congress also recognises that charges can make a significant difference to pension outcomes and is appalled at the lack of transparency of the true costs members have to bear. Congress instructs the General Council to undertake a survey of costs and expose the good, bad and ugly providers and produce a gold standard of oversight arrangements.

Mover: Educational Institute of Scotland
Seconder: British Air Line Pilots' Association

C09 Defence of comprehensive education and national curriculum

Motions 27, 28 and amendments, and 29 and amendment

Congress reaffirms its support for the principle of high quality, comprehensive education which should be available to all young people within their local communities. Congress also recognises the key role currently played by local authorities in the provision of a democratically accountable comprehensive education service for all.

Congress notes:

- i Alongside attacks on teachers' pay, pensions and working conditions, the academy and free school programme is part of the government's drive to privatise education and undermine the professional status of teachers and teacher trade unions.
- ii Academies and free schools are unaccountable to local authorities, are outside national pay and conditions arrangements and can determine their own admissions and curriculum.
- iii Twenty per cent of the mainstream free schools approved to open in 2012–13 are in local authorities with a projected surplus of places of 10 per cent or more by 2016.
- iv Private schools are converting to free schools to access state funding.

- v Many parts of England have a shortage of primary places which the free school programme fails to address.
- vi Changes to the way student teachers are trained, programmes such as Troops to Teachers, and the ability of academies and free schools to employ unqualified teachers represent a sustained and substantial attack on the professional status of teachers and will damage the quality of education in England.

Congress resolves to campaign for:

- a the right of all children in state-funded schools to be taught by a qualified teacher
- b all state schools to be funded equitably regardless of their status
- c the restoration of local authorities' role as the democratic and accountable middle tier in education
- d place planning to be determined by local authorities in consultation with communities
- e the ending of the academy or free school presumption for new schools.

Congress believes that such a comprehensive system of education offers our communities the strongest foundation for an education system that promotes the values of social justice and equality, and provides opportunities for all.

Congress, therefore, opposes any initiative that seeks to undermine the provision of accountable comprehensive education and that:

- 1 gives undue influence or control over state schools to unaccountable and unrepresentative individuals or businesses
- 2 fragments coherent and harmonised comprehensive education provision for all
- 3 acts as a vehicle for the marketisation and privatisation of the public education service.

Congress calls on the General Council to campaign for the advancement of comprehensive education and to ensure that both the UK government and the devolved administrations provide sufficient funding for our state education service to enable all of our young people (aged 3 to 18) to have access to the highest quality education service possible.

Congress congratulates the General Council for introducing the TUC campaign Education not for Sale in order to raise awareness amongst the electorate of the intention of the Conservative Party to introduce profit into the management of state-funded schools in England.

Further, Congress regrets the lost opportunity for moving towards a curriculum that will meet the needs of economy and society, including social cohesion, and remains committed to a broad and balanced curriculum which includes not only academic subjects but the understandings, skills and behaviours which will equip young people to become successful citizens and workers, and prepares them for Apprenticeships and employment, as well as higher education. Congress condemns the Secretary of State for Education for ignoring all expert opinion, including that of the CBI and TUC, in developing a revised national curriculum for England. Congress is seriously concerned by the skills cliff edge, a diminishing skills base, outsourcing, crumbling infrastructure and endemic youth unemployment. Congress therefore calls for funding for secondary schools to develop vocational and practical skills in their syllabuses, with equal promotion of Apprenticeships alongside further and higher education.

The urgency of the need for the government to review its flawed proposals about qualifications and the curriculum is highlighted by youth unemployment figures. With one million young people 'not in education, employment and training', Congress calls on the General Council to work with a broad coalition of organisations campaigning for a more appropriate school curriculum.

Mover: National Union of Teachers

Seconder: Association of Teachers and Lecturers

Supporters: Educational Institute of Scotland; Unite

C10 The future of the NHS

Motions 34 and 35 and amendments

The NHS needs our support more than ever in this, its 65th, year.

Congress notes the tragic events at Mid Staffordshire NHS Trust. There will be different interpretations of the recommendations across the NHS; however, Congress welcomes the

Francis Report and that the DoH is working with NHS unions to drive the change needed and eradicate such events from happening in the future.

Congress is appalled that the government is using the report to denigrate the NHS. While lessons can and must be learnt when things go wrong with the quality of care given to patients, such instances must not be allowed to devalue the excellent care delivered by committed staff every day. Nor must they be allowed to divert attention away from the damage being inflicted on the NHS in the name of efficiency savings and competition.

Congress believes:

- i Healthcare workers must ensure they interact with patients with dignity, compassion and respect, as set out in the NHS Constitution.
- ii Good multidisciplinary team working in Strategic Clinical Networks will help improve care and the patient experience.
- iii Future service developments and reconfigurations should be based solely on the needs of the community and only made after full clinical involvement.
- iv Royal Colleges, healthcare trade unions and professional bodies should have a role in hospital visits by regulators and external reviewers, to ensure that high quality standards in medical education, training and service provision are maintained. Current statutory reviews by Monitor and the CQC do not include measures that are covered by the Royal Colleges and other healthcare trade unions and professional bodies' roles and responsibilities.
- v Individual clinicians and Trusts must be enabled to submit accurate and truthful data to the NHS on patient care.
- vi It must be acknowledged that cuts affect care quality. Safe minimum staffing levels are needed now.

Congress asks the TUC General Council to:

- a continue to expose the consequences of competition, job cuts, stripping out of specialist clinical skills, and constant reorganisation and fragmentation of services
- b campaign to promote the value of a properly funded, accountable and publicly delivered NHS as the most fair and cost effective way of delivering high quality, comprehensive health care
- c campaign to give NHS staff and local communities a genuine say in the future of their own local health services

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- d campaign for more investment in prevention, early intervention and rehabilitation as a key part of meeting future healthcare needs
- e campaign to remove the appalling term 'bed blocking' when used to describe vulnerable older people who do not want to be in hospital but have no choice
- f ensure these themes are raised as part of the march and rally at the Tory party conference.

Mover: Chartered Society of Physiotherapy
Seconder: Hospital Consultants' and Specialists' Association
Supporters: UNISON; Society of Radiographers

C11 Contracting out in the criminal justice system

Motions 40 and amendment and 41

Congress notes the continued contracting out and privatisation of the criminal justice system from prisons through to probation and the court services.

Congress notes the collapse of planned police privatisations in West Midlands, Bedfordshire,

Hertfordshire and Cambridgeshire and the termination of the custody procurement project in Thames Valley. Congress notes the turning of a tide on privatisation as police forces realise the lack of evidence for private sector claims for efficiency.

In May the government published its Transforming Rehabilitation plans. These plans, which include the outsourcing of 70 per cent of the probation service's work, including the supervision of all medium and low risk offenders, are being promulgated within a very short and 'aggressive' timeframe, and will see the 35 current probation trusts replaced by a small

National Probation Service, delivering work with high risk offenders; the creation of 21 government companies; the reallocation of up to 250,000 cases; and the transfer of 18,000 staff to new employers by October 2014. The likely bidders for the outsourced work will be big multinational security companies such as G4S, Serco, and Sodexo.

Despite the revelation that a 'restricted' MOJ risk register shows that ministry officials warn that this so called 'rehabilitation revolution' carries a high risk of operational failure and reputational damage, the Justice Secretary refuses to change course. Napo has called for a moratorium on the plans.

Congress believes the government's ideologically driven plans pose a threat to service delivery and a risk to public safety.

Congress expresses its full support for Napo's alternative methods of assisting the under-12 month custodial community, by properly resourced and locally accountable partnerships, and endorses their campaign of resistance to this attack on the probation service, including possible industrial action.

Congress instructs the General Council to:

- i campaign not just against privatisation within the criminal justice system but all public services
- ii make representations to the government, alongside the probation trade unions, that no changes to the probation service should proceed until there has been full parliamentary and public scrutiny of the identified risks
- iii in light of the allegations of over-charging by millions of pounds in the electronic monitoring contract, call for an independent public inquiry into the true cost of privatising public services.

Mover: POA
Seconder: Napo
Supporter: UNISON

C12 Rail privatisation

Motions 45 and 46 and amendment

Congress congratulates the TUC and affiliates in their work making the case for a publicly owned and accountable rail industry and highlighting the failings of the industry's current structure as exemplified by the fiasco of the intercity West Coast franchising process that landed taxpayers with a £50m bill.

Congress is alarmed at the government's and the industry's apparent denial that there is anything fundamentally wrong with the industry and their determination to continue with the competition for passenger rail franchises.

Congress believes this complacency and blatant self-interest must continue to be challenged at every opportunity. Congress, therefore, welcomes the findings of TUC-commissioned research by the Centre for Research on Socio-Cultural Change as further evidence of the failure of rail privatisation that has, amongst other things, artificially boosted private profits of the privately owned train operating companies.

This research also explodes the myth that rail firms are bringing added value to our railways or are responsible for passenger growth since privatisation. In reality they rely upon taxpayers to turn a profit, virtually all of which ends up in shareholders' pockets, rather than being used to improve services. Since the franchising system came into being, subsidies are about three times as high as they were at the time of privatisation.

The fact remains that rail privatisation has not brought the improvements its supporters promised. The reality is the highest fares in Europe, the average age of trains has increased and most new investment is funded by the state, no real increased private investment in the network.

Congress reiterates its support for rail re-nationalisation.

Congress notes with concern and condemns the European Commission's 4th Railway Package, which presents the British franchising system as a structure that should be replicated across the whole of the continent.

Congress is concerned that the package, which will impose fragmentation and privatisation, forces member states to introduce market forces into their rail network. By December 2019 it will be mandatory for services to either be provided through tendered public service contracts or by open access operations.

Congress also opposes the package's intentions to transfer many safety functions away from national bodies to the European Railway Agency. This move could lead to a reduction in safety standards and a loss of regional expertise.

Congress fears that if implemented, the package would not only force countries to allow the same profiteers to take money out of their networks in the same way that they do in the UK, but stop the UK from ever reversing the disastrous privatisation of our railway.

Congress calls on the General Council to:

- i continue working with affiliates and others to campaign for a publicly owned rail network that works in the public interest
- ii lobby and campaign to stop the 4th Railway Package passing in to law and to work with the ETUC and European partners to ensure that the mistakes of British rail policy are not spread across Europe and made irreversible here
- iii mobilise for the days of action against the fourth rail package on 9 October and for the 20-year anniversary of UK rail privatisation on 5 November.

Mover: Transport Salaried Staffs' Association

Seconder: Associated Society of

Locomotive Engineers and Firemen

Supporter: National Union of Rail,

Maritime and Transport Workers

C13 Campaigning for social security

Motions 47 and 48 and amendment

Congress notes that coalition social security policies have resulted in an extra million people living in poverty, homelessness up 14 per cent in the last year, rough sleeping up 31 per cent in the last two years, and 500,000 people now relying on food banks.

Congress notes that the minimum wage will again rise below the rate of inflation in October, and that millions of public and private sector workers have been subject to below-inflation pay rises for several years.

Congress further notes that UK state benefits and pensions are among the lowest in the developed world, and leave many in poverty and despair, and at the mercy of payday loan companies. Congress condemns the Westminster consensus which has perpetuated the myth that benefits spending requires capping, that has abandoned universal benefits, and which demonises 'scroungers'.

Congress believes that social security is an important trade union issue for our members and their families, whether in work or out of work, and that as a movement we must do more to defend the welfare state.

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Congress believes the Universal Credit system, due to be introduced in the UK in October 2013, will have a devastating effect on the lives of many members of trade unions, such as Equity and the other entertainment unions, where those members are fully self-employed and surviving on a low income.

These welfare reforms will also mean that those members who are assumed to have a minimum income floor (MIF) may find the help they can get with their housing costs (rent or mortgage interest) is very limited, leading to an increased risk of homelessness or repossessions.

Congress condemns the reforms which will remove access to certain benefits from striking workers and reduce the benefit entitlement of dependants of strikers.

Congress urges the General Council to campaign against this unfair system and seek its replacement with a more workable and equitable system.

Congress instructs the General Council to:

- i actively challenge and debunk welfare myths from politicians and in the media
- ii actively campaign for:
 - a repeal of the bedroom tax and the benefit cap
 - b the defence of universal benefits
 - c decent, liveable benefit levels
 - d abolition of workfare schemes
 - e scrapping the Work Capability Assessment
 - f removal of the sanctions regime
 - g a publicly run welfare system
 - h a mass council house building scheme.

Mover: Public and Commercial Services Union

Secunder: Equity

Supporter: Associated Society of

Locomotive Engineers and Firemen

C14 Trade unions and employment rights: new rights, new freedoms

Motions 51 and amendments, 52 and amendment, 53, 55 and amendments and 56

Congress recognises the coalition has launched a vicious attack on individual workers' rights at work, including:

- i fees at employment tribunal, that will weaken access to justice for working people
- ii reduced protection for unfair dismissal, including raising the qualifying period for unfair dismissal to two years
- iii capping ET awards
- iv shorter periods for redundancy consultation
- v the watering down of health and safety at work legislation.

In addition, the Growth and Infrastructure Act introduces the widely discredited 'shares for rights' proposals, despite lack of employer support for them.

The Enterprise and Regulatory Reform Act will undermine workplace equality and make it harder for workers to claim compensation for injuries at work, by abolishing strict liability in PI cases, which is a further blow to millions of workers and could deny justice to millions of workers and their families in compensation claims for injury at work.

Congress remembers 6 July 2013, the 25th anniversary of Piper Alpha, the world's worst offshore industry disaster, which claimed 167 lives.

Congress notes the increasing use of casualised contracts alongside the worsening impact of cuts and marketisation in post-16 education, as well as more broadly across both the public and private sectors.

Congress also condemns the government's decision to remove the requirement on employers to consult collectively on redundancies resulting from the ending of fixed-term contracts. Congress believes the removal of the obligation to consult when a fixed-term contract finishes is likely to:

- a give unscrupulous employers an incentive to increase the use of fixed term contracts
- b remove employment rights not only from staff in HE/FE, but from some of the poorest and most vulnerable in society, who work in industries such as catering, tourism and construction
- c militate against the principle of giving employees and their trade unions a chance to propose alternatives when faced with redundancies
- d prevent or not allow long enough time for a meaningful attempt at redeployment.

Congress calls on the General Council to consider all possible avenues of opposition to the proposed legislative changes, including joint campaigns with affiliates against these legislative changes and supporting unions if they decide to mount a legal challenge on whether this change puts UK legislation in breach of the EU Directive on Fixed-Term Work.

Congress deplores the long-lasting failure of UK trade union law to meet the baseline international standards on labour and human rights, and believes that recent ideological attacks on facilities time arrangements attempt to further undermine workers' rights to be effectively represented at work

Congress notes that figures associated with the Conservative Party are calling for:

- 1 further restriction on individuals' rights at work
- 2 further legislation against the trade unions, including audited membership records, attacks on the use of political funds, legislative changes curtailing the right to strike, including an outright ban in certain sectors, and the abolition of the requirement for a simple majority in favour of strike action.

Congress believes this represents yet another stage in a campaign to fundamentally weaken the trade union movement. In a recent report, examining law and practice in the United Kingdom, the United Nations' Special Rapporteur on Freedom of Association has emphasised that the right to strike is a legitimate and integral part of the activities of a trade union. Any removal of this right, however selective, shackles the ability of workers to protect their rights within the employment relationship.

Commenting upon existing balloting restrictions in the United Kingdom, potential breaches of which allow employers to seek injunctive relief against the proposed action, the United Nations Rapporteur added that any restrictions have to meet the strict test, set out in Article 22 of the International Covenant on Civil and Political Rights, of necessity in a democratic society for the identified legitimate interests. Even now, current limitations around strike action, it is suggested, do not meet this test.

Congress agrees that the government's approach is rooted in ideology not logic, and will do nothing to stimulate corporate investment or economic growth. An effective collective voice, a strong network of union representatives and proportionate regulation are key to a sustainably successful economy – not unilateral control of a workforce stripped of its rights.

Congress believes that it is more than coincidence – in fact it is directly correlated – that the trade union laws introduced in the 1980s that limited unions' ability to organise workers into unions and to bargain collectively are a direct cause of ever-widening income disparity which impacts particularly on the most vulnerable.

In many European countries where the institutions of collective bargaining have not been dismantled workers have not endured such a catastrophic collapse in wage levels.

To address the so-called race to the bottom on rights and a restoration of wages to proper and decent levels, there is an urgent need to change the law in Britain. Congress calls on the General Council to work with the TUC to develop proposals to campaign for United Kingdom employment rights to be based, as a minimum, on international labour standards, to allow the protection of workers' employment rights.

Congress believes that campaigning over employment rights being under attack must be one of the key priorities for the TUC in the year ahead.

Congress therefore calls on the General Council to:

- A oppose detrimental changes to employment rights
- B campaign for an end to zero-hours and insecure contracts and to make the case for new and extended rights for zero-hours contracts and agency workers
- C campaign for a positive legal and regulatory framework for employment relations, drawing on evidence and good practice internationally, including the legal right to gain access to workplaces for the purposes of talking to working people about the benefits of trade union membership and to ensure compliance with employment legislation
- D campaign for improved offshore safety standards including trade union access to the offshore workplace and for equal powers for seafarer, offshore and land-based safety representatives.
- E prioritise membership recruitment and organisation, particularly in the private sector.

Continues overleaf

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Congress and the General Council call on the Labour party leadership to support workers rights and pledge to support workers rights – including the firm commitment to repeal laws that have been described as ‘the most restrictive on trade unions in the western world’ – in their manifesto; to reverse the application fees and qualifying period for access to employment tribunals; and to restore adequate protection in health and safety legislation if they form the next government in 2015.

Congress also calls for a new legal settlement to provide for new rights and new freedoms for trade unions and people at work. This should:

- i repeal the relevant parts of the Enterprise & Regulatory Reform Act and associated measures, moving to a system of Day 1 rights
- ii support collective bargaining
- iii promote trade union rights to organise and bargain collectively.
- iv end the ability of companies to hire ‘union busters’ to oppose recruitment campaigns, or to engineer the end of a recognition agreement.

Mover: Unite

Secunder: Prospect

Supporters: University and College Union; POA; United Road Transport Union; GMB; Union of Shop, Distributive and Allied Workers; National Union of Teachers; Communication Workers Union; National Union of Rail, Maritime and Transport Workers; National Union of Journalists

C15 Employment discrimination

Motion 57 and amendments

Congress:

- i commends the work of the Scottish Affairs Committee and others in progressing the campaign for justice for the 3,213 blacklisted construction workers and environmentalists
- ii condemns the ICO’s continued failure to be pro-active when, four-and-a-half years after it caught 44 construction companies red-handed, it is still sitting on the details of 3,213 blacklisted construction workers and

environmentalists – the majority of whom are still unaware they have been blacklisted and therefore denied the opportunity of justice

- iii sees as hollow the apologies by some construction companies for blacklisting when not a single penny in compensation has been paid to their victims
- iv applauds those using ethical procurement policies to exclude the blacklisters from public contracts until they apologise to, and compensate, their victims.

Congress notes that currently UK law does not outlaw blacklisting even though the practice is outwith ILO Convention 98 and likely to be a breach of the European Convention of Human Rights – here Congress notes the supportive work of the Institute of Employment Rights – and building on the resolution agreed by Congress 2012, Congress instructs the General Council to campaign:

- a for companies to be required to answer whether they have ever compiled, used, sold or supplied a prohibited list which contains details of trade unionists or was compiled for the purpose of discrimination in recruitment, as part of ethical procurement practices
- b to use ethical procurement in national and local government and other public bodies to secure justice for those blacklisted by barring companies who used The Consulting Association from public contracts until they fully purge their guilt by apologising to, and compensating, their victims
- c for all workers, including agency workers, to have stronger legal protection and employment rights protecting them from any form of blacklisting; to make blacklisting a criminal offence punishable by imprisonment and unlimited fines and for the Labour Party to make these manifesto commitments
- d for a public inquiry on a par with the Leveson Inquiry.

Mover: GMB

Secunder: Unite

Supporter: Union of Construction, Allied Trades and Technicians

C16 Electronic balloting

Motions 58 and amendment, and 59

Congress recognises that credibility and influence depend upon membership engagement and the democratic legitimacy it affords in our dealings with employers.

Congress notes with concern the low levels of membership participation in statutory election and industrial action ballots and the risk this poses.

Congress believes online ballots would be a major step in broadening membership engagement, given the growing proportion of members and potential members who take online transactions as a normal part of everyday life.

Congress notes with concern that Regulations have never been made under S54 of the Employment Relations Act 2004 and thus the law still continues to prevent the use of online voting for statutory trade union ballots including those for union elections, industrial action, and political funds. Congress agrees to highlight government inaction on this issue in its media briefings.

Congress believes that the current restrictions on the use of electronic ballots may unfairly disqualify many members from being able to exercise their democratic rights – especially those who work overseas or at sea.

Congress therefore calls for the government to bring trade union ballots into the 21st century by making Regulations under the 2004 Act or other appropriate legislation to remove outdated and unnecessary barriers to ensure that union members can use the various available techniques to cast their votes in union election ballots. This would include online voting and other mechanisms as appropriate to enhance participation and further enhance democratic processes.

Congress instructs the General Council to:

- i campaign for the maximum accessibility of union members to union democracy
- ii seek the introduction of permissive legislation allowing electronic and other appropriate forms of voting in statutory ballots.

Mover: Nautilus International

Secunder: British Air Line Pilots' Association

Supporter: FDA

C17 Mental health

Motion 64 and amendments

Congress is concerned by the growing number of workers struggling with mental health problems. The government's programme of cuts to benefits, jobs and services together with their wholesale attack on employment rights has caused a sharp rise in conditions such as anxiety, stress and depression.

Redundancies, pay cuts, job insecurity, cuts to staffing budgets, unmanageable workloads, long working hours and higher performance targets are all taking their toll on workers' mental health. Despite the fact that conditions such as depression and anxiety affect one in six workers in the UK each year, eight out of 10 employers do not have a mental health policy to help sustain good mental health in the workplace. The stigma that surrounds this issue, combined with increased insecurity at work, means many workers do not disclose that they are experiencing mental distress. This leaves them vulnerable to disciplinary action and dismissal.

The crucial role trade union reps play supporting members with mental health problems is taking on even greater significance. Reps are keen to support members with mental health problems and are looking toward their trade unions for advice and guidance.

Congress welcomes the on-going work of the TUC in monitoring and reporting the impact of the cuts and calls on the General Council to continue to encourage the work unions are doing to support reps dealing with mental health in the workplace and tackling the stigma that surrounds this issue.

The General Council should campaign for:

- i the introduction of a coherent government-wide policy on work mental health
- ii increased HSE resources to update the management standards to include perceived justice
- iii a stronger requirement on employers to have mental health policies
- iv mental health first aid training for union representatives

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- v working with employers' organisations to address work-related mental health, develop preventative policies and training programmes to reduce sickness absence through mental health and to protect the mental health of workers.

Mover: Union of Shop, Distributive and Allied Workers
Seconder: Prospect
Supporter: Community

C18 Defending democratic rights and civil liberties

Motions 70 and 71

Congress expresses grave concern at the continued erosion of civil liberties and democratic rights in Britain and declares its determination to win back traditional rights and freedoms.

Congress is particularly concerned about the unprecedented industrial scale of NSA and GCHQ secret data trawling, mass-monitoring of mobile phone and Internet surveillance and the harvesting of vast amounts of information about tens of millions of citizens, British among them, revealed by former US NSA contractor Edward Snowden.

Congress would point out that the British labour movement knows from bitter experience the appalling impact that secret intelligence service surveillance has had on its members, particularly in the 1980s, which led to the subversion and distortion of trade union democracy and organisation.

Congress believes that the protection of privacy, beyond the necessity of providing a legal shield for whistleblowers, is of clear public interest, especially in the realm of freedom of information.

Congress does not believe that the loss of liberty is an appropriate sacrifice to pay for security and opposes any system which monitors and records all the private communications of its citizens. Congress further asserts that such a system fundamentally undermines the principles of a free, fair, open and democratic society.

Congress joins privacy campaigners to demand an urgent review of the laws being used to authorise the mass collection data by GCHQ.

As well as breaches of civil rights already underway without parliamentary oversight, Congress is equally concerned about increasing restrictions on the right to march and demonstrate, in particular:

- i Organisers of marches and demonstrations are expected to pay the local authority for a temporary road closure order before police intervene to stop traffic.
- ii Marches and demonstrations continue to be proscribed in the vicinity of Westminster parliament.
- iii The police tactic of 'kettling' restricts movement of demonstrators, even preventing them peacefully leaving the area.

Congress should join campaigns to force an open debate about the work of the spy agencies and how they are overseen in the wake of Snowden's revelations, and oppose and resist any attempt by government to erode our civil liberties and to shield its action in a veil of secrecy.

Congress calls on the General Council to lobby and campaign for the rewriting of the Regulation of Investigatory Powers Act 2000 and an end to the blanket surveillance of the UK population.

Congress acknowledges that many telecommunication companies and internet service providers, in which TUC affiliates have both members and recognition, are complicit in the surveillance scandal and urges those companies to explain to the public and their employees what they knew.

Mover: National Union of Journalists
Seconder: Associated Society of Locomotive Engineers and Firemen

4 **Section four General Council statements**



Section four

General Council Statements

General Council Statement on the TUC Campaign Plan

Congress welcomes and endorses the Campaign Plan agreed by the General Council and published on May Day 2013.

It embraces the programme of policy and campaign work set out in the Plan as providing a clear set of priorities and activities to guide the work of the TUC up to the next General Election.

While recognising that affiliates will have their own priority issues that flow from the interests and concerns of their members, Congress calls on unions to consider how best they can contribute to the Campaign Plan, and work together as a cohesive movement to bring about its objectives.

Cuts have held our recovery back and are slashing vital public services. Growth is only just beginning to move back to long-term trend, and years of stagnation have failed to generate the good jobs that the country needs. Even a fragile and faltering recovery raises the question of who benefits. If it is used for further tax cuts for the rich, rather than investment in jobs and living standards for the many, growth will pass the majority of the population and much of the country by.

It is increasingly clear that austerity is a political programme, not an economic necessity. Austerity, accompanied by the scapegoating of unemployed and disabled people, migrants and public sector workers, has been used as a toxic cover for policies that would be rejected if put to the British people. Cuts and privatisation are damaging public services, dismantling our NHS, fragmenting our education system and handing our services over to private companies. The welfare state is under sustained attack, with affordability and much exaggerated claims of fraud used as excuses to cut benefits, intimidate the disabled and stigmatise the unemployed. Employment rights are being chipped away at by changes that open the way for exploitative employers.

Congress reaffirms its commitment to building a strong and diverse movement against austerity and working with allies to win support for alternatives. We recognise that there are many allies with whom we can work, whether on broad objectives or on specific campaigns where wide coalitions can be built, such as with employers who share our support for industrial policy, service users who wish to defend public services and oppose privatisation and claimant groups speaking out for decent welfare.

Congress supports the General Council's decision to organise a national demonstration against austerity and for jobs, growth and fair pay during 2014.

Congress also calls for a wide mobilisation in support of the North West TUC-organised demonstration outside the Conservative conference on 29 September, with the theme 'Save our NHS, defend jobs and services, no to austerity'.

Congress recognises that our country faces a series of fundamental choices about what kind of society and economy it wants to build after the damage done by the 2008 crash and that this makes the next General Election a crucial choice for the British people.

Over the next 18 months we will have a determined campaigning focus on the road to the general election, building on the campaigns already under way on rail, public services and employment rights and developing further activity around all of the priorities set out in the Campaign Plan.

Congress resolves to inject the policies and priorities set out in the Campaign Plan into the debates approaching the 2014 local and European parliamentary elections and the 2015 General Election and to urge political parties to adopt them.

In particular, Congress commits to work to ensure that our members and all British citizens can vote for a commitment to full employment and a job guarantee for young people; a pledge to build a million council and affordable homes; measures to boost pay and living standards, including the spread of the living wage and modern wages councils that can set a minimum above the minimum wage in those sectors that can afford it; measures to boost skills and productivity; reforms to corporate governance; a fair tax system and a commitment to rebuild the National Health Service as a genuine public service, made more comprehensive by integrating social and health care.

Everyone has a right not to be discriminated against on grounds of their race, gender, sexuality, disability or age and our campaign will reflect and promote a diverse approach to securing improvements both at work and in society.

Under austerity, many have been forced to trade job security in order to stay in work. But 'any job is better than no job' is not an acceptable basis for employment in the twenty-first century. Our campaign will aim to put an end to exploitative zero hours contracts and other unacceptable practices. We will support decent protection for working people, individual rights and stronger collective bargaining.

A formidable union presence is the best way of providing decent standards at work, and a strong and diverse movement is essential if we are to challenge austerity effectively and build a more equitable society. Building stronger unions will be at the heart of the campaign and Congress commits to ensure that this goal underpins all that we do.

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General Council Statement on Syria

The TUC and its members are appalled by the death, destruction and suffering in Syria. We believe that the humanitarian crisis – including the huge number of dead and injured, as well as the number of refugees and displaced persons – requires urgent and substantial action from the international community. We pay tribute to those workers from around the world who are attempting to address the current needs of the Syrian people.

We reiterate our commitment to peace, disarmament, human rights, democracy and dialogue as the only ways to effect lasting and inclusive change, and urge all parties to desist from violence. In particular, we condemn the targeting of civilians, terrorism, and the use of chemical or other weapons of mass destruction. We express our solidarity with the people of Syria and demand that their right to self-determination, as set out in the UN Charter, should be respected by all concerned.

Rather than assuming that the only intervention possible is military, we urge the use of diplomatic mechanisms such as the United Nations to negotiate and mediate, and we advocate the use of international instruments such as the Convention on the Prohibition of the Development, Production, Stockpiling and Use of Chemical Weapons and on their Destruction, as well as the use of the International Criminal Court as the proper mechanism for the trial and punishment of war crimes. In this context, we note that there has been no United Nations Security Council resolution authorising military intervention in Syria, as international law would require.

We welcome Parliament's decision not to support military action. The TUC believes that the UN weapons inspectors must be given the opportunity to conclude their work, and that external military intervention, whether targeted on specific sites or otherwise, would not lead to an improvement in the situation facing the Syrian people and could make diplomatic and humanitarian efforts even more difficult. In particular, we counsel caution in the context of the long-term impact of past western intervention in the region, the complexity of the civil war and opposition to external intervention expressed by trade union centres in the region, and the lack of certainty as yet over responsibilities for the atrocities committed in the conflict.

We endorse the statements of the International Trade Union Confederation on the Syrian crisis, urge the international community to redouble their efforts to find a peaceful solution, and strongly oppose external military intervention. Where appropriate, we will work with civil society organisations including faith, women's, disarmament development, community and disarmament groups and the Stop the War Coalition, in pursuit of these ends.



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