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**Welsh Congress 2021**

**Composite Booklet**

COMPOSITE A

**Wales TUC commission on standards at work and devolution**

This Congress notes with concern that the UK’s departure from the European Union creates considerable uncertainty about Wales’ future economic prospects. In particular, the fact that Wales will no longer receive European structural funds means the loss of a funding stream that has delivered £5 billion to Wales up to 2020.

Although the UK Government has promised to fill the gap with its proposed UK Shared Prosperity Fund, it has so far provided very little information about how this fund will operate. What information has been provided indicates that the UK Government seeks to take responsibility for the distribution of the Funds, including in areas that are devolved, thereby appropriating a role that should belong to the Welsh Government – and subsequently be scrutinised by the people of Wales through the Welsh Parliament;

This is in the context of the long-term underfunding of Wales under the Barnett formula, exacerbated by the UK government’s ‘recalculation’ of the formula, resulting in a demand for £200 million to be repaid by the Welsh Government

We need to campaign for a Welsh Government to have meaningful powers over its economy. These powers should include the ability to give effective financial support to workplaces threatened with closure, to take key utilities back into public ownership and to contract services in ways that support regional economies and guarantee workplace rights.   
  
Gender, disability or ethnicity pay gap should not exist, and equality and diversity should be at the forefront of best practice across all employers and sectors in Wales. More needs to be done in ensuring workplaces across Wales are providing fair and inclusive environments for all workers and there should be no dilution of workers' rights by the UK government.   
  
The UK government needs to be held to account to ensure that they deliver the matched funding that was promised to Wales if the UK left Europe. Congress calls on the General Council to:

* Campaign for the UK Government to match fund any European funding that has been lost in Wales.
* Support the Welsh Government’s demand that it should have responsibility for the distribution of the Shared Prosperity Fund within Wales.
* Continue to campaign for a needs-based funding formula in place of Barnett to provide sufficient support to Welsh public services and the people of Wales.
* Support unions to engage with employers to ensure that both employers and employees are made aware of their individual and collective responsibilities in achieving and maintaining fair and inclusive working environments.
* Campaign for an equality led recovery in Wales.
* Join with the TUC, ICTU, STUC and others, to ensure that workers’ employment rights, are protected.

COMPOSITE B

**Supply Teachers**

Congress recognises that Supply Teachers were amongst the most detrimentally affected of education workers during the COVID-19 pandemic.

Congress condemns those Supply Agencies that did not furlough Supply Teachers during the lockdown.

Congress condemns Local Authorities who did not follow Welsh Local Government Association guidance to reinstate Supply Teachers on their original terms and did not pay ad hoc Supply Teachers for the work that they missed during the lockdown.

Congress condemns school employers who failed to utilise ‘catch up’ funding to employ Supply Teachers to help children who were falling behind in their education.

Accessing work for supply teachers used to be uncomplicated, every Local Authority retained a Supply Teacher List which each school could access. Crucially, every teacher on that list knew that they would be paid the correct rate for their work.

But then we saw the rise of supply teacher agencies intent upon profit which came at the expense of the teaching professionals who saw their daily rate cut drastically.

Since 2007, several initiatives have been introduced to redress the balance. In 2007 we saw the introduction of Quality Mark Wales. In 2014 the CYPE Committee investigated and that led to the Supply Model Taskforce who reported at the beginning of 2017.  Estyn and Welsh Audit Office also produced reports on the crisis. Most recently the NPS introduced the Framework Agreement. All have spectacularly failed to address this problem for teachers.

The new socio-economic duty, states that “relevant public bodies need to consider how their strategic decisions can improve inequality of outcome for people who suffer socio-economic disadvantage”.

Congress calls on the General Council to:

1. Lobby the Welsh Government to introduce a financial support package to support Supply Teachers during the COVID-19 pandemic.
2. Call upon the Welsh Government to strengthen the National Procurement Framework so that only Supply Agencies that have high employment standards are supported by schools in Wales.
3. Lobby the Welsh Government to reintroduce Local Authority pooled supply and access to better terms and conditions.
4. Respond to this crisis for once and for all and introduce legislation to ensure that teachers working on supply in maintained schools are paid via STPCD.
5. Force teacher supply agencies to pay a minimum rate to teachers engaged by them in maintained schools
6. Provide access for supply teachers to teachers’ pension and CPD

COMPOSITE C

**National Care Service for Wales**

Congress, throughout 2020/21 our NHS and social care staff have faced challenges not seen during peacetime. Many of the workforce have lost colleagues, relatives, patients and residents, which some may have looked after and cared for, for many years. The impact on our NHS and care staff could lead to significant physical and mental health trauma, which must be addressed if we are to get back to anywhere near a normal situation.

The impact on our NHS and care staff has been harrowing to say the least, with many feeling overwhelmed by the sheer numbers of patients that they have needed to care for. These NHS and care heroes need our support, and whilst we commend the Welsh Government for what they have done to supplement mental health support, we must recognise that so much more needs to be done.

Congress calls upon the Welsh Government to deliver a plan of recovery that looks to build a fairer and more equitable future. One where NHS and care staff are paid more favourably, to reflect their importance to society, and one that looks to bring back social care into an integrated health and care system, under public ownership.

Congress for far too long, our care system has been creaking at the seams. Now is the time to Act. Now is the time to build a fair, equitable and sustainable future for all of our health and social care staff.

As a priority step towards achieving this aim, we call on the Welsh Government to  
immediately implement the justifiable demands of health and care workers for a 15%  
pay increase.

The Covid-19 pandemic has highlighted the central role of social care in our society and the important role of care workers. Yet people who work in the sector experience low pay and often variable contractual arrangements. There is a moral and practical case for improving terms and conditions in the sector.

By providing a profession where social care workers can be confident of a positive future we can tackle recruitment and retention and underpin improved quality of care and support provision.

Congress notes the trend in recent years that innovative ideas, which could be to the benefit of service users and staff alike, have been introduced with the emphasis not on improvement, but reducing budgets.

Congress, we commend those local authorities who have signed up to UNISON’s Ethical Care Charter, which demonstrates a different approach, acknowledging that a workforce that is cared for is better able to provide care for others.

Congress the most effective way, to ensure quality and value in our health and social care system, is for public money to be spent providing a fully integrated social care system in Wales to deliver services to the elderly and vulnerable.

Congress therefore, calls upon the WTUC General Council to:

* campaign against any future outsourcing of health and social care services; and to bring any of these outsourced services back into the public sector;
* campaign for a National Health and Care Service for Wales underpinned by Fair Work principles.

COMPOSITE D

**Ending Racism**

Congress is alarmed by the rise in incidents of racial discrimination and disadvantage within workplaces and society in general in Wales. Black workers are over-represented in low paying, insecure and temporary jobs, and are still facing significant barriers to equal levels of social mobility as white people.

Congress notes the lack of justice for Black people in Wales with at least four recent police brutality cases in Wales, which has echoes of the same institutional racism uncovered in the failed murder investigation into the death of Stephen Lawrence over 20 years ago. We have a duty to stand up to racism and systemic structural inequality and call out racism wherever we see it.

Congress notes the deep frustration and anger that, despite the efforts of families, campaigners and trade unions, and promises of change, Britain appears no closer to eradicating institutional and other racism.

Covid’s disproportionate impact on the Black Asian, and Minority Ethnic community has highlighted long-standing, structural race inequality.   
  
Congress further notes, the recent NHS Wales survey found only 60% of staff feel comfortable challenging disrespectful behaviour. This means racist views, white privilege and unconscious bias will remain unchallenged in the workplace.  
  
It is important that the trade union movement in Wales continue to support our members both inside and outside of the workplace, and how we respond to tackling widespread inequality must remain a priority.  
  
For many years unions have played a vital role in ensuring that legal rights are implemented, in driving forward improvements in workplace and employment rights and in progressing better opportunities for Black people in Wales.

Unions must be a driving force to bring about immediate and sustained action to end inequality in Wales. Identification and eradication of white privilege and systemic racism will only be brought about by sustained campaigning and significant changes in education, health and social systems.

Congress calls on the Wales TUC to:

1. Renew our commitment to race equality in the workplace and in society and extend our work in this area, pushing for all public services to implement mandatory anti-racism training in a bid to become anti-racism organisations.
2. Intensify all efforts for addressing racial injustices in the workplace through direct campaigning and bargaining on race equality.
3. Ask affiliates to respond to institutional racism cases and support the campaigns who are seeking justice.

COMPOSITE E

**A new deal for rail in Wales: Public ownership and the green economy**

Congress commends rail workers in Wales who have kept services running throughout the Coronavirus pandemic.  Congress believes that transport workers, like other essential workers, must not be made to pay the price of the Covid-19 crisis, and they deserve decent pay with secure and safe jobs.     
   
Congress notes the catastrophic drop in passengers and therefore industry revenue as a result of Covid-19 and welcomes the emergency funding for the rail industry, without which rail services would have become unviable, but notes with concern the private companies in receipt of the funding are still allowed to make profits.     
   
Congress congratulates the Welsh government for putting public ownership at the centre of delivering public services. Public ownership is good for people and good for the economy.   
   
Congress therefore welcomes the decision of the Welsh Government to take Transport for Wales rail services into public ownership and to also in - source other key components of the railway including catering and cleaning services.  This ensured that the railway is working for the Welsh people, Welsh taxpayers and the Welsh economy, and not for private profit. This followed the Welsh Government decision to bring Cardiff Airport into public ownership in 2013.   
   
Congress believes that investment in, and public ownership of, key industries in our economy must be part of the shift to a green economic future for Wales. The Welsh Government has already demonstrated its commitment to these important interventions by investing in the steel industry. 

Congress also notes the UK Government is undertaking a review of the structure of the railways which could see the devolution of more rail powers to the Welsh Government. Congress believes the Welsh Government, must ensure all of the railways, including rail infrastructure, are in the public sector.  In addition, the Welsh government must do everything in its power to support the rail freight industry and ensure greater electrification of the railway in Wales.

Congress agrees the railway has a key role to play in reducing carbon emissions and it is vital that the Covid-19 crisis does not cause permanent shifts away from public transport. Maintaining and improving rail services, safety and infrastructure capacity in Wales will be essential to attracting passengers back and as such our railways will require more staff, not less. Congress agrees to campaign for this objective.

Moving goods by rail results in an average of 76% lower emissions than the equivalent road journey. By continuing to support green infrastructure, such as promoting and facilitating rail freight, the government can service the Welsh economy while ensuring carbon reduction targets are met.

Congress therefore calls on the general council to:

* Campaign for the Welsh Government to stimulate economic growth through continuing to invest sustainably, particularly in green industries
* Hold the Welsh Government to account on targets for decarbonisation of infrastructure, including increasing the amount of freight moved by rail in Wales
* Lobby the Welsh Government to continue to centre green economic recovery and job creation over the next Welsh Parliament term