

Wales TUC Cymru

MOTIONS TO CONGRESS ORDER OF DEBATE

Welsh Congress 2021



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Part 1

Economy, skills and education

Motion 24:

PCS Public and Commercial Services Union

Wales and Brexit

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.

This Congress calls on the General Council to:

- 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.

Motion 31:

Unison

Protecting workers rights and jobs following exit from Europe

Congress 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.

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.

Congress calls on the WTUC General Council to:

→ 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

→ Campaign for the UK Government to match fund any European funding that has been lost in Wales.

Amendment to Motion 31

'Congress notes the UK government has not withdrawn plans for minimum services legislation which could outlaw strike action on the railways. Congress welcomes the Welsh Government previously mitigated some effects of the Trade Union Act and urges it to also oppose minimum services legislation on Welsh rail services.'

RMT (48 words)

Motion 22:

CWU Communication Workers Union

Wales digital future

Throughout the pandemic, Wales has seen the importance of internet access for connecting communities, education and for home working and businesses across the country. But there is an urgent need to upgrade our broadband infrastructure. Fewer than one in five premises have access to full fibre and around 80,000 – a fifth of premises in rural areas – still cannot get 30MBp/s.

Concerningly, even where there is superfast access, take-up is just over 50% and the Welsh Government has recognised poverty and affordability is a major issue driving digital exclusion. Congress therefore resolves to campaign to end digital exclusion in Wales and calls on the Welsh Government to provide publicly funded, free access to home broadband and computer equipment for all those in Wales living in poverty.

Congress also believes the rollout of fibre broadband is essential to improving connectivity and should be part of a major New Deal stimulus package, to create thousands of good jobs in Wales and deliver billions of pounds in growth to the Welsh economy.

Congress therefore:

- Condemns the UK Government for abandoning its target to rollout gigabit capable broadband to every home and business by 2025;
- Calls on the Welsh Government to lobby for the funding for Wales as part of the UK-wide £5bn package to be brought forward as part of a stimulus package;
- And calls on the Welsh Government to set out plans to upgrade premises unable to access superfast speed at the earliest opportunity.

Motion 26:

RMT National Union of Rail Maritime and Transport Workers

Protecting maritime and port workers in Wales

Congress is concerned by Stena Line's actions in Wales during the Covid – 19 pandemic and their impact on seafarers and port workers who have been essential workers providing a vital service.

Congress condemns Stena Line's actions in,

- scrapping the company sick pay scheme for seafarers and port staff in Fishguard and Holyhead in April 2020;
- cutting nearly 200 seafarer and port jobs, including temporary staff, mostly in Wales since the pandemic started; and
- using legal loopholes to keep bars and restaurants open on ferry services between Wales and the Republic of Ireland after bars and restaurants on land had been required to close in line with emerging responses to the Covid-19 pandemic.

Congress notes that Stena Line furloughed 400 staff in Wales. Congress demands that these workers continue to receive income support and protection through furlough schemes funded by the taxpayer and Stena Line, until demand for passenger ferry services returns.

Congress supports the RMT's campaign for full restoration of the pre-pandemic company sick pay scheme at Stena Line.

Congress also supports stronger collective bargaining rights in industries in Wales where anti-trade union employers are common, including amongst maritime contractors in the supply chain of the offshore renewable energy sector.

Congress commits to actively support the RMT's maritime campaigns for more jobs and training for seafarers and port workers in Wales. These jobs are critical to rebuilding communities, maintaining maritime services and hitting Net Zero targets in the post pandemic future.

Motion 27:

Swansea Trades Council

Opposition to all job cuts, Fight against closures with nationalisation!

Congress notes: -

Covid 19 has exacerbated the tsunami of job losses across Wales, even allowing unscrupulous employers to use the pandemic as an opportunity to slash jobs, wages and hard-won conditions.

This has been exemplified by the 'fire and re-hire' strategy of companies like British Gas and British Airways.

Congress recognises the immediate and long-term threat to jobs across both the public and

private sectors in Wales including in local government, hospitality, retail, manufacturing and maintenance.

Our trade unions in Wales, coordinated by the Wales TUC, can and must play a pivotal role in protecting these workers.

Congress commits to: -

Defending jobs, incomes and conditions in Wales by ensuring from the very outset that the books of any company proposing redundancies or workplace closures must be open to trade union inspection and scrutiny in order to plan effectively how jobs can be protected, without loss of pay or cuts in terms and conditions.

Demanding of the Welsh and UK Governments that companies announcing or threatening

redundancies or plant closures, like Tata steel did in the past, should be nationalised under

democratic workers control and management, with any compensation to be paid to former owners only on the basis of proven need.

Motion 30:

TSSA Transport Salaried Staffs Association

Social Partnership Bill

The Wales TUC expresses its frustration at the relationship between the Welsh Government, Transport for Wales and the unions that deal with them.

The aspirations of the anticipated Social Partnership Bill intended to promote collective bargaining, meaningful engagement and consultation with trade unions hasn't changed the attitude of TfW whose relationship with unions is characterised as no better than with other employers and is sometimes worse.

The Welsh Government:

- acted decisively in opposing the oppressive effects of Tory Westminster Government legislation
- accepted in principle 42 recommendations of the Fair Work Commission's report
- carried out a consultation on the Social Partnership Bill, publishing the results in April 2020
- called on businesses applying for Covid support from the Economic Resilience Fund to allow unions access to organise workers;
- strengthened risk assessments requirements in the face of CV19

Despite these and other welcome interventions, the Social Partnership Bill has yet to be published which is a source of considerable frustration, particularly at a time when Wales, like the rest of the UK, has a chance to build a new, more inclusive society following the Coronavirus Pandemic.

Delay is prompting fears that the provisions of the Bill could be watered down by influential individuals working for the Welsh Government who oppose working with unions, something frequently seen in action in dealings with Transport for Wales.

Congress instructs the Wales TUC to make these concerns known to the Welsh Government and to call for the publication of the Bill.

Motion 28:

Swansea Trades Council

Wales Social Partnership

Congress notes: -

Social partnership has not prevented economic crisis in Wales and is not a 'uniquely Welsh approach' as proclaimed by Mark Drakeford.

Last year the Tories attempted a form of 'social partnership' by claiming that 'we are all in it together'.

This was effectively endorsed by the TUC, with Francis O' Grady disgracefully applauding this strategy alongside the Chancellor Rishi Sunak.

The clear aim of the Government was to shackle the trade unions because that is the ultimate purpose of 'social partnerships' whether in Wales or elsewhere.

The First Minister highlighted this approach when he stated 'social partnership had prevented conflict and dispute'.

The fundamental purpose of the tripartite social partnership in Wales is to emasculate the potential power of the trade unions from fighting in the best interests of their members.

To date, this approach has undermined potential trade union struggles in both the public and private sectors, as the Wales TUC and Welsh trade union leaders do almost anything to avoid embarrassing or criticising a Labour Welsh Government.

Despite the Welsh Government obediently passing on over a decade of devastating Tory cuts to the NHS and local government in Wales, the Wales TUC and leaders of major unions in Wales have failed to take any decisive action.

Congress demands: -

Rejection of the misguided strategy of 'social partnership' and will instead organise mass struggle as the best and only way of defending our members' interests.

Motion 29:

Torfaen County Trades Council

Welsh Council Pension Funds

Congress notes the importance of Welsh council pension funds investing members contributions with the assistance of specialist companies that focus on ethical investments.

Congress notes that some investment funds used by councils, such as BlackRock's ESG funds, hold companies with a direct link with environmental destruction of the Amazon rain forest.

Congress calls on the Welsh government to state its opposition to Council workers' pension contributions being used for unethical investments.

Motion 32:

Usdaw Union of Shop Distributive and Allied Workers

A Recovery Plan for Retail

Congress is extremely concerned at the ongoing crisis in the retail sector across Wales and notes with deep regret the impact of the collapse of retailers including Debenhams, Arcadia and the Welsh-based Laura Ashley. As well as the devastating impact on the workers in those businesses, these closures have a knock-on effect on the high streets at the heart of our communities.

The Covid-19 pandemic has heightened the already serious challenges facing the retail sector.

Congress also notes that, even where businesses survive the crisis, the impact is likely to be felt by low paid workers with restructuring and pressure on pay, working hours and other conditions.

Congress recognises that £1.7 billion in crucial support has been delivered to businesses by the Welsh Government through local authorities but also notes that there are key structural issues to address in order to support the retail sector's recovery.

Congress calls upon the Wales TUC to lobby the Welsh Government for an urgent retail recovery plan which:

- Is developed by working with unions and businesses.
- Goes beyond the immediate crisis response, to look at the wider and long-term pressures facing the sector, such as business rates, rents and lease agreements.
- Includes sustained investment in skills for retail workers to meet the challenges of automation and new technology.
- Ensures continued support for local authorities' investment in, and ownership of, their high streets.

Motion 33:

UNITE

Welsh Aerospace Sector

Congress notes that Wales is at the heart of the UK's aerospace industry with employers such as Airbus and GE providing and supporting thousands of high quality manufacturing jobs in Wales.

Covid-19 has devastated the short to medium term prospects for civil aviation, which in turn is creating serious consequences for the aerospace sector. Recent announcements from companies such as Airbus, General Electric (GE) and Magellan to reduce the scale and size of their workforce has directly affected operations in Wales. With the sector not forecasted to get back to pre-covid levels until 2025, it is expected that there will be approximately 30% job losses across the sector.

Congress recognises that the cold harsh reality is that aerospace is in desperate need of a strategic sector support package as comparable with France and Germany. In order to ensure the Welsh aerospace sector survives the current crisis and is able to thrive in the decades to come Congress calls upon the Wales TUC to;

- Support the Welsh Government in calling for a sector specific package of financial support from the UK Government.
- Encourage Welsh Government to continue to support longer term investment by building upon its existing R&D strategy for the sector.
- Promote the adoption of innovative solutions negotiated between Unions and employers such as the shorter working week adopted at Airbus.
- Call upon Welsh Government to condemn employers in the aerospace sector who are using the current crisis to attack established terms and conditions.

Motion 34:

UNITE

Taxis and Private Hire Vehicles in Wales

Congress agrees that Taxi and Private Hire Vehicles are an integral part of the transport network of Wales.

Congress notes Unites long standing call for national minimum standards for taxi and private hire drivers, vehicles and operators. Passengers have the right to expect a minimum level of safety when they travel in any taxi or private hire vehicle. By equalising minimum standards across Wales this would help alleviate one of the major reasons for cross-border hiring, as some operators and drivers seek areas with the cheapest and least stringent licensing requirements.

Congress further notes that national minimum standards would be a minimum standard which local authorities could enhance if necessary to meet local requirements. Local authorities should have control over the operators, vehicles and drivers that operate within their authority. This allows democratically elected authorities to reflect the local needs of the population.

Congress therefore calls for a fair and equal licencing system for taxi and private hire vehicle drivers in Wales and calls upon the Wales TUC to campaign for:

- Licences to be issued by local licensing authorities;
- National minimum standards.
- A fair standardisation of fees
- Restrictions on cross-border hiring.
- Welsh Government to set national enforcement powers for the regulation of taxis and PHVs.
- Capping the numbers of private hire vehicles in Wales
- Maintaining the two tier system

Motion 1:

Caerphilly Trades Council

Invest in Covid Safety in Education

Congress believes that – with COVID likely to be a continuing issue – the trade union movement must demand the funding needed to make schools and colleges safe.

UK government advisers noted in December 2020 that young people aged 2-17 are far more likely to be the first case in their household than those 17+. This puts paid to the claim that schools are not “vectors for transmission”.

Congress calls for the following measures:

- extra classrooms to allow social distancing;
- additional heating, to make cold temperatures tolerable with open windows;
- extra staff to permit teaching in smaller groups;
- Blended learning to keep numbers onsite within safe limits;
- Provision of laptops and broadband to ensure all can access online learning;
- Properly functioning Testing and Tracking systems;
- Additional pastoral support;
- No use of lockdowns as an excuse to cut jobs.

Congress recognises that implementing most of these measures would require massive investment, but infections acquired in schools will result in further staff deaths – and more infections, ‘Long Covid’ cases and deaths in the wider community.

Congress supports the right of all workers to invoke Section 44 of the Employment Act 1996 to protect their safety at work, as well as balloting for industrial action if necessary.

Congress calls on the Welsh Government to make the investment in schools and colleges required to keep staff, children, young people and our communities safe.

Motion 5:

NASUWT - National Association of Schoolmasters Union of Women Teachers

Health and Safety during the pandemic in schools

Congress commends all frontline workers who worked throughout the COVID-19 pandemic.

Congress further commends all employers who have worked to ensure that their employees are safe.

Congress condemns the decision of the Welsh Government to return all learners to school settings in September 2020 without consultation with Education Workforce Unions.

Congress further condemns the Welsh Government for continuing to update Operational and Learning Guidance with little or no consultation with the Education Workforce Unions.

Congress asserts that schools should be safe and secure environments for the workforce and pupils and is concerned that this was not the first priority of the Welsh Government in its approach towards schools during the pandemic.

Congress calls on the General Council to:

- lobby the Welsh Government to establish meaningful Social Partnership with the Education Workforce Unions.
- lobby the Welsh Government to strengthen Health and Safety Operational Guidance in schools, and
- lobby to increase investment in public services to better support all necessary health and safety measures.

Motion 2:

GMB

Campaigning for fair and equitable treatment for Learning Support Staff

Congress notes that there are 38,000 Learning Support staff employed in Wales outnumbering that of teachers and changing the way our children are educated for ever.

During the COVID crisis LSA's have risen to the challenge, providing face to face learning, and childcare provision, thus ensuring children of key workers, vulnerable children, and SEN continue to receive face to face provision and maintaining educational settings, making them one of our groups of unsung heroes.

Congress calls for school support staff to be treated equally to their teaching colleagues, which includes 52-week contracts for all "term time only" school support staff.

Congress further demands that the 22 Local Authorities in Wales devise a pay structure under the auspices of the Green Book, which eradicates pay disparity across all LA's in Wales. It is clearly not right that TA's & LSA's are being paid differently for doing the same jobs, purely because of the Authority in which they work.

Finally, Congress demands equality of opportunity for professional development for support staff. Staff should be given an entitlement to develop skills and qualifications during their working time.

We have all relied heavily on those TA's & LSA's to keep the Education system running. Now is the time to treat them as the professionals that they truly are, and to reward their commitment by working towards a much fairer and equitable package of terms and conditions.

Amendment to Motion 2

Congress further demands that the 22 Local Authorities in Wales devise a pay structure under the auspices of the Green Book, which eradicates pay disparity across all LA's in Wales.

Insert -

'Congress calls on WLGA to continue to engage with schools Trade Unions to agree a framework within the scope of the Green Book that addresses the large variations in pay and grading between LA's and establishes a high degree of pay parity across Wales for school support staff.'

Unison (48 words)

Motion 3:

NAHT National Association of Head Teachers

Estyn

NAHT Cymru believes the current arrangements for appealing Estyn inspections fail to provide a fair and transparent process. Appeals go to Estyn directly who polices its own complaints, with a last resort being to refer the matter to the Public Service Ombudsman.

NAHT Cymru does not believe this is a fair or appropriate mechanism and calls on to campaign to establish an independent inspection review panel in Wales.

Amendment to Motion 3

Add "General Council" between "calls on" and "to" in the second paragraph.

Add "to whom every complaint against Estyn is referred for consideration" after "Wales" at the end of the second paragraph.

NEU Cymru (12 words)

Motion 4:

NAHT National Association of Head Teachers

Consortia

Education in Wales continues to suffer from a funding crisis. Recent reports commissioned by the Welsh Government highlight the inconsistencies in the funding formulae leading to huge variations in money allocated to schools.

Given the situation, NAHT Cymru believes that we need to look carefully of how money earmarked for education is spent, particularly when it comes to school improvement.

NAHT Cymru is calling on Congress to support a review of the role of the middle tier, ensuring the consortia model demonstrates value for money and has a clear role and responsibility within the education system.

Motion 7:

NEU Cymru

Funding School Catch Up

Congress recognises the exceptional circumstances thrust upon us as a result of the Covid-19 pandemic. During the period since March 2020 and continuing, schools have necessarily had to innovate to ensure that pupils and education provision would continue.

It was, however, inevitable that lockdown measures would be affected as a result of the huge loss in time of face to face teaching despite the mitigation introduced via distance and blended learning.

Congress notes the recent Education Policy Institute Report dated 18 February 2021 that finds that the 'catch-up' plans across the UK including Wales, offer insufficient support for pupils, and are unlikely to address the scale of learning loss following the pandemic.

Further, and more worryingly, Congress also notes that the monies allocated by the Wales Government for catch up support equates to approximately £88 per pupil and therefore lags significantly behind those sums allocated in England and Scotland at approximately £174 and £200 per pupil respectively.

Congress is concerned that this is further evidence of the pre-existing funding gap that disadvantages schools and pupils in Wales when compared with monies available elsewhere. Accordingly Congress calls upon the Welsh Government to address this issue urgently and commit additional funding to address this issue.

Motion 6:

NASUWT National Association of Schoolmasters

Union of Women Teachers

Supply teachers during the pandemic

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.

Congress calls on the General Council to:

- lobby the Welsh Government to introduce a financial support package to support Supply Teachers during the COVID-19 pandemic.
- 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.
- lobby the Welsh Government to reintroduce Local Authority pooled supply and access to better terms and conditions.

Motion 8:

NEU Cymru

Supply

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 which will come into force on the 31 March, 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 upon the Welsh Government to:-

- 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.
- Force teacher supply agencies to pay a minimum rate to teachers engaged by them in maintained schools
- Reopen LA supply lists.
- Provide access for supply teachers to teachers pension and CPD

Motion 9:

PCS Public and Commercial Services Union

Wales Union Learning Fund (WULF)

This Congress notes:

- the work done by WTUC member unions in engaging the workforce in learning and training supported and enabled by WULF funding since 1999;
- the positive impact to employability and upskilling our workforce that WULF funding has brought to many employees across Wales, for many opening up job opportunities at higher grades that would otherwise not have been available to them;
- for those in Professional and Managerial posts, the courses that they need to progress their profession and/or maintain their position in a fragile workplace will often come with accreditation above the current WULF limit of Level 4;
- such a limitation on courses means that some workplaces and employees cannot access WULF funding for relevant training as the effective courses these employees require cannot give the value expected without this higher level accreditation attached.

This Congress calls on the General Council to:

- work with the incoming Welsh Government to confirm a predictable future for the funding of union-led training through a new term for WULF;

- Work with Welsh Government to review the Employability Plan, to include educational development for those wishing to study L5 and above within the workplace;
- Seek an increase in the allocated project funding to incorporate the cost of L5 and above training needs;
- seek an update to the WULF funding terms which allows learners to engage in accredited learning beyond the current Level 4 limit, ensuring that the whole workforce has the opportunity to benefit from the upskilling opportunities that WULF can bring.

Amendment to Motion 9

Add after "This Congress notes" the words "and commends"

Add after "through a new term for WULF" in the first bullet point calling upon General Council to act the words "as a matter of urgency."

Add a new bullet point at the end of the motion "Work with the Welsh Government to provide and publish a full report of the positive impact that WULF provides for the whole workforce each year."

NEU Cymru (32 words)

Motion 10:

Community

Digital Exclusion and Loneliness

Congress notes that people are particularly vulnerable to loneliness and exclusion during covid-19, something that is only exacerbated by the digital skills gap.

Congress notes research showing a strong correlation between social exclusion and lack of digital skills. Conference further notes NHS findings that people with a disability are 35% less likely than people without disabilities to have the essential digital skills for life.

Congress notes that those shielding are particularly likely to be isolated and more so if they lack digital access for remote connections with others.

Congress believes that more should be done to remove the barriers to digital inclusion, including those due to lack of digital skills and lack of connectivity. Congress notes that lack of accessibility, where services are not designed to meet the needs of disabled users, are a particular concern for disabled workers.

Congress calls on the WTUC to:

Campaign for digital inclusion

Encourage affiliates to support members to access digital skills training

Campaign to raise awareness of the impact of the pandemic on people who are digitally excluded.

Work with the Welsh Government to provide increased government funding into targeted digital skills provision

2



Part 2

Public services

Motion 23:

FDA First Division Association

Public Service Pay

Congress recognises that the UK Chancellor's announcement of a public service pay pause in the 2020 Spending Review demonstrates just how little the UK Government values the hard work of public service workers.

On top of maintaining business as usual Welsh Civil Servants face an ever-expanding priority list including; continued delivery of vital public services, EU Exit work, completing the Government's policy programme, and preparing for an incoming Government. In a year when supporting Welsh Government's response to the COVID-19 crisis was added to that list Civil Servants - in common with other public service workers - demonstrated their ability to go above and beyond that expected of them.

Congress recognises that after a decade of pay freezes and restraint public service pay is still lower in real terms than in 2010. A return to austerity measures and pay freezes will be both a slap in the face for public service workers and hinder much needed economic recovery from the pandemic.

To govern is to choose, and Congress believes that Welsh Government should choose to reward the herculean efforts of devolved public service workers with an above inflation pay award.

In the event that, when published, Welsh Government's budget announcement includes pay restraint or freeze for workers in the devolved Welsh public sector, Congress calls on General Council to work with public service unions on a pay campaign for above-inflation pay increases for all devolved public service workers.

Amendment to Motion 23

Add, at the end, continuing final sentence after 'workers':

"coordinating their efforts around an agreed percentage award and demanding fairer funding for Wales.

"Congress also calls on Welsh Government to address the substantial disparities between the pay rates of its own staff and those of workers doing comparable jobs in the various arms-length bodies for which it is responsible."

PCS (50 words)

Motion 11:

BDA British Dietetic Association

Health Inequality in Wales

The COVID-19 pandemic has highlighted the widening gap in health inequalities and the growing link between poverty and poor health outcomes. The BDA Bwrdd Cymru has joined 33 other organisations in Wales to highlight the growing impact of long-term chronic illness on our society.

A recent poll commissioned by the Royal College of Physicians for the launch of the UK Inequalities in Health Alliance, found widespread public concern over health inequalities and overwhelming support for action. In Wales:

- 82% of respondents want to see a government strategy to reduce inequalities in health
- 61% think governments across the UK should be doing more to address health inequalities
- 63% are concerned that the health gap between wealthy and deprived areas is growing
- 82% think that all parts of government should have to consider the impact of their policies on people who are less well off, with more than half strongly agreeing
- 25% of respondents selected long-term health conditions as the health inequality they are most concerned about.

Congress urges the Welsh Government to develop a cross-government health inequalities strategy with a clear action plan and milestones, and that this should be a priority running through all government activity.

Congress further believes that social care and the NHS alone do not have the levers to make some of the other radical changes we know are vital, including action to tackle poor housing, access to education, and poverty reduction, which sit cross a variety of government portfolios.

Motion 13:

CSP Chartered Society of Physiotherapy

COVID-19 Recovery and Rehabilitation

Congress Notes

Research by the Chartered Society of Physiotherapy estimates over 6,500 people in Wales have survived severe COVID-19 following hospital admission. Of that number approximately:

- 3,000 are expected to need some level of community-based rehabilitation
- 1,150 are expected to need rehabilitation in an in-patient setting
- 880 are expected to be medically unstable and/or have severe disability.

Assuming that, on average, each person requiring community rehabilitation will need 3.01 hours of rehabilitation for 11.19 weeks, there is a need for 102,629 hours of physiotherapist/support worker-mediated rehabilitation in Wales.

This translates as a need for 125 FTE physiotherapy/support worker posts just to meet the community rehabilitation needs of COVID survivors in Wales within 1 year.

Physiotherapists and Occupational Therapists will be key in meeting the rehabilitation needs of people in Wales.

Congress further notes

- Welsh Government's post-COVID rehabilitation framework, identifies non-COVID rehabilitation needs as a consequence of the pandemic, including people whose health and function are at risk due to pauses in planned care, delayed diagnosis and treatment, and de-conditioning in those with long term conditions.
- There is currently a lack of community Physiotherapy and OT provision to meet the post-COVID rehabilitation needs of the population.
- No additional funding is planned to meet the ambitions of the rehabilitation framework.

Congress Resolves

To support calls for increased investment in community health and primary care to recover from the COVID pandemic, and for a 'right to rehabilitation' for everyone who needs it.

Motion 12:

Cardiff Trades Council

Health and safety in the Covid crisis

Congress condemns those employers that have ignored Welsh government regulations and forced their employees to work in unsafe conditions ordering them to turn off Covid track and trace apps or ignore self-isolation requirements.

This has put the lives of workers in jeopardy and increased the spread of Covid through the community. Covid casualties are highest in areas of low pay and poverty in large part because workers have been forced to work in unsafe conditions. Working class communities in Wales have sadly had the highest mortality rates in the UK.

The support offered by the UK government to workers needing to self-isolate or take sick leave after Covid infection has been completely inadequate forcing many infected workers to choose between going to work or be thrown into poverty while isolating.

The Welsh government has given more support to business than any other part of the UK but has not supported workers needing to isolate.

Congress calls for the Welsh government to:

- Fund council enforcement units that can compel employers to comply with Covid regulations
- Provide sufficient financial support to allow workers in Wales to isolate or take adequate sick leave without loss of pay
- Ensure that it is safe for all education workers to return to work
- Ensure there is sufficient funding to pay furlough when the Job Retention Scheme ends to prevent further job losses
- All funding to businesses to be dependent on a promise to retain jobs with no detriment to workers in employment practices

Motion 14:

GMB

The Future of health and social care, building back fairer

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.

Amendment to Motion 14

Add after last paragraph: -

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.

Swansea Trades Council (30 words)

Motion 19:

Unison

National Care Service for Wales

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

Motion 15:

RCM Royal College of Midwives

Health inequalities for BAME people 2021

Congress is alarmed by the ongoing health inequalities experienced by BAME communities and supports the eruption of consciousness and action aligned with the Black Lives Matter movement.

The recent MBRAACE report shows that black women are four times more likely to die in childbirth.

Baroness Lawrence's report "An avoidable crisis" found that:

- There is a disproportionate impact of Covid-19 on BAME communities
- BAME people are more vulnerable to insecure and exposed work and core morbidities
- Lies about BAME people spreading Covid-19 is fuelling racism

The Welsh Government BAME Covid-19 expert advisory group report found that key socio economic and environmental risk factors for BAME communities include:

- Ineffective communication of health information
- Cultural issues relating to the suitability of health and social services
- Low income and employment insecurity

- Poor quality of ethnicity data
- Overcrowded housing
- The financial burden created by migration status
- The role of structural and systemic racism and disadvantage

The Welsh Government published its Race Equality Action Plan in November 2020, announcing a grants scheme for community groups and intention to draw upon a diversity of voices to find solutions for the future.

Congress calls on all affiliates to support BAME community groups to find solutions to the challenges they face and to combat racism.

Congress calls on the WTUC to work with Welsh Government to ensure that collaborative action to address health inequalities for BAME workers and within communities is a core part of its Race Equality Action Plan.

Motion 16:

RCM Royal College of Midwives

Workforce wellbeing

Congress recognises this is a very challenging time for those working in the NHS. As Covid-19 has ravaged through society, NHS workers have been on the frontline, putting themselves at risk and stretched to the limit. They have seen colleagues become ill and indeed die from the Covid-19 infection. There have been prolonged absences from work and many staff continue to suffer the long-term effects of infection.

Congress notes that before the pandemic, the NHS was a challenging place to work. Recent surveys indicated that a fifth of workers reported that they had been subjected to bullying from the public. A further fifth reported bullying from colleagues. In addition, RCM members, both midwives and maternity support workers reported that they were feeling unhealthy, unfit, dehydrated, and overworked.

Congress notes the health and wellbeing strategies which have been produced by NHS Employers, HEIW and Social Care Wales. These initiatives are welcome. They demonstrate the recognition that the engagement of workers is crucial if we are to make a real and lasting difference to the health and wellbeing of NHS workers. However, we know that these are unprecedented times, and the NHS will need considerable time and input to recover and rebuild itself from the severe and damaging impact of this pandemic.

Congress calls on NHS employers to work wholeheartedly with trade unions to help the NHS workers recover from the trauma of the last year and "build back better" to support healthy working conditions into the future.

Motion 17:

Unison

Low Levels of Sick Pay

Congress the COVID-19 pandemic has highlighted the importance of statutory sick pay ("SSP") in our society. The low rate of SSP means time off work is a luxury many cannot afford and has meant many in Welsh communities did not quarantine when they should have. This put them at increased risk and potentially increased spread of coronavirus.

SSP is not a devolved matter and Welsh Government committed to protecting people's health & wellbeing through the self-isolation payment scheme. The £500 payment has provided financial security to those asked to self-isolate, helping to break the cycle of transmission, ensuring no one has to choose between feeding their family or going to work and potentially spreading the virus. UK government introduced a change to the SSP rules so that it applied from the first day of absence from work as opposed to the fourth day.

Congress both changes haven't gone far enough. This pandemic has highlighted the urgent need for UK government and employers to consider sick pay schemes and ensure staff feel secure and able to take sick leave where necessary.

Congress calls on the WTUC General Council to:

Work with UK TUC to support a national campaign to abolish any earnings threshold for receiving SPP and for it to be available from first day someone is sick for all types of sickness

To increase weekly level of sick pay from £94.25 to equivalent of a week's pay at Real Living Wage

Lobby Welsh Government to support TUC campaign

Amendment to Motion 17

Add new paragraph at end:

'Campaign for improvements to sick pay as part of a new deal for workers, to be built around better pay and secure work.'

Udaw (23 words)

Motion 18:

Usdaw Union of Shop Distributive and Allied Workers Workplace Health and Safety Enforcement

Congress recognises that the Coronavirus crisis has further highlighted the need for effective enforcement of workplace health and safety standards. Furthermore, Congress applauds the efforts of trade union health and safety reps right across Wales in making sure workplaces remain safe.

Workplaces such as retail have always faced specific risks as a result of their public nature, something which has been highlighted by the requirement to enforce social distancing and the wearing of face coverings. Due to the public nature of their workplace, many workers are at significant risk from poor health and safety practices or a lack of enforcement.

Trade union health and safety reps are fully aware of the issues in their workplace and the actions their employer is taking to ensure safe working practices. Congress believes that this knowledge should be utilised during Local Authority Environmental Health inspections and that health and safety reps should be fully involved in the process.

As such, Congress calls on the Wales TUC to lobby the Welsh Government and local councils to ensure that:

- Environmental Health enforcement is prioritised and properly funded during the pandemic and beyond.
- Environmental Health Officers are required to consult with health and safety reps during workplace investigations.

- All inspections are followed up with health and safety reps to ensure that recommendations are acted upon.

Amendment to Motion 18

Add, at the end:

“Congress also notes with concern the situation in DVLA, where more than 550 workers tested positive for Coronavirus and one tragically died after staff were prematurely returned to workplaces, and calls on the Welsh Government to ensure that its public health rules are applied by all employers in Wales.”

PCS (49 words)

‘Congress calls for the Wales TUC and Welsh government to explore options for stronger powers for reps, either within legislation already devolved or campaigning for new UK - wide legislation, that will allow reps to access every workplace and prevent unsafe working practices both in existing and any future pandemics.’

RMT (50 words)

3



Part 3

Equality

Motion 35:

Wales TUC Equalities Committee

Young workers in Wales

Younger workers are in an everchanging world of work and need better support. Congress calls on the Wales TUC to investigate how younger workers are being impacted in the modern workplace.

Congress calls on General Council to:

- Lobby Welsh Government to work in social partnership to provide:
 - An in-work progression strategy targeted at young workers, particularly those who are in precarious work, which sets out and tailors' progression.
 - Streamlined career provision as it is often difficult to navigate
 - A plan to tackle digital exclusion in younger workers
- Develop an accessible resource pack aimed at younger workers which educates on rights at work, and how unions can support with career development and disseminate via video/YouTube channels.

Motion 36:

Aslef Associated Society of Locomotive Engineers and Fireman

Rail Station Accessibility in Wales

Congress welcomes the renationalisation of Transport for Wales last year.

Congress is hopeful of the opportunities that a nationalised railway in Wales presents, to not only protect the jobs and services on the railways but to also ensure that people and their access needs are finally put before profit. In the past under the franchise model, we have seen a lack of desire from train operating companies to invest in making stations accessible to all passengers.

Congress is concerned that this lack of investment could, if not addressed, have a long-lasting impact on rail services and the usage of rail in Wales. Currently there are only 19 stations out of 246 in Wales which meet the highest step free categorisation of A and disappointingly a further 41 stations have the lowest rating of B3, this means that the majority of stations are not truly accessible to all. This lack of investment is also visible in toilet provisioning, only 24 of the 246 stations have toilets, fortunately all 24 do also provide a National Key Scheme Toilet (RADAR) for disabled people.

To address these accessibility issues, Congress calls on the Welsh TUC to:

- Lobby the Welsh government to vastly increase the number of railway stations that have a step free categorisation of A
- Lobby the Welsh government to increase the number of stations with toilets ensuring that appropriate facilities for disabled people are provided i.e. RADAR key toilets.

Motion 37:

Caerphilly Trades Council

Eliminating all forms of Discrimination against Women

Congress recognises that the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) outlaws both direct and indirect discrimination between women and men in all aspects of life, including the workplace and the media.

Congress notes that CEDAW was ratified by the U.K. in 1986, committing the government to protect, promote and fulfil the human rights of women under all circumstances, yet there still is no substantive equality between women and men in the UK today.

Congress notes that continued discrimination against women and girls has been made worse by disastrous austerity measures, particularly impacting working class women – and women with disabilities, from BAME communities, older and younger women.

Congress recognises that it is mainly the organisation of trade unions in the workplace that has made possible even the partial implementation of the Equal Pay Act.

Congress therefore recognises that while progress can be made through legislation, the trade union movement needs to bring its organised strength to bear on the government and employers to see that CEDAW is implemented.

Congress calls on the General Council of Wales TUC to:

- Campaign for the Welsh Government to transpose the provisions of CEDAW into domestic law where appropriate – and to demand that the UK government passes a separate Act of Parliament incorporating CEDAW provisions into the Equalities Act 2010;
- Call on the Welsh Government to ensure effective and sustained monitoring of the implementation of the new legislation.

Motion 38:

Cardiff Trades Council

Mohamud Hassan

Congress is extremely alarmed at the death of Mohamud Muhammed Hassan. It extends its deepest condolences to his family.

Mohamud was arrested, held overnight in police custody at Cardiff Bay police station and released with injuries the following morning. He died later that day.

We do not accept that the South Wales Police merely asserting that he was not injured in its custody is enough to absolve the police.

We are not confident that a thorough investigation will be conducted by the IOPC given the record of the IOPC and its forerunners in not successfully investigating miscarriages of justice in South Wales.

Congress also disagrees with the £1000 police fine of the organiser of the protests calling for justice for Mohamud. While strongly supporting measures to prevent the spread of Covid, Congress believes that the democratic rights to protest, strike and picket should not be curtailed provided the organisers take measures to ensure that they are conducted safely.

Congress calls for:

- Officers involved in Mohamud's arrest to be suspended pending the results of an enquiry
- Body-worn camera and CCTV footage of Mohamud's arrest to be made public
- An independent enquiry including representatives of Mohamud's family, the local community and trade unions.
- For the Welsh government to establish a unit to investigate allegations of racism in Welsh police forces in addition to the Policing Board for Wales
- For democratic community control of policing in Wales

Motion 39:

CSP Chartered Society of Physiotherapy

Ending Racism

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 BAME community has highlighted long-standing, structural race inequality.

In a July 2020 study, the Kings Fund found that in the NHS, BAME staff feel they have not been given equal opportunities to progress in their careers and have been denied developmental opportunities that come readily to white colleagues. Very few people at the most senior levels of the NHS reflect them. On top of that, each working day can mean facing a range of micro-aggressions.

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. The Kings Fund case studies of NHS employers identified three changes that could make a difference: improving staff development and career progression, providing psychologically safe routes for raising concerns and staff networks.

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 extend its work in this area, pushing for all public services to implement mandatory anti-racism training in a bid to become anti-racism organisations.

Motion 43:

Wales TUC Equalities Committee

Race Equality in the Workplace and in Society

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. 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.

Congress notes the lack of justice for Black people in Wales with at least four recent brutal 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 calls on the Wales TUC to

- Renew our commitment to race equality in the workplace and in society
- Intensify all efforts for addressing racial injustices in the workplace through direct campaigning and bargaining on race equality.
- Ask affiliates to respond to institutional racism cases and support the campaigns who are seeking justice.

Motion 40:

Torfaen County Trades Council

Asylum Seekers

Congress condemns the use of a disused army barracks to accommodate asylum seekers, in Wales.

Currently there are about 250 male asylum seekers in Penally Camp, Pembrokeshire. The camp is surrounded by a high, barbed wire fence with gates which are kept locked from 10pm and 10am.

Congress believes that it is unacceptable to treat vulnerable people in this way and that conditions in this camp will have a detrimental effect on their physical and mental health:

The men are sleeping 6 to a room making social distancing impossible during this Covid pandemic. Asylum seekers come to the UK seeking sanctuary, fleeing persecution, war or torture in their home countries. Being confined to this camp is traumatising, reminding them of the very conditions they came to the UK to escape.

Congress notes that immigration is not a devolved issue. However in 2019 Wales was designated a Nation of Sanctuary, by the Welsh Government. Incarcerating asylum seekers in camps does not chime with their Refugee and Asylum Seeker Plan which states that "integration of refugees and asylum seekers should begin on day one of their arrival", "we want to ensure that these individuals are supported to rebuild their lives".

Congress therefore calls on the Welsh Government to put pressure on the UK Government to close the Penally camp and house all asylum seekers, residing in Wales, in safe, clean homes in a community setting while awaiting a decision on their asylum claim.

Motion 41:

Wales TUC Equalities Committee

COVID 19 and the detrimental impact on Women

Congress notes that COVID 19 has exacerbated the structural inequalities that exist within Wales. Evidence suggests that women have been hardest hit and this is compounded for women who also have another protected characteristic.

Research by the Equality and Human Rights Coalition (Via WCVA) has highlighted that 68% of key workers are women, accounting for approximately 41% of total female employment, particularly within the field of health – potentially subjecting them to greater exposure to Covid-19. Furthermore, the additional pressures placed on women as a direct result of the pandemic (home-working combined with school and nursery closures, unequal distribution of housework, greater risk of loss of employment) has impacted considerably on some women's mental health, with emerging data indicating a decline in mental wellbeing and increased loneliness

Lockdown has also seen an increase in domestic abuse, isolation and social exclusion are used to intimidate and control partners. These factors increase the risk of violence against women, domestic abuse and sexual violence. It can also make it more difficult

for survivors to access safety and support networks.

Congress calls upon Wales TUC to:

- Lobby the Welsh Government to put equality matters at the heart of any Recovery Plan
- Lobby the Welsh Government to produce an all-Wales Mental Health and Wellbeing strategy to aid recovery, part of which should specifically address women's mental wellbeing
- Continue to support the work of Welsh Women's Aid and work with them to produce resources on supporting members experiencing domestic abuse away from traditional workplaces

Motion 42:

Wales TUC Equalities Committee

Fair Pay for all

Congress notes that the pandemic has shone a light on the inequalities of our workplaces and society. Previous research conducted by Women Adding Value to the Economy (WAVE) on the gender pay gap provided a detailed analysis into factors causing the gender pay gap and sought to understand the ways in which gender pay disparities are consistently reproduced in workplaces. It also provided recommendations on how to halt this and has been invaluable in enabling employers to address this inequality.

Congress further notes that there is also a significant disability and race pay gap across Wales, but that evidence is poor and further research is required.

Congress believes workers should be treated fairly, and receive fair pay regardless of their gender, race or disability.

Congress calls upon the Wales TUC to campaign for:

→ In-depth research into the race and disability pay gaps in order to identify the causes and make recommendations to address these.

- Place a duty on employers to report their gender, race and disability pay gap regardless of the number of employees and to demonstrate how they will address any gaps identified
- Robust monitoring and enforcement of this reporting.

Congress believes that the trade unions in Wales should lead the way on pay parity and calls upon the General Council to support trade unions to:

- Undertake pay surveys in their own organisations and devise strategies to address any gaps identified
- Facilitate training for workplace representatives and officers.

Motion 44:

Wales TUC Equalities Committee

Reasonable Adjustments, Home Working and the Social Model of Disability

The Equality Act 2010 and the Public Sector Equality Duties (Wales) protect workers from disability related discrimination, harassment and victimization. Only through knowledge and understanding of the Social Model of Disability can the legal requirements be properly implemented.

Employers have a duty to make reasonable adjustments to enable their staff to work effectively and safely. Employers have consistently refused to allow disabled workers and carers to work from home. The Covid19 pandemic has shown how disabled workers and carers have worked productively and safely from home. Home working should be a presumed right if a requested reasonable adjustment for disabled workers and workers with caring responsibilities.

Disabled workers in Wales regularly have to battle an employer to recognise their impairment as a disability and make reasonable adjustments.

Managers and union reps need to learn about the social model of disability, and reasonable adjustments including home working. However, many officers, activists and members do not understand what the social model is and how to apply it.

Congress calls on the Wales TUC to:

- Campaign to raise awareness and understanding of the Social Model of Disability throughout the union movement in Wales, including members, union reps, officers and staff.
- Develop a Reasonable Adjustments toolkit to help enable all Union Reps to negotiate and protect disabled members whether in factory, office or working from home.



Part 4

Green recovery and just transition

Motion 20:

Aslef Associated Society of Locomotive Engineers and Fireman

Public ownership and the green economy

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.

This year, the Wales and Borders rail franchise was nationalised to ensure 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.

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

Motion 25:

RMT National Union of Rail Maritime and Transport Workers

A new deal for rail in Wales

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 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.

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.

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.

Amendment to Motion 25

Add the following sentence to the end of the fourth paragraph (25):

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.

ASLEF (26 words)

Motion 21:

Community

Green Steel

Congress notes that steel is a strategic sector in Wales, that can play a key role in providing low carbon high quality steel for green infrastructure and manufacturing. Congress believes that the steel industry in Wales is a strategic foundational industry which will be central to delivering a green industrial revolution.

Congress believes that loss of primary steel is not a green steel plan, and that it would not reduce overall emissions, it would simply offshore them. It is essential to retain primary steelmaking capacity within Wales.

Congress notes that Welsh steelworkers are among the best in the world. Congress believes that protecting jobs in the sector is vital for communities and livelihoods.

Congress calls on the WTUC to:

- Work with the Welsh government to support the steel industry in Wales.
- Work with the Welsh government to lobby UK government to ensure that energy costs for the Welsh steel industry are reduced.
- Support re-skilling and upskilling of workers in the Welsh steel industry to allow them to continue to work in the steel industry as it evolves.

Amendment to Motion 21

Add the below final bullet point at the end of the motion:

Work with the Welsh government to ensure that everything is done to guarantee Welsh steel production and distribution emits as little carbon as possible, including transportation by rail.

ASLEF (28 words)

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