

Congress 2013

FINAL AGENDA

Motions and nominations for
The 145th Annual Trades Union Congress
8–11 September 2013, Bournemouth



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Special notices

Please note the Rules and Standing Orders of the TUC are printed in the *General Council Report*.

Grouping committees and composite motions

Where the Congress General Purposes Committee consider it necessary, unions with motions and amendments that can be grouped together will be asked to meet as a Grouping committee to see whether composite motion(s) can be agreed. Details of the time and place of the meeting will be sent to general secretaries of the unions concerned. Unions must ensure that they are represented at such meetings by an official with authority to make decisions on behalf of the union.

As a result of the work of Grouping committees and of suggestions made to the unions concerned by the Congress General Purposes Committee, some of the motions and amendments printed in this agenda may be merged into composite motions and others may be withdrawn.

The first report of the Congress General Purposes Committee is printed and circulated to delegates with the composite motions. It is presented to Congress by the Committee Chair at the start of Congress. The Chair of the GPC will announce any further alterations in, or deletion from, this agenda during the proceedings of Congress. Any further composite or emergency motions will be printed and circulated to delegates as soon as possible after they have been approved by the GPC.

Speakers

It is the responsibility of the union concerned to see that a delegate is present to move any motion or amendment standing in its name. Delegates are asked to give their own name and the name of their union at the start of the speech.

Timing of speeches

Subject to the terms of any alternative or suspension by Congress of the Standing Orders, the mover of a motion will be allowed five minutes, the seconder three, and each succeeding speaker three minutes. A delegate shall not speak more than once on a question, except the mover of the original proposition, who shall have the right of reply. A green light will appear on the rostrum at the start of each speaker's time. One minute before the end of the time allowed a yellow light will appear and at the end of the permitted time a red light will appear.

Telling

The arrangements for Telling are made in the light of the number and the position of the seats allotted to each delegation. Delegates in charge of voting cards can therefore help in the taking of card votes by remaining during the vote in the places originally allotted them in the seating plan (see Congress Guide).

Order of business

A programme of business indicating the order in which motions and paragraphs of the *General Council Report* are to be taken will be printed in the *Congress Guide* which is circulated to delegates by the beginning of Congress. The programme is only provisional but will be adhered to as closely as the circumstances of Congress permit.

1 Section one Jobs, growth and a new economy



Section one

Jobs, growth and a new economy

01 Anti-austerity campaigning

Congress welcomes the initiatives taken by the General Council over the last year to stimulate campaigning against austerity and the poverty that 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:

- i instructs 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
- ii welcomes and supports the People's Assembly Against Austerity and encourages 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
- iii reaffirms 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.

Unite

02 Austerity, cuts and growth

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 by £245bn to pay for the failure of the government's 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 recent Spending Review has attacked jobs, pay and local government services in particular.

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 continue the local, regional and national campaign actions highlighting the damage of the cuts
- b highlight the squeeze on low and middle earners and promote collective bargaining as the best way to tackle falling living standards and inequality
- c highlight the devastating impact of austerity on women, disabled, black, young and LGBT workers and their families
- d work with ETUC against European austerity
- e promote political education and campaigning on the economic choices at the 2015 general election.

UNISON

Amendment

► Insert new paragraph 4:

"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."

Union of Shop, Distributive and Allied Workers

03 Defeating austerity

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.

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.

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 therefore instructs the General Council to:

- i facilitate a co-ordinated programme of industrial action and civil disobedience involving trade unions and other campaigns
- ii promote and support the day of action called by the People's Assembly for 5 November 2013
- iii 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.

Public and Commercial Services Union

04 Economic policy

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.

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.

Communication Workers Union

Amendment

- Insert new paragraph 4 as penultimate paragraph: "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."

Unite

05 Alternative economic strategy

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.

Continues overleaf

Section one

Jobs, growth and a new economy

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.

Transport Salaried Staffs’ Association

Amendment

- Insert new paragraph 3:
“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.”

Fire Brigades’ Union

06 Tax and austerity

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.

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 the role being played by the parliamentary Public Accounts Committee in exposing tax dodging. Congress calls on the TUC General Council to ensure that future campaigning includes:

- a demand for multinational firms to report their earnings on a country-by-country basis, as well as their use of tax havens
- for HMRC to have sufficient resources to address current tax loopholes and tackle tax evasion and avoidance
- continued support for the introduction of a financial transactions – or Robin Hood – tax, in the face of sustained finance sector lobbying against this
- consideration of the role that more progressive rates of income tax and/or national insurance could play in rebalancing our economy.

Chartered Society of Physiotherapy

Amendment

- Insert new paragraph 2:
“Companies are increasingly falsely self-employing workers to avoid paying employers national insurance contributions. This strips workers of basic employment rights and acts as a huge hidden subsidy to industry.”
- Add at end new sub-paragraph v:
“v the end of the Construction Industry Scheme (CIS) and all forms of false self-employment.”

*Union of Construction,
Allied Trades and Technicians*

Amendment

- In paragraph 3, lines 3 and 4, delete all from “the role” to “dodging” and replace with:
“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.”
- In sub-paragraph ii, line 1, after “resources” insert “and sustained additional investment”
- In line 2, delete “and” and replace with a comma after “loopholes”
- In line 3, add after “avoidance”: “and reduce the tax gap”

FDA

07 Retaining stakes in RBS and Lloyds

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.

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.

Unite

Amendment

➊ Add new final paragraph:
"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."

Accord

08 Changing banking for good

Congress notes the publication of the 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.

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.

Accord

09 Sectoral strategy for energy intensive industries

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.

Section one

Jobs, growth and a new economy

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.

Community

10 Energy policy

Congress notes that coal continued to provide the biggest fuel input to the electricity grid in 2012–2013, at times approaching 50 per cent. 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. 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.

BACM-TEAM

11 Energy and security of supply

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. However, 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.

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.

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

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.

Privatisation has failed.

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

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.

National Union of Mineworkers

12 My Theatre Matters!

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 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.

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.

Equity

13 Arts funding

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.

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.

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.

Broadcasting, Entertainment, Cinematograph and Theatre Union

14 Housing

After three years of a 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 and 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
- iii the establishment of a statutory register of licensed private landlords
- iv the introduction of rent control measures by local authorities to regulate the cost of private sector rented accommodation.

Union of Construction, Allied Trades and Technicians

Amendment overleaf

Section one

Jobs, growth and a new economy

Amendment

- In paragraph 7, sub-paragraph ii, add at end: “unless the homes that are to be sold are replaced like for like”
- In sub-paragraph iii, line 1, after “of a” insert: “comprehensive system of local authority-led regulation for the private rented sector, including”
- In sub-paragraph iv, line 1, after “of” insert “workable”.
- In line 1 again, after “control” insert “and reformed tenancy arrangements”.
- In line 3, after “accommodation” add at end: “and improve security for tenants.”

UNISON

15 Maritime skills

Despite its continued reliance upon maritime trade, the UK continues to witness continued significant decline in its seafaring skills base. Congress notes with concern that the government’s own statistics show that, on current trends, the number of British seafarers will almost halve over the next 20 years.

Congress notes that continued decline of the UK maritime skills base will present a wide range of adverse economic and strategic consequences, and will present significant threats to safety and the environment, as well as posing a long-term risk to the UK’s traditional global lead in major maritime industries and services.

Congress expresses its concern at the government’s continued failure to develop a clear and coherent maritime policy that places UK seafarer employment and training at its heart, with explicit targets for expansion. It highlights recent government reductions in the Support for Maritime Training (SMarT) scheme and calls for this essential assistance to be enhanced and expanded, to keep UK seafarer training costs internationally competitive and to ensure that adequate numbers of British officers and ratings are trained and can progress their careers.

Congress deplores the lack of ambition on the part of the government for shipping and British seafarer employment and believes the UK must make determined measures to combat exploitation and unfair competition in British waters and develop, in consultation with the industry including the maritime trade unions, a proactive strategy for shipping which puts more jobs for British seafarers right at the top of the agenda.

Nautilus International

16 Referendum on Britain’s membership of the European Union

Congress notes the last referendum on Britain’s place in Europe was in 1975 in respect of membership of the Common Market.

Since then there have been five further treaties, meaning the European Union now has a clear political as well as economic structure.

The vote on the Common Market was thirty eight years ago, meaning no-one in Britain under the age of 56 has had the opportunity to vote on the EU, despite the EU gaining substantial legislative, political and economic powers.

Congress also notes there has been no vote on Britain’s membership of the EU despite the fact that the three main British political parties have all promised referenda in recent years and that polls are overwhelmingly in favour of a referendum.

Congress accepts there are divergent views on what should be the nature of Britain’s relationship with Europe, with some for example supporting withdrawal from the EU while others support continued membership.

Congress believes there is now, however, a growing consensus for a referendum, including from senior MPs from all the main political parties, and it is fundamentally undemocratic to deny the British people a vote on this issue.

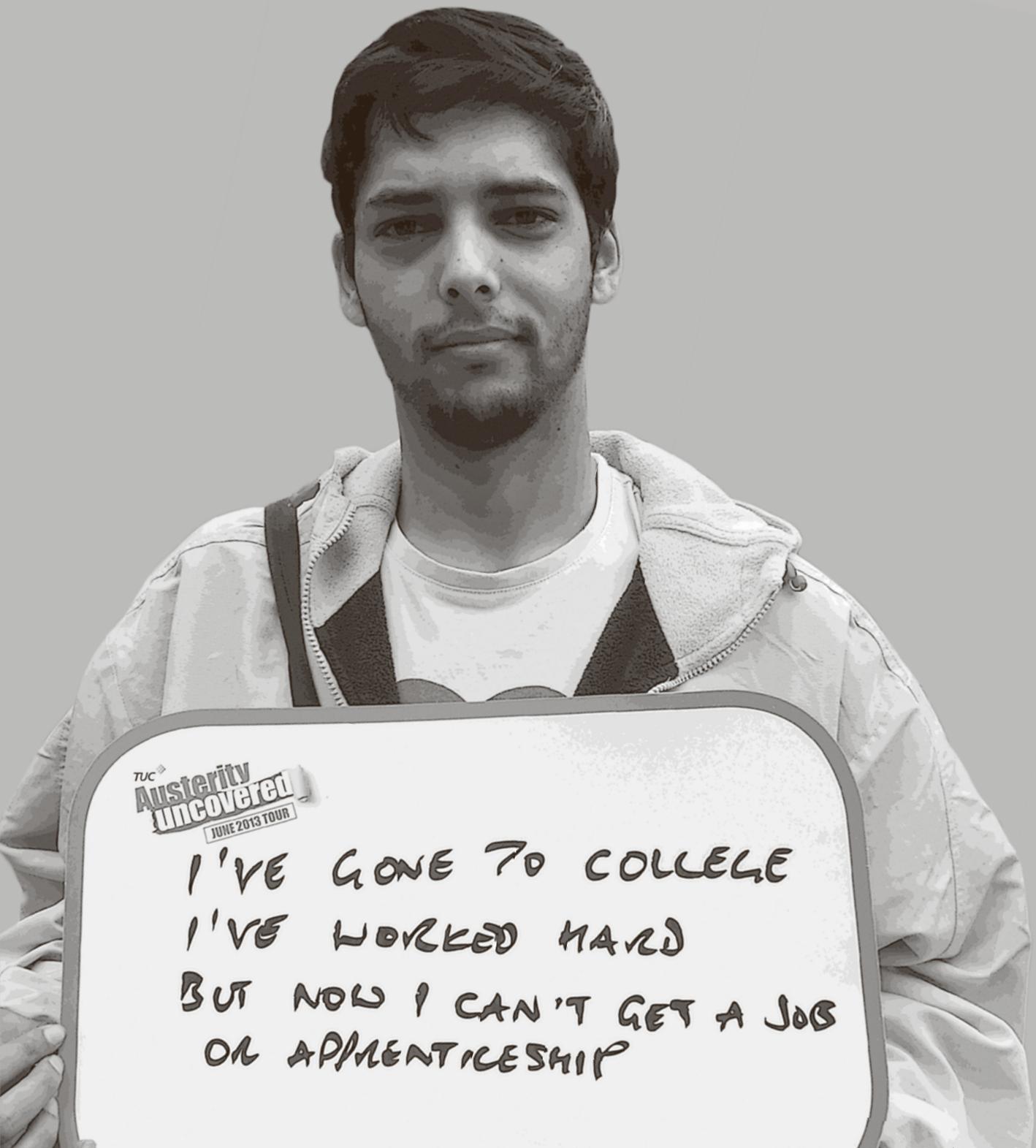
Congress therefore supports a referendum on Britain’s membership of the European Union.

Congress also agrees to campaign vigorously for a referendum and also considers that while there may be strong arguments for the referendum to take place as soon as possible, the General Council should conduct an urgent consultation to establish affiliates’ views on the timing of the referendum.

National Union of Rail, Maritime and Transport Workers

2

Section two
Fair pay and
a living wage



TUC
**Austerity
Uncovered**
JUNE 2013 TOUR

I'VE GONE TO COLLEGE
I'VE WORKED HARD
BUT NOW I CAN'T GET A JOB
OR APPRENTICESHIP

Section two

Fair pay and a living wage

17 Fair pay now

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

Congress deplores that pay overall has failed to keep pace with the cost of living, with prices rising faster than pay every month since November 2009 and that wage cuts for UK workers are the deepest since records began, with the majority of social security claimants now in work, leading to increasing inequality.

Congress congratulates unions for their national and local campaigning against the pay freeze, and against the threats of regional and local pay, but Congress is alarmed that Osborne is now attacking incremental pay progression.

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

Congress is deeply concerned by the rise of casualisation, zero-hours contracts, agency worker loopholes and unpaid standby and travel time as a means of restricting pay and employment rights and allowing employers to circumvent minimum wage law, especially in social care. Austerity and privatisation will intensify this culture for both in-house and outsourced public services and the quality of our public services will suffer.

Congress calls for:

- i a campaign to end the public sector pay cap, and support for necessary industrial action, co-ordinated across sectors where possible, to achieve this
- ii a 'fair wages' clause in public procurement
- iii a living wage as part of a strategy to end in-work poverty
- iv the outlawing of zero-hours contracts.

UNISON

Amendment

● Insert new paragraph 6:
"Congress notes that workers in the UK are collectively losing £50bn a year due to pay restraint in the public and private sectors. Congress therefore believes that the most effective way to break this cycle is through the maximum number of unions co-ordinating strike action over pay."

Public and Commercial Services Union

Amendment

● At the end of paragraph 3, add:
"Pay progression is also under attack from publicly funded employers in further and higher education, seeking to link it to performance."

● In paragraph 6, insert new sub-paragraph ii, and renumber existing ii to iv as iii to vi:
"ii a campaign to protect pay progression"

University and College Union

Amendment

● In paragraph 5, line 6, after "care." insert:
"Congress notes too that the use of zero-hours contracts appears to have grown rapidly in the health sector over the past two years, extending into most job roles."

● In paragraph 6, insert a new sub-paragraph iv and renumber iv as v:

"research into the extent of zero-hours and other forms of casualised contracts across the sectors"

Chartered Society of Physiotherapy

Amendment

● Insert new paragraph 6:

"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."

● In final paragraph, add new sub-paragraph v:
"v an equal pay strategy to be prioritised in both the private and public sectors."

Transport Salaried Staffs' Association

18 Britain needs a pay rise

Congress deplores that this government is passing the brunt of the economic crisis on to workers and our communities, with services closing, unemployment still at more than 2.5 million and average pay increases lower than inflation.

Many public sector workers have been hit with actual pay cuts due to pay freezes and higher pension contributions. Congress rejects further contribution increases and average pay increases of only one per cent for public sector workers in 2013 and 2014.

Congress deplores that the government is now trying to dismantle the national pay and conditions structure for teachers, introducing performance-related pay for all teachers, with even longer working hours expected to follow. These changes will only further demoralise teachers who are already struggling to cope with the strain of excessive workload and regular denigration by Ofsted and the Secretary of State, and discourage new applicants.

Congress welcomes the recent rise in trade union membership because collective bargaining remains the best method of increasing workers' pay to increase demand in the economy.

Congress calls on the General Council to:

- i continue the campaign against attempts to restrict public sector pay and undermine national structures and agreements
- ii call on the government to enter into meaningful negotiations with the teaching unions on teachers' pay, pensions and conditions
- iii lobby political parties to support trade unions and collective bargaining
- iv oppose vigorously any proposals to further restrict the right of trade unionists to make efforts to defend their working conditions and livelihoods through collective action.

National Union of Teachers

19 Attack on workers' rights

Congress condemns the government's attacks on the national framework of pay and conditions of service for teachers, which are the foundation of the UK's world class education system.

Congress welcomes the wealth of international evidence demonstrating that teachers' pay and conditions of service are inextricably linked to the provision of high quality education for children and young people.

Congress is concerned that weakening the national pay and conditions for teachers will trigger a spiral of decline in the quality of education that children and young people receive.

Conference 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 deplores the attacks on the professional status of teachers following the coalition government's decision to remove the right of children and young people to be taught by qualified teachers.

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

Congress is further concerned by the government's assault on the employment tribunals system which is giving licence to unscrupulous employers to discriminate and create a climate of fear in the workplace.

Congress believes that access to justice for teachers and other workers depends on membership of trade unions.

Congress calls on the General Council to mount a vigorous and sustained campaign to maintain teachers' national pay and conditions of service and the entitlement for all children to be taught by qualified teachers.

NASUWT

Amendment

- In paragraph 1, line 1, insert "Westminster" before "government"
- In line 3, after "teachers" insert "in England and Wales"
- In line 3, replace "are" with "form"
- In lines 3 and 4, replace "the UK" with "our"
- In paragraph 5, line 4, after "people" insert "in England and Wales".

Educational Institute of Scotland

20 Pay progression

Congress recognises that public servants have already paid a high price for government austerity measures through job cuts, a pay freeze then cap, and a pensions' levy of up to six per cent plus cuts to pension provision, resulting in the real value of their pay being cut by over 20 per cent.

The Chancellor's announcement that the government is now targeting pay progression is not only a further blow to committed public servants, but peddles a myth that pay progression is an additional cost to the taxpayer, in an attempt to disguise yet another attack on the pay and conditions of public servants.

Congress recognises that many employees take several years to reach the true rate for the job through a series of progression payments, thus saving the public sector money until employees reach the rate for the job.

Congress also notes with concern that the removal of progression could impact on the imperative to ensure the delivery of equal pay for work of equal value, by removing structures that provide a transparent pathway to a rate for the job.

Section two

Fair pay and a living wage

Congress rejects the government's approach to abolishing progression arrangements and instructs the General Council to:

- i support and coordinate the efforts of unions opposing these measures, including sharing best practise on potential legal challenges
- ii call on the government to abandon its proposals to abolish progression arrangements
- iii call on the government to engage with all public sector unions to deliver a meaningful, long-term reward strategy for the public sector.

FDA

Amendment

● Insert new paragraph 5:

"It will also exacerbate problems of recruiting and retaining staff with specialist skills, leading to reduced capability."

● In existing paragraph 5, line 2, delete "and" and replace with: ", recognising that pay progression supports skills acquisition and advancement, provides a clear indication to staff that their contribution is valued and motivates their continuing development. It"

Prospect

Amendment

● In final paragraph, at end after "sector", insert: "based on the principle of equal pay for work of equal value."

● Then add new sub-paragraph iv: "iv provide unions with campaign guidance and material to explain and win public opinion on the issue of the rate for the job in the public sector."

Society of Chiropractors and Podiatrists

21 Pensions

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, however, 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 most damaging effects of this policy.

Congress, therefore, instructs the General Council to:

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

Educational Institute of Scotland

22 Building a progressive pensions consensus

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 harsh 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 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.

British Air Line Pilots' Association

23 National minimum wage

Congress notes with concern the growing practice of employers offering unpaid opportunities of work, often to young and vulnerable workers who are trying to break into the world of employment.

Although some of these placements, commonly described as 'work experience', 'intern', or 'volunteer' positions, are a genuine opportunity for new entrants to the workforce to gain skills and experience that may improve their employability, they are more often just a blatant abuse aimed at securing the services of workers for nothing.

These unpaid positions appear across the economy, including the film and TV production sector, where a BECTU survey of young workers revealed that 33 per cent of respondents had undertaken more than 10 unpaid assignments since entering the industry. Far from giving them a quick route to employment, the vast majority of respondents felt that unpaid work was a hindrance to their careers, and 95 per cent agreed that employers should be obliged to pay the national minimum wage (NMW).

Despite the activities of HMRC's enforcement unit, and the success of unions pursuing, through employment tribunals, employers who fail to pay the NMW, unpaid work opportunities abound on internet job sites.

Congress therefore calls on the General Council to campaign for:

- i a change in the regulations to ensure that all advertisements offering positions at rates below the NMW are treated as a prima facie breaches of the law
- ii a policy for automatic public 'naming and shaming' of any employer in breach of the NMW.

Broadcasting, Entertainment, Cinematograph and Theatre Union

24 Fair pay for young workers

Congress notes that despite the introduction of age discrimination legislation, age discrimination in government and society is still rife. The national minimum wage has arbitrary age bands and rates that result in lower pay for lower aged workers, with an Apprenticeship rate for under 19s of just £2.65 per hour.

Congress condemns the coalition government's decision to freeze national minimum wage rates for 16- to 20-year-olds. Since 2010, the increases to these rates have been pitifully low, with a 15p increase for apprentices, 4p for 16- to 17-year-olds and 6p for 18- to 20-year-olds.

Many 16- to 24-year-olds are financially independent and therefore expected to pay for life's essentials including housing, energy and food – which have all seen dramatic price increases since the economic recession. Additionally, many employers appear to be using the recession to justify unnecessary cuts in the wages of young workers, which adds to their financial difficulties.

Young people are already disadvantaged by age-based reductions in benefits and the situation will worsen under the so-called welfare reform.

Youth unemployment is at an all-time high and young people who do find employment face low pay, poor terms and conditions, fixed-term and temporary contracts, with little job security.

With the hike in education fees, young people are being forced out of education.

To fight effectively for real equality in the workplace and the benefits system and to oppose government cuts and welfare reform, Congress believes that the TUC must support and work with young trade unionists, young workers, unemployed youth, students and other community and youth organisations.

Section two

Fair pay and a living wage

Congress resolves to commit to a strategy of:

- i establishing a collective campaign to increase pressure on the government and employers for young people to be given the rate for the job, with no age rates in the NMW and a fair living wage for all workers
- ii an end to the age discrimination in the benefit system and against all discriminatory changes in the governments welfare reform agenda
- iii free education for all
- iv the alternative to cuts, and tax justice
- v organising youth protest days in conjunction with the STUC, WTUC and ICTU
- vi naming and shaming employers that exploit young workers as cheap labour
- vii building awareness through social media, road shows and media publicity
- viii working with national anti-cuts organisations such as the Coalition of Resistance and others such as the NUS to build for a national day of action for a fair NMW and a living wage for young people.

TUC Young Workers' Conference

(this motion is exempt from the 250-word limit)

25 Private copying and fair compensation

The government is attempting to introduce a private copying exception without fair compensation. This would make it legal to copy CDs or DVDs onto an iPod or computer. Congress agrees that this is a good idea as long as the government acknowledges its obligations under EU directives and ensures that the exception is accompanied by fair compensation. Artists and creators in almost all other EU member states benefit from a levy system imposed on the manufacturers of MP3 players and similar devices. These levies have not impeded market penetration of such devices and have not meant higher prices for consumers.

Therefore, what Congress is proposing is not an 'iPod tax' on consumers. Congress argues for fair compensation for creators from the device manufacturers. These manufacturers are already paying patent and software licences for each device sold and yet, under the UK proposal, the act of copying music onto these devices – the content the consumer is most interested in – will not generate any income for musicians.

Despite an outstanding international reputation for British musicians, more than half of MU members still earn less than £20,000 a year from their profession. Britain has one of the best music industries in the world. Congress believes the government should be making it easier to survive as a musician – not harder.

Congress calls on the General Council to support the Musicians' Union and UK music in a legal challenge, brought against the UK government, over this matter.

Musicians' Union

3 Section three Good services and decent welfare



TUC
**Austerity
uncovered**
JUNE 2013 TOUR

Look after the disabled
and the carers

Patricia

Section three

Good services and decent welfare

26 Saving local government

Congress notes with grave concern that the coalition's austerity programme is having a disastrous impact upon English local government, with a corresponding attack in Wales, Scotland and Northern Ireland. Over 400,000 jobs have already been lost across local government since 2010 with numerous public services and facilities being cut or charged for.

Further major cuts in the spending review will now mean ever greater loss of services and more outsourcing. A further arbitrary freeze on English council tax imposed from the centre will stretch beyond the next election, with the most deprived communities continuing to be hit hardest.

The implications for local democracy, those that rely on vital public services and the families of those thrown out of work are stark. Despite determined community and trade union campaigning, children's centres, libraries, adult social care, youth services, leisure facilities and other services are being sacrificed in the name of dogma and ideologically driven austerity economics.

Drastic cuts to services suck demand and confidence out of local economies, as decent public sector jobs are increasingly outsourced and the UK's flexible labour market generates ever more temporary and part-time work.

Congress believes we need:

- i a new fair settlement for local government and no more cuts
- ii democratically accountable councils with the power and resources to provide the services that those they represent want and need
- iii to employ people on decent pay and conditions and promote local economic growth
- iv to lead a campaign for the renewal of local government.

UNISON

Amendment

- In paragraph 5, insert new sub-paragraphs iii and iv and re-number subsequently:
"iii redistributive policies from central government which ensure the protection of local services in the poorest communities
iv an end to outsourcing and privatisation"

Fire Brigades' Union

27 Defence of state education

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.

National Union of Teachers

28 National curriculum England

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.

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 calls on the General Council to work with a broad coalition of organisations campaigning for a more appropriate school curriculum.

Association of Teachers and Lecturers

Amendment

➤ Add new final paragraph:

“Further, 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.”

Unite

Amendment

➤ Insert new paragraph 3:

“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 urges the government to recognise the importance and value of vocational qualifications.”

National Union of Teachers

29 Comprehensive education

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 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:

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

Congress, therefore, 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.

Educational Institute of Scotland

Amendment

➤ Add new final paragraph:

“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.”

Association of Teachers and Lecturers

Section three

Good services and decent welfare

30 Stop the attack on teaching assistants

Congress notes that on 2 June 2013, the *Daily Mail* ran an article under the headline “Army of Teaching Assistants Faces the Axe” and pointed to Michael Gove’s department as the axe-wielders.

This despicable attack on hard-working, frontline public servants was backed up by a right-wing think tank, Reform, who claimed that teaching assistants should be phased out and instead schools should have larger class sizes.

Congress agrees that there can be no doubt that these proposals would be detrimental to the development of the nation’s school children. The SEN, behavioural, pastoral and learning support provided by properly deployed teaching assistants is integral to good educational outcomes.

Congress further believes that this current government does not have the interests of children at heart and is motivated solely by a ‘slash and burn’ mentality.

GMB and other education unions recognise and applaud the fantastic job done by teaching assistants to support pupils and teachers.

Congress is proud of the work educational staff do at all levels to ensure every child is able to realise their full potential.

Congress calls on the General Council to condemn Gove’s insulting and bullying approach and use its best endeavours to protect this vital part of the whole school workforce. Congress also calls on the General Council to campaign for a properly funded education service that gives life opportunities to all.

GMB

Amendment

● In paragraph 4, line 4, after “mentality” insert “that puts profit before pupils”

● Insert new paragraph 5:

“Congress deplores the coalition government’s decision to discontinue work on a national framework for school support staff and downgrade the work of teaching assistants.”

● Insert new paragraph 6 (after original paragraph 5):
“Congress further applauds the contribution of the school workforce in securing the UK’s standing as amongst the world’s best education systems.”

NASUWT

31 Ofsted, a fatally damaged brand

Congress records its distress at the suicide of an ATL member, where the coroner accepted that the prospect of an Ofsted inspection of the school she led was a factor. Congress believes that the Ofsted brand is fatally damaged and calls upon all political parties to review their policies for the quality assurance of schools and colleges, replacing a centralised and politicised agency with local arrangements for accountability and institutional improvement.

Association of Teachers and Lecturers

32 Funding for further and higher education

Congress notes the coalition government’s continued attacks on post-16 education, which include:

- i the trebling of tuition fees
- ii the abolition of the EMA
- iii the loss of all state funding for learners over 24 studying Advanced Level qualifications or above
- iv the marketisation and casualisation of the profession in both further and higher education
- v the coalition’s aim to open up the post-16 sector to for-profit providers
- vi the new cuts imposed as a result of the spending review.

Congress further notes:

- a Spending on higher education in the UK as a proportion of GDP is 18 per cent lower than the OECD average, an estimated funding gap of £4.3bn.
- b State investment in supporting a young person through A-Levels and university is repaid to the exchequer ten times over.
- c Demand for skilled and professional jobs is forecast to increase by 19 per cent in the decade to 2020.
- d Higher levels of education are strongly associated with stable employment, better health, self-esteem and more active citizenship.

Congress welcomes UCU's widely supported campaign, The Knowledge Economy, for public investment in tertiary education, which seeks to close the international funding gap.

Congress believes that the future welfare of the country depends on the reversal of the catastrophic cuts in education funding imposed by this government and the investment of additional funding in our educational infrastructure.

Congress resolves to support UCU's national campaigning strategy around The Knowledge Economy and in defence of education up to and beyond the next general election.

University and College Union

33 Access to educational psychologists

Congress expresses its support for the Children and Families Bill and the Special Educational Needs and Disability Pathfinder Projects in seeking to improve joined-up working between a range of professionals who provide services for children and young people. It welcomes the proposals to enable those young people with the most complex needs to continue to have an education, health and care plan up to the age of 25 years, which will ensure that they retain a legal right to specialist support and provision for all of that time.

However, the impact which this extended group of young people will make on the services of the specialist workforce who are already managing increased demands from schools, colleges and local authorities, given the changes to the roles and funding arrangements of both, has not been fully considered.

Congress expresses grave concern that there is no funding system in place for training to provide newly qualified educational psychologists after 2016 which could further exacerbate the already growing inequity of access to educational psychologists across the UK.

Congress calls for:

- i continued central funding to be made available for a sustainable training system for new educational psychologists

- ii sufficient educational psychologists to be available within the children and young people's workforce to meet the increased and new challenges brought about by the extended and changed responsibilities within local authorities, schools and other establishments.

- iii all children and young people who need it to continue to have free access to educational psychologists.

Association of Educational Psychologists

34 The future of the NHS

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

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 asks the TUC General Council to:

- i continue to expose the consequences of competition, job cuts, stripping out of specialist clinical skills, and constant reorganisation and fragmentation of services
- ii 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
- iii 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
- iv campaign to give NHS staff and local communities a genuine say in the future of their own local health services
- v campaign for more investment in prevention, early intervention and rehabilitation as a key part of meeting future healthcare needs.

Chartered Society of Physiotherapy

Section three

Good services and decent welfare

35 Francis Report

Congress notes the tragic events at Mid Staffordshire NHS Trust and [overall] welcomes the Francis Report. The question is how will this report drive the change needed and eradicate such events from happening in the future. Across the NHS there will be different interpretations of the Francis recommendations, however Congress agrees to following five themes:-

- i Always put the patient first.
- ii Zero harm and patient safety.
- iii Creating outstanding leadership and working together as teams of professionals.
- iv Regulation, inspection and accountability.
- v Metrics and outcomes.

Congress believes:

- a Healthcare workers must ensure they interact with patients with dignity, compassion and respect, as set out in the NHS Constitution.
- b Good multidisciplinary team working in Strategic Clinical Networks will help improve care and the patient experience.
- c Future service developments and reconfigurations should be based solely on the needs of the community and only made after full clinical involvement.
- d Royal Colleges 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' roles and responsibilities.
- e Individual clinicians and Trusts must be enabled to submit accurate and truthful data to the NHS on patient care.

Congress welcomes that the DoH is working with NHS unions on the Francis Report and calls on the General Council to adopt these five themes to complement this partnership working.

Hospital Consultants and Specialists Association

Amendment

- Insert new paragraph 2:
"Congress is appalled that the government is using the report to denigrate the NHS."
- In existing paragraph 2, sub-paragraph d, line 1, after "Colleges" insert "and trade unions".
- In existing paragraph 2, add new sub-paragraph f:
"f It must be acknowledged that cuts affect care quality. Safe minimum staffing levels are needed now."
- In final paragraph, add at end:
"and ensure these are raised as part of the march and rally at the Tory party conference."

UNISON

Amendment

- In paragraph 2, sub-paragraph d, line 1, after "Colleges" insert "and representatives from appropriate healthcare trade unions and professional bodies"
- In line 8 of that sub-paragraph, after "Colleges" insert "and other healthcare trade unions and professional bodies"

Society of Radiographers

36 Confidential inquiry into premature deaths of people with a learning disability

Congress notes with concern the publication on 12 July of the Six Lives Progress Report on healthcare for people with learning disabilities and the Department of Health's response to the confidential inquiry.

These publications show that while some improvements have been made, people with learning disabilities are still experiencing poor care and face unacceptable inequalities in health and social care.

Congress believes that while the government shows recognition of the inequalities identified by the confidential inquiry and expresses support for the majority of the recommendations, the response does not provide any set goals on timescales for tackling the issues highlighted.

Congress further believes that this is a weak response from government. This clearly shows the continued lack of value they put on the lives of people with a learning disability, especially compared to its strong reaction and detailed response to the Mid-Staffordshire scandal.

The confidential inquiry showed that over a third (37 per cent) of deaths of people with a learning disability were due to them not getting the right health care. How many more deaths at the hands of the NHS do there need to be before the government takes this issue seriously.

Congress applauds MENCAP in its tireless campaign to improve the position of individuals with learning disabilities.

Finally, Congress calls on the government to commit urgently to a National Learning Disability Mortality Review Body to allow for the improved collation of information about deaths of people with a learning disability in order to enhance understanding.

Society of Radiographers

37 Foot health of the nation

Preventative care is the key element in keeping the population of the UK active. The cost to the economy and the NHS of an inactive population is enormous in lost productivity and the demand on the NHS as a result.

According to the British Heart Foundation the cost to the economy of type 2 Diabetes was £13bn, including £8.8bn to the NHS in 2012. Obesity costs by 2050 will be £9.7bn to the NHS and £49.9bn to the economy.

Podiatrists and other allied health professionals (AHP) are therefore more in demand than ever before to keep our population healthy. Almost every sport and most activity will involve walking, jogging, running or standing. All of these activities need healthy feet, yet we are seeing NHS organisations reducing podiatry and other AHP posts due to the austerity measures that are being forced on the NHS by the current government.

Congress calls on the General Council to include this vital information and make it part of the wider anti-austerity campaign in the UK. The country cannot afford to ignore the fact that the cost of inactivity is added pressure on our NHS and is economically wasteful, and blights families who cannot work and are forced into poverty or onto benefits as a result when investment in preventative measures such as more podiatrists and other AHPs would see a reduction in the causes of inactivity in the UK.

Society of Chiropodists and Podiatrists

38 Education for health and care

Commissioners for undergraduate and post-graduate education must ensure the NHS workforce is fit for purpose to deliver comprehensive health and care services, recognising the changing needs in the ageing population. At present, short-term financial decisions are being made in education and in the NHS, including down-banding and reductions in undergraduate places. Difficulties in funding clinical placements are causing problems for the universities in finding enough high quality placement sites to ensure appropriate practical experience in the workplace. There are similar issues for post graduate education. In future this will lead to a reduction in specialists in health and care at a time where the NHS will be under more pressure to deliver more for less.

Congress calls on the General Council to lobby the commissioners for NHS education in the UK to maintain a long-term focus to ensure the health and care workforce is appropriate for the needs of the communities they serve.

British Orthoptic Society Trade Union

Amendment

► In paragraph 2, line 2, after “UK” insert: “to work with representatives from the allied healthcare professions”

Society of Radiographers

39 Cuts to the fire and rescue service

Congress notes the wide-ranging and malevolent attacks on public services and on public sector workers by this Tory-Liberal Democrat coalition government.

Congress condemns the unprecedented level of cuts imposed on the fire and rescue service, with central funding cuts of more than seven per cent in the next two years.

Congress notes that cuts have already led to 3,600 firefighter jobs lost since 2010, nearly seven per cent of firefighters across the UK. Austerity has already led to fire stations being earmarked for closure, fire engines removed and further threats of firefighter job cuts.

Section three

Good services and decent welfare

Congress notes the 7.5 per cent cut to the fire and rescue service for 2015–16, with promises of further cuts to 2020 and beyond. These cuts will increasingly undermine and cause delays in the fire service's emergency response. This will put public safety at risk and cost lives, particularly in vulnerable communities.

Congress urges the government to abandon their austerity plans and invest in public services.

Congress also urges the Labour Party to reject austerity clearly and to fund public services properly. This would mean the immediate reversal of cuts in central government funding and the scrapping of the further cuts targeted for 2015–16 and set out in the recent spending review.

Congress supports the FBU's political and industrial campaign against cuts to the fire and rescue service.

Congress encourages affiliated unions to defend the fire and rescue service, as part of the general campaign against cuts in the public sector.

Fire Brigades' Union

Amendment

● Insert new paragraph 3:
"Congress particularly condemns the Mayor of London's decision to press ahead with his cuts to fire services in Greater London that jeopardise public safety and will reduce the capacity and speed of the service to respond to major incidents, including those on the Capital's public transport network."

Transport Salaried Staffs' Association

40 Contracting out of public services

Congress notes the continued contracting out and privatisation of the criminal justice system from prisons through to probation and the court services. Government policy believes the use of private companies gets better value for money and ultimately reduces costs.

Congress instructs the General Council to campaign not just against privatisation within the criminal justice system but all public services; and, in light of the allegations of over-charging by millions of pounds in the electronic monitoring contract, that the General Council supports the call for an independent public inquiry into the true cost of privatising public services.

POA

Amendment

● Insert new paragraph 2:
"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."

UNISON

41 Saving the probation service

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 directs the General Council to 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.

Napo

42 The impact of legal aid cuts on family proceedings

Congress notes with concern the Legal Aid, Sentencing and Punishment of Offenders Act 2012 on the conduct of private family proceedings.

The impact of legal aid cuts and the removal of mediation is already proving detrimental to the courts' ability to resolve such cases. The consequences of this legislation were anticipated not only by the various professional bodies working with children, but by a Ministry of Justice research summary. The cuts on the legal aid budget will bring increased costs elsewhere in terms of court time, and unnecessary adjournments. It will also cause further emotional harm to adults and children as angry and fractious parties are denied legal advice from a critical and legally trained friend who can often find a child-centred resolution to a dispute.

Congress is alarmed that the new rules for legal aid in cases featuring domestic violence set a dangerously high threshold of proof that ignores all previous research showing that victims may have been assaulted up to forty times before reporting the abuse. Congress also notes that in the absence of appropriate support, such victims face the risk of being cross-examined by the perpetrator in the Family Court. It also deprecates the lack of attention given to cases where parties have committed suicide after having killed or harmed their children.

Congress calls all affiliates to join the campaign to highlight the harmful impact of the legal aid cuts on communities and seek their full restoration.

Napo

Amendment

➤ In paragraph 3, line 9, after "Court", insert: "Congress is concerned that at such a traumatic time for individuals the onus will fall upon victims to prove that their life has been threatened in order to get legal support for non-molestation orders, 'Go' orders and restraining orders, thus creating further barriers to justice."

Communication Workers Union

43 Politicisation of the civil service

Congress recognises that a politically impartial, permanent civil service is the bedrock of our democracy and has ensured the government of the day is supported in delivering their democratic mandate for over 150 years.

Civil servants' roles in providing impartial, evidence-based advice, with the ultimate decision made by elected ministers, provides for effective and better government.

Congress recognises that reform is a constant feature of a modern public service, not least when public servants are being asked to deliver ever more with ever-decreasing resources.

The government's proposals to allow ministers to surround themselves with an extended, personally appointed group of civil servants has the potential to politicise and destabilise the core of government departments.

Congress recognises that elected ministers require effective support from the civil service to deliver their democratic mandate, but the danger is that proposals to 'personalise' that support will in reality politicise it.

The last thing the civil service needs, faced with the unprecedented challenges being demanded of it, is a firewall of officials between the civil service and the minister who are loyal to the minister – not the taxpayer – which then destabilises the entire department every time a minister is reshuffled or sacked.

Congress calls on the General Council and all the main political parties to work to find a consensus on civil service reform that ensures that the bedrock of a permanent, politically impartial civil service, recruited on merit rather than patronage, remains intact.

FDA

Section three

Good services and decent welfare

44 Royal Mail privatisation

Congress notes the intention of the coalition government to privatise Royal Mail. Privatisation will lead to higher prices for domestic and small business customers. Private owners will press for the removal of the current universal service and uniform tariff obligations. Inevitably service will decline for rural and remote areas.

Congress rejects the government's suggestion that this is the only method that can secure investment for the service. In the previous year Royal Mail made £411m profit as a public service, and could become self-financing. Without changing ownership, Royal Mail could borrow from money markets, at a cheaper rate, in line with companies such as Network Rail. Such methods of investment operate throughout the EU for government-related entities like Royal Mail.

Congress applauds the decision of postal workers to reject privatisation in an independent ballot by 96 per cent on a 74 per cent turnout. This was despite government attempts to buy off the workforce with suggestions of a distribution of shares to staff.

Congress registers that the CWU is in dispute with Royal Mail on future terms and conditions, and supports its campaign to defend these.

Further, Congress supports Post Office staff who have undertaken a number of days strike action for justice on pay, and against the downgrading of the Crown Office network. Congress pledges its support for an equitable settlement.

Congress agrees to support the campaign to Save Our Royal Mail (SORM), and directs the General Council to ensure the TUC's participation in its initiatives.

Communication Workers Union

45 Rail privatisation

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. The fact remains that rail privatisation has not brought the improvements its supporters promised. The reality is much higher fares, the average age of trains has increased and most new investment is funded by the state.

Congress calls on the General Council to continue working with affiliates and others to campaign for a publicly owned rail network that works in the public interest.

Transport Salaried Staffs' Association

46 The European Commission 4th Railway Package

Congress notes with concern 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 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 would point out that since the franchising system came into being, subsidies are about three times as high as they were at the time of privatisation. The UK system has also led to the highest fares in Europe and no real increased private investment in the network.

Congress calls on the General Council to 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.

Associated Society of Locomotive Engineers and Firemen

Amendment

● Insert new paragraph 6:

“Congress reiterates its support for rail renationalisation. Congress condemns the EU’s fourth rail package which will impose fragmentation and privatisation. Congress agrees to 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.”

National Union of Rail, Maritime and Transport Workers

47 Campaigning for social security

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.

Congress therefore 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.

Public and Commercial Services Union

48 Universal Credit

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

Equity

Amendment

● Insert new paragraph 3:

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

Associated Society of Locomotive Engineers and Firemen

Section three

Good services and decent welfare

49 Defending the welfare state and the rights of disabled people

Congress congratulates the Spartacus group on the Tipping Point report detailing the impact of arbitrary government austerity cuts and the disproportionate negative impact on disabled welfare claimants.

Congress agrees the worst of the cuts have yet to have an impact and is alarmed that despite undeniable evidence about the irreversible harm that will ensue, the government intends to cut another £10bn from the welfare budget.

Congress agrees that the cuts will lead to thousands of disabled people losing their jobs, homes and independence and force thousands of disabled people into further socio-economic deprivation.

Congress therefore believes that a united campaign of action against all those attacks is the most effective way of resisting the coalition's attempts to divide disabled and non-disabled benefit claimants.

Congress condemns the government's campaign to vilify benefit claimants in the media, which has hardened public opinion against welfare and sought to divide those in from those out of work. Congress believes the cuts will facilitate the destruction of the welfare safety net and increase suicides.

Congress agrees the TUC Disabled Workers' Committee should encourage TUC affiliates to pool resources and work strategically with community campaigners to:

- i launch a counter-offensive, public relations community-focused campaign exposing misreporting and debunk myths about the cuts and welfare claimants
- ii continue lobbying MPs to stop the cuts programme
- iii continue defending disabled people's rights
- iv support trades councils and regional TUC disabled workers' committees in building up a broad coalition of resistance with community groups and organisations of disabled people
- v produce campaign guidance on how to block bailiffs from evicting tenants by taking direct action and to build awareness of the law
- vi support local campaigns to block evictions of disabled workers.

Congress therefore calls upon the TUC Disabled Workers' Committee to request that the TUC organise an emergency 'benefits justice' national demonstration.

TUC Disabled Workers' Conference

(this motion is exempt from the 250-word limit)

50 Food banks

Congress notes that in 2012–13, foodbanks fed 346,992 people nationwide, including 126,889 children. Congress is angered and concerned that the number of people being fed by charity food banks during the three months since the government's welfare changes took effect has risen by 200 per cent. Congress condemns this government's policies that have driven more people to become dependent on food aid and commits to campaigning for political changes that reduce dependency on food banks.

However, Congress also welcomes the work of charities and voluntary groups such as the Trussell Trust in providing support to those in need. Congress further recognises and welcomes the work of thousands of volunteers, including many trade unionists, who give their time to local food banks across the UK. Congress further recognises trade unions are the original community organisers and supports trade union efforts to provide practical support to local communities.

Therefore, Congress calls on the TUC to:

- i support trade union efforts to increase the capacity and capability of local food banks and the Trussell Trust
- ii assist affiliates in building community campaigns against coalition policies or in organising and providing support to communities to alleviate the worst excesses of austerity policies.

Community

Amendment

● Insert new paragraph 3:

"Congress congratulates education staff who go the extra mile by feeding hungry children, welcomes the School Food Plan produced by the Leon review and urges all political parties to pledge to increase the provision of breakfast clubs and free school meals, especially for the children of the working poor."

Association of Teachers and Lecturers

4 Section four Respect and a voice at work



tuc
**Austerity
Uncovered**
JUNE 2013 TOUR

EQUAL RIGHTS AT
WORK!!!!

Section four

Respect and a voice at work

51 Trade unions: new rights, new freedoms

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

- i fees at employment tribunal
- ii raising the qualifying period for unfair dismissal to two years
- iii capping ET awards
- iv abolishing strict liability in PI cases
- v trading rights for shares.

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

- a further restriction on individuals' rights at work
- b further legislation against the trade unions, including audited membership records, attacks on the use of political funds and thresholds in industrial action ballots.

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.

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

- 1 repeal the relevant parts of the Enterprise & Regulatory Reform Act and associated measures, moving to a system of Day 1 rights
- 2 support collective bargaining
- 3 promote trade union rights to organise and bargain collectively.

Amendment

- Add paragraph at end:
"Congress believes that campaigning over employment rights being under attack must be one of the key priorities for the TUC in the year ahead. TUC campaigning on employment rights must also make the case for new and extended rights in areas such as zero-hours contracts and agency workers."

Union of Shop, Distributive and Allied Workers

Amendment

- Add at end of paragraph 3, after "disparity":
"which impacts particularly on the most vulnerable".
- Insert new paragraph 4:
"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."

National Union of Teachers

Amendment

- Add new sub-paragraph 4 at end:
"4 end the ability of companies to hire "union busters" to oppose recruitment campaigns, or to engineer the end of a recognition agreement."

Communication Workers Union

52 Employment rights

Congress condemns the government's attacks on employment rights. The current comprehensive assault including reduced protection for unfair dismissal, shorter periods for redundancy consultation and the introduction of fees to present claims to employment tribunals, will all weaken access to justice for working people.

In addition, the Enterprise and Regulatory Reform Act will undermine workplace equality and make it harder for workers to claim compensation for injuries at work. The Growth and Infrastructure Act introduces the widely discredited 'shares for rights' proposals, despite lack of employer support for them.

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 therefore calls on the General Council to:

- i oppose detrimental changes to employment rights
- ii campaign for a positive legal and regulatory framework for employment relations, drawing on evidence and good practice internationally
- iii prioritise membership recruitment and organisation, particularly in the private sector.

Prospect

Amendment

● In paragraph 4, sub-paragraph ii, add at end: “, 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”

GMB

53 Casualised contracts and changes in employment law

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 condemns:

- i current legislation that attacks workers’ rights
- ii the government’s proposed legislative changes to redundancy consultation periods and the 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 mass redundancies
- d prevent or not allow long enough time for a meaningful attempt at redeployment.

Congress calls on the General Council to:

- 1 consider all possible avenues of opposition to the proposed legislative changes, including 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
- 2 run joint campaigns with affiliates against these legislative changes and for an end to zero-hours and insecure contracts.

University and College Union

54 Fighting austerity and attacks on trade union rights

Congress condemns the government’s attack on employment rights including:

- i fees and increased qualifying periods for tribunals
- ii TUPE and redundancy protection
- iii shares for rights
- iv reduced facility time
- v scrapping strict liability for employees’ health and safety at work.

Whilst Congress welcomes Labour’s opposition to the above attacks, there has been no commitment they will be reversed. Congress calls on the next Labour government to reverse these attacks and agrees to campaign specially for Labour to do so.

The assault on workers’ rights is part of the wider ideological austerity attack on working people and their communities, as demonstrated, for example, by the disgraceful bedroom tax.

Congress believes it is incumbent upon us to do all within our power to fight back and believes that the consideration of the practicalities of a general strike should remain.

Congress notes that whilst the ETUC called a day of action against austerity on a Wednesday, workers in the UK were not called upon to take action on a working day.

Section four

Respect and a voice at work

A mid-week day of action and protest, coupled with the General Council assisting in coordinating any strike action on that day, would have a significant and different impact to those called on a Saturday. Congress agrees to hold what could be the first of a series of mid-week days of action involving communities throughout the country and for the General Council to urgently consult affiliates on the timing of such a day of action.

National Union of Rail, Maritime and Transport Workers

55 Eradication of workers' rights

Congress notes the continued attack and eradication of workers' rights by the Tory-led coalition government and condemns the requirement of a qualifying period for unfair dismissal being raised to two years in employment tribunals and also the fees not only to submit an application to the tribunal and appeal tribunal but a further fee if the claim goes to a full hearing.

Congress also condemns the watering down of health and safety at work legislation, 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 and the General Council call on the Labour party leadership to support workers rights and pledge to support workers rights 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.

POA

Amendment

● Insert new paragraph 3:
"Congress remembers 6 July 2013, the 25th anniversary of Piper Alpha, the world's worst offshore industry disaster, which claimed 167 lives. Congress agrees to 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."

National Union of Rail, Maritime and Transport Workers

Amendment

● In paragraph 3, line 3, insert after "rights":
" – including the firm commitment to repeal laws that have been described as 'the most restrictive on trade unions in the western world' – "

National Union of Journalists

56 Employment rights

Congress notes that the current 'Con-Dem' government are actively considering new legislation curtailing the right to strike, including an outright ban in certain sectors, the abolition of the requirement for a simple majority in favour of strike action and longer notice periods.

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 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.

United Road Transport Union

57 Employment discrimination

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.

Building on the resolution agreed by Congress 2012, Congress instructs the General Council to campaign:

- a 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.
- b 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.
- c for a public inquiry on a par with the Leveson Inquiry.

GMB

Amendment

➤ Insert at start of paragraph 2, before “Building”,: “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”

Unite

Amendment

➤ In paragraph 2, insert new sub-paragraph a and re-number existing a, b and c as b, c and d: “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.”

**Union of Construction,
Allied Trades and Technicians**

58 Electronic balloting

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 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 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 to enhance participation and further enhance democratic processes.

Nautilus International

Amendment

- In paragraph 3, line 3, insert after “Act”: “or other appropriate legislation”
- In line 7, after “voting”, insert: “and other mechanisms as appropriate”
- Add new final paragraph: “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.”

FDA

59 Union ballots online

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.

Section four

Respect and a voice at work

Congress calls on the General Council to press government to change the law to allow statutory ballots to be conducted online. Congress further agrees to highlight government inaction on this issue in its media briefings.

British Air Line Pilots' Association

60 Women in male-dominated industries

Congress is dismayed that 100 years after the death of Emily Davison and 43 years after the Equal Pay Act, women continue to be under-represented in key sectors of the economy. For example, women account for one in 10 employees in science, technology, engineering and mathematics (STEM), compared with one in two women in the workforce overall. Women are similarly under-represented in range of other sectors and occupations including transport, construction, farming, forestry and some health professions.

Occupational segregation means that large numbers of women never have the opportunity to follow their interests or to use their qualifications at work. Those that do often face challenges linked to insecure employment, male-dominated work groups and a presumption against part-time working.

Congress welcomes the role played by teachers in influencing young women's career choices, but believes that more needs to be done to counter pervasive stereotypes and entrenched workplace cultures.

Congress agrees with the BIS Select Committee's report *Women in the Workplace* that government needs to send a consistent, strong message about workplace equality at all levels and make it clear that regulatory measures will be introduced where necessary. It calls on the General Council to promote:

- i Apprenticeship, mentoring and coaching programmes to encourage young women to enter male-dominated industries and support their development
- ii good practice policies, practices and case studies that are easily accessible to all union negotiators

- iii action to remove barriers to flexible and part-time working
- iv positive and diverse images of women at work.

Prospect

Amendment

● Insert new paragraph 2:
"Congress recognises the importance of Public Sector Equality Duties within the Equality Act 2010 in increasing female representation across workplaces and regrets these don't apply to all private organisations performing public functions, including train operating companies. Bringing more companies under the Act could improve gender balance in key sectors."

Associated Society of Locomotive Engineers and Firemen

61 Pregnancy discrimination

Congress notes with dismay that a recent survey indicates that one in seven women have lost their job while on maternity leave. Furthermore, the survey found that 40 per cent of women's jobs change while on maternity leave and 50 per cent of women experience a cut in hours or demotion.

In the context of soaring unemployment, real terms cuts to maternity pay, prohibitive tribunal fees and cuts to social security, the position of pregnant women and new mothers in the labour market is increasingly vulnerable.

A recent BIS Select Committee report noted the effect that tribunal fees are likely to have in deterring women who have suffered pregnancy or maternity leave discrimination from seeking justice at employment tribunal. Congress supports the report's recommendation for government to collect data on the incidence of pregnancy discrimination.

In the absence of any government action to monitor or curb rising levels of pregnancy discrimination, Congress calls upon the TUC to:

- i work with unions to gather evidence about the incidence of pregnancy discrimination and to update and publicise TUC guidance on maternity rights
- ii encourage unions to support the Valuing Maternity campaign and to affiliate to Maternity Action who work with unions to campaign to protect and improve maternity rights

- iii urge the government to strengthen the legal right of mothers to return to the same job
- iv press the government not to proceed with the introduction of tribunal fees and to reverse the repeal of statutory questionnaires, which are a vital legal tool to prove discrimination.

Accord

62 Women and employment rights

Congress notes that the government's austerity measures are having a disproportionate detrimental impact on the lives of women and notes with concern the government's pincer attack on the rights of women, removing rights at work and access to justice.

Congress deplores the coalition government's plans to curtail employment rights, in particular, the government proposals for fees for employment tribunals, reduction for qualifying period for unfair dismissal and regionalised and local pay systems.

Congress believes that doubling the qualifying period to be able to bring an unfair dismissal claim and introducing fees for employment tribunals will have a disproportionate effect on women. The workplace turnover rate for women is higher than that for men and women are less likely to be able to afford even lodging the claim.

The ConDem wheeze of 'Shares for Rights' will push vulnerable female workers to 'cash in' what little rights they have, compounded by the removal of the Equality Impact Assessment provision. This scheme is at the cost of protection against unfair dismissal, the right to request training and flexible working conditions, to receive redundancy pay, maternity, parental and adoption leave. These changes will make it easier for employers to sack workers and reduce their pay and conditions and will have a disproportionate affect on women workers. It will worsen existing disadvantage, such as the very high rates of unemployment faced by BME women in the labour market.

Congress also condemns the attacks on the Criminal Injuries Compensation Scheme and health and safety protection. The Enterprise and Regulatory Reform Bill was amended so that a worker can be injured due to an employers' breach of a statutory duty within health and safety at work regulations but the worker will now be prevented from enforcing that breach.

Women over the age of 50 are suffering particular hardship, with a 31 per cent increase in unemployment for this age group; employment discrimination; and a growing burden of care.

Congress condemns the government's decision to attack the Equality Act and the EHRC, suggesting that equality law is an unnecessary bureaucracy.

In our campaign to defend employment rights, we must restate the case for effective equality legislation, day one rights for all workers and statutory rights for union equality reps.

Congress calls on the General Council to:

- i demand that the government halts this attack on access to justice, health and safety and reasserts its belief that workers' rights should begin from day one
- ii highlight the impact of reducing employment rights on women
- iii lobby the Department of Business, Innovation and Skills (BIS)
- iv lobby the Labour Party to set up a Commission to set a clear route to redress this imbalance and to create fair rights for the millions of women and working people
- v ensure that the gender impact of stripping away employment rights is a main feature of our campaign to defend employment rights
- vi press government to monitor redundancies and unemployment rates disaggregated by gender and ethnicity
- vii support union organisation through union equality representatives to ensure trade union members are protected from discrimination at work
- viii campaign vigorously to keep the issue of statutory rights for trade union equality reps on the agenda
- ix continue the campaign to oppose vigorously the government plans to weaken the statutory powers and duties of the Equality and Human Rights Commission.

TUC Women's Conference

(this motion is exempt from the 250-word limit)

Section four

Respect and a voice at work

63 Discriminatory working environments

Congress believes that the austerity cuts are having an adverse effect on black workers in the labour market. In particular it notes with concern that black workers are being subjected disproportionately to disciplinary and capability procedures.

Congress notes that recent research from Bradford University concluded that in the NHS, incorporating all departments within it, black staff were almost twice as likely to be disciplined compared with their white counterparts. The research refers to similar experiences in other public sector organisations including the police service and local government departments, such as education.

The coalition government's ideological reforms, alongside the dismantling of equalities legislation, has created a discriminatory working environment for black workers.

Congress calls on the General Council to encourage TUC affiliates to:

- i seek data from employers on disciplinary, capability and grievances by ethnicity, age and gender using Freedom of Information requests if applicable
- ii arrange urgent meetings with employers to seek assurances that this data will be collated within a certain time frame and lead to a plan of action
- iii produce campaign materials to explain the issue to all members and seek any examples as evidence
- iv campaign against 'cheque book' justice and support black members taking race discrimination cases, ensuring no disproportionate impact.
- v publish the findings to raise the profile on the issue.

TUC Black Workers' Conference

64 Mental health

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:

- i 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
- ii encourage affiliates to raise mental health in their campaigning and bargaining work.

Union of Shop, Distributive and Allied Workers

Amendment

- In final paragraph, sub-paragraph i, remove the notation "i:" and run the text on from "Council to" above.
- Delete sub-paragraph ii and add new final paragraph:
"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."

Prospect

Amendment

- Add new final sub-paragraph iii at end:
"iii work 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."

Community

65 Supporting members beyond the workplace

Congress calls on the General Council to support initiatives and programmes that support trade union members with depression and mental health issues.

The PFA has provided its members with vital support to combat problems with addiction and has also taken steps to help players with the difficult transition following retirement from professional football.

Congress believes the concept of a job for life is very much an anachronism in today's world but it is well understood in sport, and the PFA has been working hard to provide the skills and knowledge for ex-players to have a successful career post-football. The immediate period when players are forced to hang up their boots is a very uncertain and difficult time and the working environment can seem very alien to someone who has only ever known the inside of a dressing room.

This drastic change is usually accompanied by a significant drop in income at a time when family commitments and expenditure is high. It is in this situation and environment that the PFA has encountered real difficulties for members and in order to assist them it has put in place a nationwide network of qualified counsellors to be on hand when required.

This service, as well as the substantial financial provision through its Education, Benevolent and Accident Funds, gives PFA members critical help when they need it most.

The PFA is passionate about helping its members in this way and Congress hopes that the message that support extends beyond the workplace resonates strongly throughout the trade union movement.

Professional Footballers' Association

66 Occupational diseases

The HSE estimates there are 13,500 new cases of workplace cancer every year, resulting in 8,000 deaths.

Congress notes that three-quarters of workplace cancers are caused by asbestos, shift work, mineral oils, the sun and silica.

Congress further notes that exposure to asbestos remains the leading cause of workplace cancer and that while construction workers are at the greatest risk of exposure other sectors, including the teaching profession, are at risk.

Congress believes that in most cases exposure to workplace carcinogens can be prevented. Research has demonstrated that by increasing enforcement and ensuring that regulations are compiled with there could be a huge reduction in people developing workplace cancer.

Congress further believes that the government's attacks on the HSE and safety laws means that enforcement activity in preventing workplace diseases is falling.

Congress is dismayed that due to intensive lobbying from the insurance industry, only victims of mesothelioma and not victims of other fatal asbestos conditions will be covered by the Employers Liability Insurance Bureau being created by the Mesothelioma Bill.

Congress calls on the TUC General Council to campaign for:

- i lower exposure levels and more stringent regulations on workplace carcinogens
- ii an increase in enforcement and prosecutions to ensure employers comply with existing regulations
- iii increased funding for campaigns that warn workers of the risks of workplace diseases and provide clear advice on how to avoid exposure
- iv the provisions of the Mesothelioma Bill to be extended to cover victims of all fatal asbestos-related conditions.

Union of Construction, Allied Trades and Technicians

Amendment

- In the final paragraph, insert new sub-paragraph iii and re-number iii and iv as iv and v:
"iii urgent action to reduce the risk of exposure to asbestos in schools and colleges, starting with measures to report publicly the asbestos levels in every school and college"

NASUWT

Section four

Respect and a voice at work

67 NHS staff health and well-being

Congress welcomes the pledge by NHS leaders to support the health and well-being of staff.

However, Congress remains concerned that, as has been seen repeatedly since the Boorman Report of 2009, genuine action to address the shameful state of health and well-being of NHS staff will be consigned to the “too difficult” pile. Not only does this failure condemn thousands of NHS staff to unnecessary suffering and disability, the cost to the NHS runs into many millions of pounds per year. Evidence shows that poor attention to staff health is also adversely affecting the quality of care for patients.

The irony that the world’s leading organisation in health care cannot look after its own employees is nothing short of a national scandal.

Congress calls on General Council to mount a UK-wide campaign to tackle the issue at policy and local levels so that the NHS might become a model for good practice in promoting staff health.

Society of Radiographers

Amendment

- Add new paragraph at the end: “Congress recognises that sickness absence affects all sectors, costing the UK £15bn annually in lost economic output and devastating people’s lives. Congress calls on the General Council to campaign for all workers to have early access to occupational health services and employer support to ensure a sustainable return to work.”

Chartered Society of Physiotherapy

68 Workplace culture

Congress notes that the unacceptable extent of harassment and bullying in press newsrooms came to the fore during the Leveson inquiry and regrets that there is still no change in the system of regulating the press.

Congress welcomes the proposal in both royal charters to include a hotline for journalists pressured into behaving unethically but regrets that Leveson’s recommendation for a conscience clause, endorsed at TUC 2012, is included in neither royal charter after strong opposition by the publishers.

Journalists working collectively through their union can fight for better standards of journalism by developing a workplace where fear is not used to oblige them to behave unethically.

Congress is appalled that the bullying and harassment of media workers extends far beyond the national press to broadcasting, as the NUJ’s submission to the Rose Review on bullying and harassment at the BBC revealed. The subsequent report demonstrated bullying and harassment on an institutionalised scale at our public service broadcaster.

Congress believes that strong trade unionism in every workplace is the best defence against bullying at work and is a safeguard to counter the often health-threatening stress levels. That is why the NUJ and sister unions in the Federation of Entertainment Unions have launched a major campaign to highlight the scale of the problem and the aim of eradicating bullying in the creative industries.

Congress calls on the TUC in all its campaigns to back such anti-bullying initiatives and work to promote the essential role of trade unionism in workplace culture.

National Union of Journalists

Amendment

- Insert new paragraph 4: “Congress notes that high levels of stress amongst staff in further and higher education are also caused by excessive workloads, longer hours and demands to meet unachievable deadlines. Collective bargaining at both local and national level is important in tackling this abusive culture.”
- In the final paragraph, line 2, delete “anti-bullying initiatives” and replace with “anti bullying, harassment and stress initiatives; promote manageable workloads;”

University and College Union

69 Whistle blowing

Hospital consultants and specialists, like all other healthcare workers, are primarily committed to the welfare and safety of the patients they treat; however, many fear that their jobs and careers will be affected by speaking out and whistle blowing.

Congress believes there should be no need for hospital consultants to become whistle blowers but experience shows that when financial targets become the mantra corners are cut, leadership loses clinical focus, and bullying becomes the norm. Often when a consultant or specialist speaks out, it is they who become the subject and focus of an investigation. They become isolated, sometimes, unsupported by their colleagues and excluded from practice.

In addition to the fear of being bullied, consultants have little faith that action will be taken if they do speak out. Procedures are often lengthy and complex, invariably not followed properly and intimidating.

Congress believes there should be clear blue water between the employer and the investigator when dealing with whistle blowing claims; often they are one and the same. The coalition government has recently created the post of Chief Inspector of Hospitals, who will be responsible for assessing and judging the quality of care for patients and assuring safe and effective care. Congress believes that the office of the Chief Inspector could be extended to investigate cases of whistle blowing as well. This would ensure a truly independent investigation, led by clinicians whose only remit would be the interests of patients.

Hospital Consultants and Specialists Association

70 Defending democratic rights

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 and Internet surveillance of tens of millions of citizens, British among them, revealed by former US NSA contractor Edward Snowden.

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 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.

National Union of Journalists

71 Covert government surveillance, civil liberties and trade unions

Congress notes with dismay the revelations disclosed by NSA/CIA whistleblower Edward Snowden in June which revealed that, in collusion with their American counterparts, the British intelligence services are harvesting vast amounts of information about millions of people in the UK through unprecedented levels of mass-monitoring of mobile phone and internet communications.

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 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 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.

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.

Associated Society of Locomotive Engineers and Firemen

Section one

Jobs, growth and a new economy

72 1984/85 miners' strike – inquiry into police actions

Congress notes with profound concern that the Independent Police Complaints Commission have received a referral from the South Yorkshire Police relating to incidents at Orgreave between May 1984 and June 1985 during the miners' strike and this referral contains allegations of assault, perjury, perverting the course of justice and misconduct in a public office.

This followed a BBC "Inside Out" documentary alleging that police who were involved in prosecutions following arrests at the Orgreave Coke Plant in South Yorkshire colluded when they wrote their statements, and the 95 miners who were charged with riot and unlawful assembly at Orgreave were subsequently acquitted.

All the evidence used in those trials should now be fully investigated. Congress requests that the General Council campaign and raise the profile for a public inquiry to deliver a full comprehensive inquiry into the policing of the miners' strike throughout the UK and if the allegations prove to have merit they should be referred to the Director of Public Prosecutions.

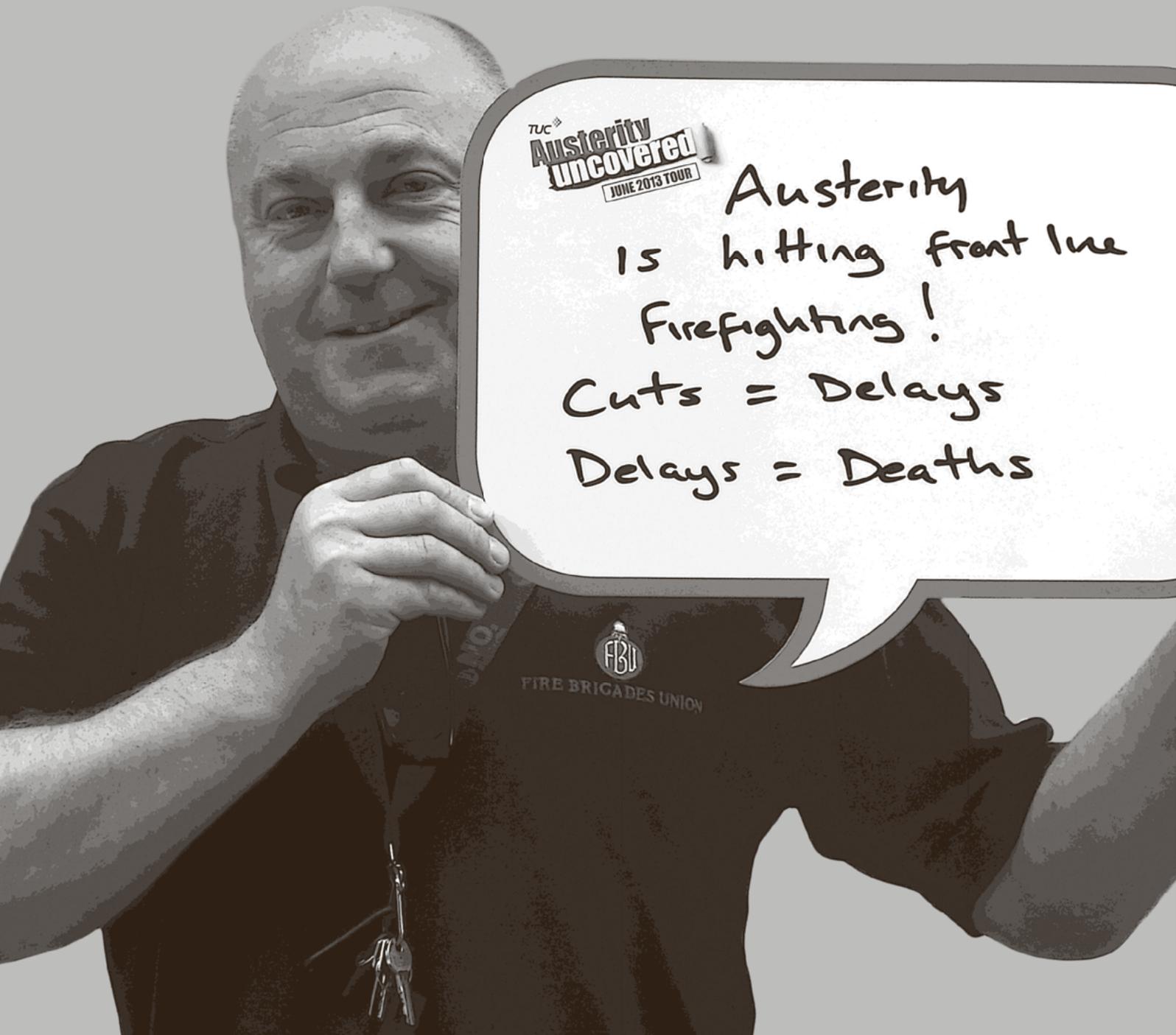
National Union of Mineworkers

Amendment

- Add a final sentence at the end:
"Furthermore, this inquiry should include other labour disputes where trade unions have been victimised by state action such as the imprisonment in 1984 of the 37 trade unionists campaigning for work at the Cammell Laird shipyard."

GMB

5 Section five Strong unions



TUC
**Austerity
uncovered**
JUNE 2013 TOUR

Austerity
is hitting front line
Firefighting!
Cuts = Delays
Delays = Deaths

Section five

Strong unions

73 The right for trade union representatives to carry out their role

At a time when many council workplace representatives are struggling to find time to respond to the demands of their role as well as continuing to deliver high quality public services, Congress endorses the recent study from the NatCen Social Research that lists the key benefits of trade union facilities:

- i Meaningful consultation and negotiation saves money and reassures employees that their views are valued.
- ii Partnership working improves workplace relations.
- iii Early intervention in the handling of workplace disputes prevents escalation and is cost-effective.
- iv Better communication during redundancy exercises improves understanding and minimises disputes.

Congress expresses dismay about advice issued by the DCLG in March, *Taxpayer funding of trade unions: delivering sensible savings in local government*, which is another blatant attack on working people and their rights to fair treatment in the workplace. This ill-judged advice encouraged councils to slash facilities time at the same time as the Chancellor was announcing a further cut of £220m from council budgets for 2014–2015.

Congress regrets that when implementing government cuts, councils are increasingly resorting to the use of S188 exercises to force through redundancies and changes to terms and conditions. S188 brings a statutory duty to consult with workplace representatives at the very time that these same representatives are being denied appropriate time to respond to those consultations.

Congress calls for:

- a a campaign for properly resourced workplace representation, vital to a successful and progressive economy
- b the withdrawal of the DCLG advice, which openly encourages employers not to make workplace consultation meaningful.

Association of Educational Psychologists

Amendment

- Insert new paragraph 3:
“Congress further expresses dismay at DCLG Secretary Eric Pickles’ decisions to cut facility time in his own department and to end the deduction of staff’s union subs through check-off. Congress notes DCLG staff morale came 93rd out of 97 civil service departments, and calls on Pickles to reverse his decisions.”

Public and Commercial Services Union

74 Union Learning Fund

The Union Learning Fund (ULF) and the benefits that it has brought to many thousands of NHS and other public sector employees, as well as their employers, cannot be underestimated. The projects that have been running since the ULF was introduced have added to training programmes that some employers undertake on behalf of SCP members. They have greatly enhanced and underpinned the continuing professional development (CPD) that many allied health professionals (AHPs) undertake on a regular basis.

However, Congress has seen over the past few years the facility time that union learning representatives (ULRs) are entitled to being squeezed. This is evident in the NHS as its budget is cut and pressure mounts on already overstretched podiatry staff, other AHPs and the wider NHS. ULRs are being put under pressure to not take time away from their jobs to organise and deliver training.

Congress believes that by increasing time and resources to negotiating union learning agreements that include best practice for facility time, the ULF can be even more effective in reaching and benefitting many more members within the NHS and other public sector employers.

Congress therefore calls on the General Council and unionlearn to provide detailed information and to campaign, focusing on employers within the NHS and other public sector bodies, to promote the need for and to assist unions to sign more union learning agreements, which will have a positive effect on the workforce in demonstrating that their employer is committed to training.

The Society of Chiropractors and Podiatrists

75 Supporting local campaigning

The fight by trade unions, the TUC and communities against the cuts in both the private and public sectors and the defence of jobs, services and public assets has built a strong and rejuvenated movement across the country. It is now necessary to put further resources into building stronger links at the local level bringing together as many different organisations as possible fighting austerity policies.

Trades union councils are key in developing local campaigns but they need more resources both physical and financial. Congress calls on the TUC to develop a programme of building such support with the affiliated unions.

Congress has agreed that unions should focus on community organisation and the TUC recognises the key work undertaken at the local level by trades union councils. Congress calls on the General Council to take a positive position so that the existence of trades union councils is an act of policy of the movement and not an act of will on the part of local activists. There should be guidance and direction to unions nationally and locally to develop and promote trade unionism at local level through greater activity within branches and together through trades union councils.

Therefore, Congress requests the TUC to agree:

- i to re-examine funding available to local TUCs and county TUCs
- ii to encourage regional TUC councils positively to support fully the invaluable work carried out by local TUCs, while encouraging adequate representation on ECs
- iii that a trades union council delegate attends TUC Congress and moves the Trades Union Councils' Conference motion as a delegate.

TUC Trades Union Councils' Conference

76 Bangladesh Accord

Congress is appalled by the loss of 1,127 workers' lives in Bangladesh on 24 April. The collapse of the Rana Plaza building was not a one-off event. Since 2005 at least 1,800 garment workers have been killed in workplace fires and building collapses in Bangladesh.

Congress congratulates IndustriALL and UNI Global Union for their work in developing the Accord on Fire and Building Safety in Bangladesh.

Congress applauds the work of the TUC in helping to persuade UK retailers to sign up to the Accord.

Over 30 major retailers, including Marks & Spencer, Next, Debenhams, Primark, Tesco, Sainsbury's and Topshop signed the Accord. Congress expresses its concern that Gap and Walmart have refused.

Poor wages and dangerous working conditions are not due to western consumers wanting cheaper clothes. The Bangladesh trade unions have made the case that wages could be doubled with almost no effect on the prices of goods in the shops.

Boycotting cheap consumer goods from countries such as Bangladesh would not benefit the garment workers. The international trade union movement working together to deliver safe working conditions, decent pay and labour rights is the way forward.

Congress calls on the General Council to:

- i campaign for all retailers who source products from Bangladesh to sign the IndustriALL/UNI Global Union Accord
- ii support campaigns for decent pay, safer working conditions and trade union rights for factory workers in Bangladesh
- iii adopt a similar Ethical Trading Initiative model of campaigning for other countries producing goods for shops in the UK.

Union of Shop, Distributive and Allied Workers

Amendment

► In paragraph 6 at end insert:

"This includes essential support for Bangladesh trade unions to increase their organising capacity within the garment industry."

► In final paragraph add new sub-paragraph iv:

"iv campaign against any further outsourcing of jobs from the UK garment industry to countries which are in direct contravention of labour standards and human rights."

Community

Section five

Strong unions

77 Attacks on trade unions

Congress deplores the attacks on teacher trade unions around the world.

Congress asserts that attacks on teachers are a fundamental breach of the human rights of children and young people.

Congress believes that the globalised attack on teachers and educators are designed to open education to predatory privatisation and profiteering.

Congress reasserts that education is a public good and not for private profit.

Congress notes with concern evidence of increasing violations of teacher trade union rights, together with intimidation and violence against teacher trade unionists, published by the International Trade Union Confederation, Amnesty and other bodies.

Congress further asserts that high quality education depends on national and international governments respecting fully the rights of teachers and educators under ILO Conventions 87 (Freedom of Association), 98 (Right to Organise and Collective Bargaining) and 111 (Discrimination).

Congress deplores the UK coalition government's union-busting practices and actions designed to bully and bribe teachers into joining government-sponsored/financed organisations as a means of undermining independent, free trade unions.

Congress demands an immediate end to the violent repression and flouting of international labour laws, including laws which criminalise strikes by teachers or which prohibit teachers from establishing or joining free and independent teachers' unions.

NASUWT

78 Solidarity with Greek workers

Congress notes the continued austerity programme carried out by the Greek government, backed by international financial institutions and other European governments. These attacks include sacking public sector workers, slashing salaries and pensions, worsening contracts of employment, cutting benefits and decimating public services.

Congress notes that workers, the unemployed, pensioners, the young and poor in Greece are at the sharp end of these attacks. But this austerity agenda is Europe-wide and affects us all.

Congress condemns the Greek government's actions bringing about the overnight closure of ERT (the Greek national broadcasting corporation) and applauds the Greek journalists and technicians, and the European Broadcasting Union, for their occupation of the building and the continued transmission of news and programmes to the Greek people.

Congress also calls on the Greek Health Ministry to end its appalling, degrading policy of forced HIV tests aimed at immigrant and marginal workers and the LGBT community, in the context of massive public health cuts.

Congress supports the Greece Solidarity Campaign, who organised a joint delegation with the FBU and other trade unionists to Greece in March 2013, as well as other campaigns and solidarity.

Congress supports the Medical Aid for Greece appeal, launched in response to a call for support from Greek anti-austerity campaigners in association with health unions, health workers and community organisations in Greece.

Congress supports the labour movement resistance to these attacks and encourages all affiliates to forge direct links with workers and their representative organisations in Greece.

Fire Brigades' Union

79 Freedom of musical expression

In 2012, there were 173 attacks worldwide on musicians as a result of their work. The cases included six artists being killed, 14 imprisoned, two abducted, 12 attacked, five threatened, 16 prosecuted and 84 detained, as well as 34 cases of state censorship.

Last year also saw three members of the punk-rock collective, Pussy Riot, incarcerated for “hooliganism” following their protest performance at Moscow’s Cathedral of Christ the Saviour. They have been described as political prisoners by the Union of Solidarity with Political Prisoners, and Amnesty International called the conviction “a bitter blow for freedom of expression”.

Freemuse is an independent international organisation which advocates freedom of expression for artists worldwide. Its objectives are to:

- i document violations and discuss their effects on music life
- ii inform media, human rights organisations and the public
- iii support musicians in need and observe at their trials
- iv develop a global network in support of threatened musicians and composers.

Congress calls on the General Council to help promote Freemuse and to support freedom of musical expression worldwide.

Musicians’ Union

80 International LGBT rights

Congress deplores the fact that being gay is illegal in 76 countries, and in 10 of these it is punishable by death or imprisonment. It is also well known that LGBT people in many more regions around the world are victims of violence, such as targeted killings, violent assaults and torture.

Congress therefore looks to the TUC to help the campaign to end discrimination against LGBT people around the world as a human rights principle generally and also to be able to respond swiftly to international events, prioritising case-by-case incidents.

Congress calls on the General Council to:

- i support campaigns against homophobia around the world
- ii raise the issue of LGBT rights at international events
- iii build solidarity links with LGBT rights campaigners and trade unionists around the world
- iv support and mobilise for appropriate protest actions
- v support LGBT people facing deportation to countries where they face homophobic or transphobic persecution.

TUC Lesbian, Gay, Bisexual and Transgender Conference

General Council and General Purposes Committee Nominations

General Council

Section A

Unions with more than 200,000 members

Unite (seven members)

Tony Burke
Gail Cartmail
Len McCluskey
Jane Stewart
Patricia Stuart
Steve Turner
Tony Woodhouse

UNISON (seven members)

Jane Carolan
Karen Jennings
Dave Prentis
Eleanor Smith
Liz Snape
Chris Tansley

GMB (four members)

Sheila Bearcroft
Paul Kenny
Paul McCarthy
Malcolm Sage

Union of Shop, Distributive and Allied Workers (three members)

Tony Dale
John Hannett
Fiona Wilson

Communication Workers Union (two members)

Billy Hayes
Tony Kearns

NASUWT (two members)

Brian Cookson
Chris Keates

National Union of Teachers (two members)

Christine Blower
Dave Harvey

Public and Commercial Services Union (two members)

Janice Godrich
Mark Serwotka

Section B

Unions with between 30,000 and 200,000 members

Association of Teachers and Lecturers

Mary Bousted

Chartered Society of Physiotherapy

Lesley Mercer

Community

Michael Leahy

Educational Institute of Scotland

Larry Flanagan

Equity

Christine Payne

Fire Brigades Union

Matt Wrack

Musicians' Union

John Smith

National Union of Journalists

Michelle Stanistreet

National Union of Rail, Maritime and Transport Workers

Bob Crow

POA

Steve Gillan

Prospect

Mike Clancy

Union of Construction, Allied Trades and Technicians

Steve Murphy

University and College Union

Sally Hunt

Section C

*Unions with fewer than 30,000
members – seven to be elected*

Manuel Cortes

Transport Salaried Staffs' Association

Mark Dickinson

Nautilus International

Ian Lawrence

Napo

Brian Linn

Aegis

Robert F Monks

United Road Transport Union

Ged Nichols

Accord

Dave Penman

FDA

Tim Poil

Nationwide Group Staff Union

Eddie Saville

Hospital Consultants and Specialists Association

Warren Town

Society of Radiographers

Simon Weller

Associated Society of Locomotive
Engineers and Firemen

Section D

*Women from unions with fewer than
200,000 members – four to be elected*

Joanna Brown

Society of Chiropractors and Podiatrists

Sue Ferns

Prospect

Sue Mather

Community

Fiona Steele

Aegis

Niamh Sweeney

Association of Teachers and Lecturers

Section E

*Member representing black workers from
unions with more than 200,000 members*

Mohammad Taj

Unite

Section F

*Member representing black workers from
unions with fewer than 200,000 members*

Leslie Manasseh

Prospect

Section G

Member representing black women

Gloria Mills

UNISON

Section H

Member representing trade unionists with disabilities

Sean McGovern

Unite

Section I

*Member representing lesbian, gay, bisexual
and transgender trade unionists*

Maria Exall

Communication Workers Union

Section J

Member under 27 years of age

Fern McCaffrey

GMB

General Purposes Committee

Five to be elected

Peter Hall

National Union of Rail,
Maritime and Transport Workers

Sharon Holder

GMB

Paddy Lillis

Union of Shop, Distributive and Allied Workers

Linda McCulloch

Unite

Chris Tansley

UNISON

Unions and motion numbers

Roman numbers signify motions submitted by the union;
italic numbers in brackets signify motions the union is amending.

Accord 08, 61 (07)

Associated Society of Locomotive
Engineers and Firemen 46, 71 (48, 60)

Association of Educational Psychologists 33, 73

Association of Teachers and
Lecturers 28, 31 (29, 50)

BACM-TEAM 10

British Air Line Pilots' Association 22, 59

British Orthoptic Society Trade Union 38

Broadcasting, Entertainment,
Cinematograph and Theatre Union 13, 23

Chartered Society of Physiotherapy 06, 34 (17, 67)

Community 09, 50 (64, 76)

Communication Workers Union 04, 44 (42, 51)

Educational Institute of Scotland 21, 29 (19)

Equity 12, 48

Fire Brigades' Union 39, 78 (05, 26)

FDA 20, 43 (06, 58)

GMB 30, 57 (52, 72)

Hospital Consultants and Specialists
Association 33, 69

Musicians' Union 25, 79

Napo 41, 42

NASUWT 19, 77 (30, 66)

National Union of Journalists 68, 70 (55)

National Union of Mineworkers 11, 72

National Union of Rail, Maritime and
Transport Workers 16, 54 (46, 55)

National Union of Teachers 18, 27 (28, 51)

Nautilus International 15, 58

POA 40, 55

Professional Footballers' Association 65

Prospect 52, 60 (20, 64)

Public and Commercial Services
Union 03, 47 (17, 73)

Society of Chiropractors and Podiatrists 37, 74 (20)

Society of Radiographers 36, 67 (35, 38)

Transport Salaried Staffs' Association 05, 45 (17, 39)

TUC Black Workers' Conference 63

TUC Disabled Workers' Conference 49

TUC Lesbian, Gay, Bisexual and
Transgender Conference 80

TUC Trades Union Councils' Conference 75

TUC Women's Conference 62

TUC Young Workers' Conference 24

Union of Construction, Allied Trades
and Technicians 14, 66 (06, 57)

Union of Shop, Distributive and
Allied Workers 64, 76 (02, 51)

UNISON 02, 17, 26 (14, 35, 40)

Unite 01, 07, 51 (04, 28, 57)

United Road Transport Union 56

University and College Union 32, 53 (17, 66)



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