



CONGRESS 2014

# FINAL AGENDA

Motions and nominations for  
**The 146th Annual Trades Union Congress**  
7-10 September 2014, Liverpool



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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some of the motions and amendments printed in this agenda may be merged into composite motions and others may be withdrawn.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 Cost of living crisis

Congress is appalled that the UK is facing the worst cost of living crisis in recent memory. Working people are, on average, £1,600 per year worse off than they were at the last general election.

Pay freezes and below-inflation pay rises have resulted in a fall in real wages, and attacks on in-work benefits have taken away much-needed support for low-paid workers. The recently announced substantial increases in energy prices will only make this situation even worse.

Congress welcomes Labour's pledge to scrap the bedroom tax, to publish the Cost of Living Contract, including its commitment to a 20-month freeze in energy prices, and to support the living wage through the proposal for tax rebate incentives to encourage private sector employers to become living wage employers.

Congress asks the government to tackle poverty and the cost of living crisis by adopting policies including:

- i promotion of the living wage in the public and private sectors
- ii a reduction in overall taxation on low-paid workers and their families through measures such as a restoration of the 10 per cent income tax band
- iii stronger enforcement measures for the national minimum wage
- iv better employment protection and rights at work including abolition of employment tribunal fees
- v initiatives to tackle the cost of housing through rent controls, a new house building programme and no increases to mortgage interest rates
- vi a tax and benefit system that supports workers on low and average incomes
- vii a commitment to tackle payday loan companies.

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**Union of Shop, Distributive and Allied Workers**

#### **Amendment**

● In final paragraph, add at end of sub-paragraph vii: "and enable access to affordable credit including through credit unions."

● Add new sub-paragraphs viii to ix:

"viii measures to prevent private utility companies charging extortionate tariffs for gas, electricity and water

"ix measures to regulate all rail fares and an end to massive annual inflation-busting increases

"x improved provision of and access to affordable childcare facilities."

***Transport Salaried Staffs' Association***

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### 02 Alternatives to austerity

Congress believes that the policies of the coalition government are sowing the seeds of a disastrous future for our country with an ever more brutal free market for labour and housing, the creeping privatisation of the NHS, punitive reforms to the welfare state and attacks on the wages and pensions of public sector workers.

Congress asserts that the decisions of the current government have led to enormous increases in inequality for current and future generations in the UK and do nothing to mitigate the findings of a recent report from the OECD which predicts that the global economy in 2060 will be one stagnating in slow growth, huge inequality and threatened by climate change.

Congress notes recent slowdowns in the key sectors of construction and manufacturing and is concerned that the UK's economic recovery is based on the fragile pillars of consumer borrowing and a dysfunctional housing market. Congress believes that sustainable growth can only be delivered by a structural adjustment programme which rebalances both the economy and the relationship between corporations and trade unions.

Congress welcomes the findings of recent research by the International Monetary Fund, which states that the 'restoration of poor and middle income households bargaining power' can be very effective in reducing the probability of another major economic crisis.

Congress supports the TUC's Britain Needs A Pay Rise campaign and demonstration on 18 October and calls on the General Council to continue to campaign for a rebalanced economy underpinned by strong trade unions.

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**Associated Society of Locomotive Engineers and Firemen**

#### **Amendment**

● Insert new paragraph 5:  
“Congress supports the work of the People’s Assembly and believes that this body represents the broadest coalition of unions, campaigning and direct action groups as well as political organisations operating under a democratic, action-focused programme to defeat austerity. Congress calls on the General Council to further develop this support.”

**Unite**

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#### **Amendment**

● Add new final paragraph:  
“Congress agrees to write to all MPs seeking their views on whether they support the TUC’s anti-austerity policies (the precise details to be determined by the General Council) and where MPs fail to support these policies to consider holding protests in relevant marginal seats during the general election period.”

**National Union of Rail, Maritime and Transport Workers**

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### **03 Child poverty and the cost of education**

Congress deplores the coalition government’s ideologically driven economic and social policies that have led to an unacceptable rise in child poverty and homelessness since 2010.

Congress further deplores the failure of the coalition government to secure progress towards meeting the national targets under the Child Poverty Act 2010 and notes that, instead:

- i levels of child poverty are set to increase by over one million as a direct result of the policies of the coalition government
- ii many thousands of children are coming to school hungry because of the coalition government’s welfare policies.

Congress is deeply concerned by research that confirms that the cost of living crisis is impacting on children and young people’s access to education.

Congress is further concerned by the coalition government’s reforms that give schools freedom to apply financial charges for educational provision and ‘optional extras’, which is resulting in access to education increasingly being on the basis of parents’ ability to pay.

Congress calls on the General Council to take urgent action to press the main political parties to make a manifesto commitment to:

- a end child poverty by 2020
  - b require all public sector bodies and bodies in receipt of public funding to advance equality for children and young people from low-income backgrounds
  - c remove the freedom for state-funded schools to charge for education and impose statutory standards on schools charging for ‘optional extras’.
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#### **NASUWT**

### **04 Vulnerable young workers**

Congress acknowledges that the economic recovery is an academic concept for the majority of workers, particularly young workers, trapped in labour insecurity, zero- hours contracts and agency work, while burdened by personal debt and the grip of unscrupulous lenders and with limited access to Apprenticeships or further educational opportunities.

Congress recognises that young workers are most affected by the scourge of unpredictable earnings and hours and the lack of employment rights in zero-hours contracts and agency work. Congress deplores the chronic uncertainty and insecurity this leads to for young workers.

Congress is concerned that the burden of debt falls even harder on young people, with research by Demos showing that around half of 18- to 34-year-olds admit that their debt has increased over the past five years. Congress notes that personal debt remains an acute problem in Britain today with the average UK household debt standing at just over £6,000, excluding mortgages.

Congress believes that many ruthless companies regard this situation not as a problem but as an opportunity to make money from vulnerable workers, with debt charity Step Change highlighting an increase of more than 100 per cent in the number of clients with payday loans between 2011 and 2012.

*Continues overleaf*

# SECTION ONE

## JOBS, GROWTH AND A NEW ECONOMY

Congress calls on the General Council to campaign against the exploitation of young workers on zero-hours contracts, to support the work of credit unions as an alternative to exploitative payday loan companies and for more access to education and Apprenticeships for young workers.

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### Associated Society of Locomotive Engineers and Firemen

#### Amendment

- In paragraph 2, line 4, after “work” insert: “making home ownership an impossible dream for many young workers. The failure of supply in private and social housing has led to increasing house prices, unaffordable rents and young people excluded from the housing market”
- Add at end of final paragraph: “and calls for rent controls to be introduced alongside a programme of social housing construction.”

**GMB**

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#### Amendment

- Insert new paragraph 3: “Congress acknowledges the current system of vocational education has failed, leading to low-quality Apprenticeships in many sectors. We need a radical overhaul of the system, with an emphasis on advanced Apprenticeships to at least Level 3.”
- In final paragraph, final line, insert “high quality” after “and”

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

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## 05 Opportunities for young workers

Congress calls on the General Council to support initiatives that provide real sustainable opportunities for youngsters who are facing huge hurdles in their quest for decent work and employment.

The number of young players that are rejected is alarmingly high in the football industry and this seems to be replicated across the wider job market. Young people are working tremendously hard in education and training but sadly so often there is nothing at the end of this. This is indeed the case in football with young players being thrown on the scrapheap before they are out of their teens. The small numbers that do become professionals face another uphill battle in trying to establish themselves in the first team of their respective clubs.

Again opportunities are incredibly limited and Congress can see from the disappointment of England’s early World Cup exit that this stifling of youth is having a real impact on our international prospects.

The trade union movement has always been prepared to stand up against injustice and unfairness and it is important that we do not let young people down at this very challenging time. We need to demand that training and hard work does have its reward with good job prospects being a prerequisite.

This generation of young people is in danger of being forgotten and overlooked and for millions the future looks far from bright. Congress believes it is vitally important that unions work together to give our young people a fighting chance and a pathway into meaningful employment.

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### Professional Footballers’ Association

## 06 Transatlantic Trade and Investment Partnership

Congress is extremely concerned about the proposed TTIP free trade treaty currently being negotiated, mainly in secret, between the EU and the USA. Congress notes that free trade agreements rarely, if ever, benefit working people and are pushed by corporations who use them as a means to maximise profits and further their own interests.

Key concerns are:

- i the threat to our National Health Service and sections of the public sector that may be opened up to the private sector leaving a future Labour government with no legal right to take back into public ownership (including previously publicly owned transport and utilities)
- ii the quasi-judicial process on the Investor-State Dispute Settlement under which multinational corporations may sue, in secret courts, nation states whose laws or actions are deemed incompatible with free trade
- iii opening up European markets to US Frankenstein foods – hormone enriched beef, chlorinated poultry and genetically modified cereals and salmon.

Congress remains unconvinced about the likelihood of a binding labour rights chapter based on ILO Core Conventions.

Congress has similar concerns over current negotiations for the proposed Trade in Services Agreement (TISA) and the Comprehensive Economic Trade Agreement (CETA).

Congress believes that on the current path we will be presented with a *fait accompli* in the form of an inadequate, unacceptable agreement that we have had no chance of influencing or amending and where time will make it difficult to mobilise opposition.

Congress therefore resolves that the trade union movement should now adopt a clear position of outright opposition to TTIP.

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## Unite

### Amendment

- In paragraph 2, add new sub-paragraph iv: “iv the mutual recognition of regulatory standards which will lead to a race to the bottom and the creation of a Transatlantic Regulatory Council which will give privileged access to multinational corporations.”
- Add at end of final paragraph: “and the other trade agreements currently being negotiated.”

**UNISON**

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### Amendment

- In paragraph 2, add new sub-paragraph iv: “iv the impact on creators’ intellectual property rights.”
- Add at the end of the final paragraph, after “TTIP”: “whilst continuing to monitor its progress and press for improvements in its current form to promote decent jobs and growth and safeguard labour, consumer, environmental and health and safety standards through lobbying, campaigning and negotiating, in alliance with the ETUC and AFLCIO.”

**Musicians’ Union**

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## 07 Transatlantic Trade and Investment Partnership (TTIP)

Congress recognises the threat posed by the Transatlantic Trade and Investment Partnership, currently being negotiated by the EU and the USA: a wide-ranging trade deal giving unprecedented power and influence to transnational corporations that would become the benchmark for all future trade agreements.

As with all trade agreements, TTIP is being negotiated in secret. It would:

- a allow corporations to sue sovereign states, elected governments and other authorities legislating in the public interest where this curtails their ability to maximise their profits, by recourse to an Investor-State Dispute Settlement mechanism
- b threaten the future of our NHS and other key public services
- c risk job losses, despite unsubstantiated claims to the contrary
- d potentially undermine labour standards, pay, conditions and trade union rights as the US refuses to ratify core ILO conventions and operates anti-union “right to work” policies in half of its states
- e reverse years of European progress on environmental standards, food safety and control of dangerous chemicals, given US refusal to accept stricter EU regulation of substances long banned in the EU
- f deprive EU member states of billions of pounds in lost tariff revenue.

Congress calls for the TTIP negotiations to be halted, and agrees that all pending and future trade agreements entered into by the EU should be subject to a vigorous and transparent regime of scrutiny and consultation, ensuring that they are of benefit and acceptable to the millions of people affected by their content, in all countries covered by the agreement.

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**GMB**



# SECTION ONE

## JOBS, GROWTH AND A NEW ECONOMY

### 08 The Transatlantic Trade and Investment Partnership

Congress notes with concern the ongoing negotiations between the EU and the US to agree a Transatlantic Trade and Investment Partnership (TTIP). While there may be economic benefits in reducing trade tariffs and reviewing regulation for certain industrial sectors, Congress believes that the primary purpose of TTIP is to extend corporate investor rights. The current negotiations also lack transparency and proper democratic oversight.

Congress remains unconvinced by official claims of job creation arising out of TTIP, and considers that the dangers to public services, workers' rights and environmental standards outweigh any potential benefits.

Congress resolves that the TUC should:

- i oppose Investor-State Dispute Settlement (ISDS) mechanisms and a ratchet clause
- ii call for the exclusion of all public services, including education and health, public procurement, public utilities and public transport (whether in public or private ownership) from the negotiations
- iii demand no levelling down in relation to consumer, worker or environmental protection
- iv insist on genuine consultation with civil society organisations, including trade unions
- v work with like-minded organisations, including the ETUC, in opposing all detrimental aspects of TTIP and in campaigning for alternative EU trade and investment policies.

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#### University and College Union

##### Amendment

➤ Add new sub-paragraph vi at end:  
"vi welcome the decision of the EU Foreign Affairs Council on Trade to exclude the audio-visual sector from the initial TTIP agenda, and lobby the UK government to oppose its future inclusion, in order to preserve the European Cultural Exception and the unique national nature of arts and entertainment activity within Europe."

**Broadcasting, Entertainment, Cinematograph and Theatre Union**

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### 09 Transatlantic Trade and Investment Partnership (TTIP)

Congress is alarmed at the seemingly unhindered progress of the negotiations on the Transatlantic Trade and Investment Partnership (TTIP) – negotiations that could lead to a far more widespread fragmentation of NHS services, putting them into the hands of big private sector corporations.

A key element of the TTIP is the introduction of the Investor-State Dispute Settlement (ISDS) clause, which would act as a tribunal/arbitration. The ISDS could see millions of pounds paid out to those big private sector corporations should NHS services be brought back into the public sector in the future.

Of course the idea of transatlantic trade may well be supported by those that would profit from it, but for our health services based on values, principles and sustainability it could be a financial disaster, adding another nail in the NHS coffin. The TUC and a number of other organisations have been campaigning to exempt the NHS from the negotiations and Congress now calls on the General Council to keep the pressure on and raise the profile of the calamitous affects the TTIP could have on the NHS.

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#### Hospital Consultants and Specialists Association

### 10 Challenging the politics of hate

Congress notes the deep disillusionment with mainstream politics revealed by the results of the 2014 elections. In particular, low turnout assisted UKIP to considerable gains.

UKIP's true agenda stands counter to the interests of working people of all backgrounds. UKIP have previously called for the elimination of virtually all workplace protections, with employees' rights wholly dependent on the goodwill of the employer. UKIP have also called in the past for the privatisation of schools and hospitals and a flat rate of income tax, policies that would be disastrous for low-paid and working class people. Their success has damaged mainstream politics, leading to more punitive measures against migrant workers, legitimising racist rhetoric and attacks against vulnerable workers.

While UKIP preys on economic anxieties, Congress believes that the only real answer to low pay and exploitation is stronger employment rights protections and trade union solidarity. Congress asserts that trade unionists are uniquely positioned to challenge such propaganda.

Congress therefore calls on the TUC and its affiliates to challenge the politics of hate by:

- i developing local community campaigns ahead of the 2015 general election in conjunction with groups such as HOPE not hate and UAF
- ii counteracting voter disillusionment and UKIP's policies for workers, highlighting voter registration and engagement through active campaigning and political education
- iii tackling the toxic rhetoric around migration and placing a renewed focus on organising and recruiting migrant workers.

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## UNISON

### 11 Poverty, inequality and racism

Congress continues to be deeply concerned at the effects of the government's austerity agenda which has already resulted in over 13 million people living in poverty with around five million people still earning below the living wage (currently standing at £7.65 an hour).

Congress condemns the fact that 10 per cent of our young people live with a level of social and economic deprivation that creates educational barriers which blight the life chances of a significant proportion of our next generation.

Congress notes that, at a time of increasing poverty and austerity for the many, the UK is now the fourth richest nation in the world (GDP/capita) with the wealthiest 1,000 people in the UK currently worth over £518bn, an increase of 13 per cent since 2013.

Congress also notes with concern that the recession and the increases in poverty and inequality which come in its wake have also led to an upsurge in racism and xenophobia in the UK and across the whole of Europe. In particular, Congress notes with alarm the increase in both activity and support for groups such as UKIP, BNP and SDL/EDL.

Congress, therefore, calls on the General Council to:

- i continue its campaigning work to combat the structural inequalities that lead to poverty, including support for the establishment of the living wage across the economy
- ii continue to counter the racist anti-immigration propaganda that originates in the overtly racist parties and groups in the UK but which is now being adopted by some of the established mainstream parties.

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### The Educational Institute of Scotland

#### Amendment

► Insert new paragraph 5:

"Congress rejects attempts to pit UK workers against migrant workers or claimants. It rejects the divide and rule rhetoric and notes that migrants pay more in taxes than they receive in benefits. Congress further notes that UK benefits are among the lowest in Europe, making claims of 'benefit tourism' ridiculous."

**Public and Commercial Services Union**

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### 12 Immigration

Congress notes with concern the advance of UKIP and other even more right-wing, xenophobic and outright racist parties in the 2014 European Parliamentary elections. Congress continues to reject the policies put forward by such organisations, including on immigration.

Congress calls on the General Council, affiliated unions and others to continue to campaign vigorously against these organisations who have no contribution to make to improving the living standards and quality of life of the millions of people suffering from the impact of austerity cuts imposed by various governments across Europe.

Congress is also critical of the UK right-wing media's obsessively prejudicial coverage of immigration issues characterised by exaggeration, lies and half-truths - including increased pressure on our schools, hospitals and other public services. Congress rejects this analysis and instead recognises the enormous positive contribution generations of migrants have made to the UK economy and society.

*Continues overleaf*

# SECTION ONE

## JOBS, GROWTH AND A NEW ECONOMY

Indeed, many areas of employment including vital services like the NHS and public transport would suffer greatly were it not for the hard work and commitment of migrant workers.

Congress is also concerned about the opportunity for unscrupulous employers to exploit migrant workers as a cheap source of labour to undercut people's pay and pensions and considers this is the real problem that mainstream politicians need to address. Congress calls on the General Council to continue to fight for a more humane immigration policy. This, together with better employment rights for all workers and the reversal of austerity cuts, will help defeat racism, prejudice and discrimination.

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### Transport Salaried Staffs' Association

## 13 Immigration Bill

Congress notes the positive contribution made by migrant communities to the UK. It rejects the myths and lies spread by the coalition government and some media that has led to an increase in racist abuse and attacks.

Congress believes that attacks on pay, jobs, working conditions and public services is not as a result of immigrants but of government attacks, in line with their austerity agenda.

Congress rejects the government's racist Immigration Bill which will significantly reduce the right of appeal against deportation and compels landlords, public and private sector staff to police the immigration status of tenants and service users. This undermines the right to family life enshrined in the Human Rights Act.

Congress applauds the work of Movement Against Xenophobia (MAX) in opposing the Immigration Bill.

Congress calls on the TUC Race Relations Committee and affiliates to campaign in opposition to the Immigration Bill, to include:

- i calling on all constituency MPs to oppose the bill
- ii calling on the Labour Party to give a commitment to repeal the Bill
- iii supporting and joining the MAX campaign
- iv opposing and dispelling myths and lies spread about migrants as part of wider anti-austerity and anti-cuts campaigns.

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### TUC Black Workers' Conference

## 14 Delivering high-performance workplaces

Congress recognises the critical importance of developing an active industrial strategy that fosters strategic, tripartite engagement between business, unions and government, and ensures a long-term approach from employers that delivers high-performance workplaces. Congress is profoundly concerned that the current hands-off approach from government is hurting UK workers and business and the wider UK economy, and that government should make far more effective use of the levers at its disposal to support industry in areas such as procurement, taxation and skills policy.

Congress notes that secure employment, self-development, fair pay and feeling valued are all factors associated with high-performing workplaces, and that to assist in achieving these goals we need a hands-on strategic approach from government that promotes good industrial relations and creates and secures jobs.

Therefore, Congress calls on the TUC to support and develop:

- i tripartite industrial strategies to create sustainable employment opportunities, provide ongoing productivity improvements and develop skills
- ii procurement policies that recognise employers prepared to invest in skills and that recognise trade unions
- iii policies that promote worker participation and good industrial relations such as by improving consultation arrangements.

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### Community

#### **Amendment**

- Add new sub-paragraph iv at end:  
“iv the crucial role of trade unions in delivering genuine staff engagement that captures the knowledge, expertise and ideas that workers have in all sectors that can make a real difference to the success of an organisation.”

**Chartered Society of Physiotherapy**

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#### **Amendment**

- In paragraph 1, line 6, after “workplaces” insert:  
“and supports low-paid workers (often from diverse backgrounds) in all sectors trapped in low skills jobs.”
- In paragraph 1, line 12, after “industry” insert  
“and the public sector”
- In paragraph 2, line 4, after “workplaces” insert  
“across all sectors”
- In paragraph 3, add new bullet point iv:  
“iv initiatives such as that led by the FDA supporting a younger and more diverse group to access roles and development within the public sector.”

**FDA**

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## **15 Onshoring**

Congress welcomes the increasing prevalence of onshoring – particularly in the textiles sector – with some studies indicating one in six UK manufacturers intend to bring production back from overseas, far exceeding the number planning to move jobs abroad. Congress notes the recent PwC report, which forecasts that onshoring could lead to the creation of up to 200,000 new UK jobs over the next decade. Congress further notes that a significant proportion of these jobs are expected to be concentrated in manufacturing and some traditional industries such as textiles, and as such will make an important contribution to rebalancing the economy away from financial services and London.

Congress recognises that onshoring should present trade unions with huge opportunities in terms of organising new workplaces and supply chains and that trade unions must be ready to organise effectively and represent these new groups of workers. Congress acknowledges the paramount importance of ensuring these new jobs are good jobs; it remembers Rana Plaza and jobs onshored must not undercut existing employment or standards at work. Congress recognises that the General Council must campaign for policies to encourage future onshoring but also, crucially, to ensure our existing industries and jobs are sustainable and remain on our shores.

Therefore, Congress calls on the TUC to campaign for UK government policies that support onshoring through sustainable employment, the promotion of UK industrial supply chains and increased investment in skills and Apprenticeships.

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## **Community**

### **16 British shipping**

Congress reaffirms its opposition to the spending cuts imposed on the Maritime & Coastguard Agency (MCA) and notes with continuing concern the detrimental effect on shipping safety that is arising from reduced resources and staffing.

Congress notes with alarm recent internal documentation suggesting that the MCA could, within five to 10 years, lose the capacity to fulfill its international obligations to maintain safety on domestic ships and vessels visiting UK ports.

Furthermore, Congress calls upon the TUC to actively support the concerned unions in resisting attempts to delegate further MCA work to outside bodies such as the Classification Societies and resist the Agency's declared strategy of moving to minimum international standards in an attempt to compete with other registers such as flags of convenience, as opposed to ensuring that the UK maintains a high quality ship register dedicated to safety of life at sea, the protection of the marine environment, the highest standards of competence and decent working conditions for all those working onboard British registered vessels and globally.

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### **Nautilus International**

# SECTION ONE

## JOBS, GROWTH AND A NEW ECONOMY

### 17 Energy policy

Congress notes that the future of indigenous coal mining in the UK is gravely at risk as a consequence of a number of external factors including the sterling/dollar exchange rate, the short-term availability of displaced cheap coal from America and the disproportionate burden placed on coal by environmental legislation.

This threatens the closure of UK Coal's remaining two deep mines. Although the government have offered a match-funded commercial loan of £10m, this initiative is predicated on the managed closure of the industry in 2015.

Congress endorses the efforts by the TUC and mining unions to ensure a longer term future of indigenous mining by the UK applying for European state aid. Other member states have applied for such assistance and the EU Competition Directorate has indicated that it would expedite any application quickly.

*Continues overleaf*

Congress urges the TUC to press for such aid at every opportunity.

Congress welcomes the work done by the TUC in conjunction with the Carbon Capture & Storage Association and through the TUC Clean Coal Task Force.

Congress notes that a future market for coal in the UK requires the government to commit early to a number of carbon capture and storage plants burning coal. Without this technology the government's environmental targets for CO<sub>2</sub> will not be achieved.

Given the above concerns Congress is also asked to press the government not to increase further the present level of the carbon price floor (CPF).

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#### BACM-TEAM

##### Amendment

● Add new final paragraph:  
"Congress welcomed the budget announcement of further support for EIs to mitigate the impact of green taxes, including the CPF. However, Congress calls on the General Council to lobby for support to be brought forward from 2016 and offered to less carbon-intensive industries not covered but suffering competitive disadvantage."

##### Community

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##### Amendment

● Insert new paragraph 3:  
"Congress views the reliance on coal imports as a danger to the security of energy supply. It is unknown whether fracking in the UK will produce the required energy, and also unknown is the potential damage to the environment. Coal is a proven indigenous source of energy that can be used cleanly."

##### National Union of Mineworkers

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##### Amendment

● Add new final paragraph:  
"Congress applauds the workers buyout committee at Kellingley Colliery for their valiant efforts to prolong the life of the mine beyond the company's projected closure of the industry in late 2015, saving thousands of jobs within the associated industries."

##### National Association of Colliery Overmen, Deputies and Shotfirers

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### 18 Equality monitoring in the creative industries

On its website, Arts Council England (ACE) states: "We will forge a new relationship with the arts sector on issues of diversity and equality, characterised by shared discourse and the sector taking the lead with our support." One of the BBC's stated aims is to "advance equal opportunities to diversify and develop our workforce and our senior leaders so that they better reflect our audiences."

Yet our stages and screens utterly fail to reflect the full diversity and gender balance of the UK's population and workforce.

Congress welcomes ACE's recent announcement that it will require equality monitoring of performer employment as part of the funding process. It is incumbent upon all organisations subject to the Public Sector Equality Duty and in receipt of large sums of public money to undertake equality monitoring.

Congress believes that it is unacceptable that broadcasters have over the years failed to undertake or transparently publish comprehensive on-screen equality monitoring data. How can arts organisations or broadcasters meaningfully promote equal opportunities in the absence of this data?

Congress calls on the General Council to support Equity's campaign to secure a commitment from all Arts Councils, Creative Scotland, public service television broadcasters and Ofcom-licensed commercial television broadcasters to:

- i equality monitoring of performers and creative teams
- ii the transparent publication of equality monitoring data.

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## Equity

### 19 The future of local newspapers

Congress notes the continuing crisis in local newspapers:

- i more than 140 newspapers closed since March 2011
- ii local, paid-for daily newspapers losing subscribers at 14 per cent a year and weeklies by eight per cent
- iii advertising revenues predicted to fall by more than eight per cent this year
- iv a quarter of local government areas not covered by a daily local newspaper
- v a further 35 per cent covered by only one daily newspaper, with three quarters of these monopolies controlled by just three companies – Newsquest, Trinity Mirror and Local World.

Local newspaper owners are attempting to fill their papers with free copy and photographs submitted by readers whilst struggling to service debts incurred by ill-judged acquisition strategies. Short-term management strategies aimed at protecting shareholder value are achieving the opposite, with huge cuts in staff numbers, unacceptable workloads and stress, and insufficient investment in digital services, threatening the long-term future of the industry.

Congress recognises the efforts of the NUJ in defending jobs and quality journalism – journalism that provides entertainment, holds local politicians and businesses to account, and supplies vital community information.

Congress calls on the General Council and affiliates to support a campaign for a government-commissioned inquiry into the future of local newspapers, to consider new models of ownership and how newspapers can be protected as community assets, limiting owners' ability to close publications overnight and allowing time for consultation to protect their future. Congress reaffirms its commitment to campaigning for reform of newspaper ownership, greater plurality and a more diverse press.

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## National Union of Journalists

### 20 Venues under threat

The MU and its members are concerned about a worrying trend of long-established music venues being forced to close after only one or two complaints from neighbours, which often result in the issuing of noise abatement notices from the local authority.

This is becoming more problematic as a result of the increasing numbers of new flats and houses being built in the vicinity of existing music venues. New residents are often unaware of the music venue when they purchase the property and then put in noise complaints.

Congress would like to see the introduction of an 'Agent of Change Principle' law, such as that in Australia, which would put the legal responsibility of remedying any issues on to the person or persons who have brought about the changes that inadvertently affect an individual's business.

Under this law, in the case of a property developer building homes in the vicinity of a music venue, it would be the property developer's legal and financial responsibility to use sound-proofing to prevent any inconvenience to the residents and the music venue bears no responsibility, other than to continue to operate within the terms of their existing licence.

Congress calls on the General Council to support the MU's calls for a change in the law to protect music venues.

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## Musicians' Union



# 2

## SECTION TWO FAIR PAY AND A LIVING WAGE



## SECTION TWO

# FAIR PAY AND A LIVING WAGE

### 21 Collective and sectoral bargaining

Congress recognises with alarm that:

- i workers are suffering the longest decline in living standards since the 1870s
- ii the wages share of GDP has fallen from 66 per cent in 1975 to 54 per cent today
- iii collective bargaining coverage over the same period has fallen from 83 per cent to 22 per cent
- iv personal debt and the use of PDLs has exploded as workers borrow more to compensate for inadequate wages
- v in-work benefits subsidising low-wage employers are increasing.

Congress believes that increasing wage share of GDP is a central element of sustainable economic growth and that collective bargaining between unions and employers or employers' associations and stronger trade unions delivers a more just, equal and fair society, protecting workers and reducing poverty.

Sector-level bargaining provides a mechanism through which wages and conditions can be established for all workers, as well as other matters of strategic importance, such as training and skills.

Congress condemns the government's abolition of the Agricultural Wages Board for England and Wales as a further ideological attack on collective bargaining.

Congress applauds the Britain Needs a Pay Rise campaign, welcomes the General Council's campaign to support and promote collective bargaining and calls on the General Council to develop the campaign further to:

- a establish sector-level mechanisms that ensure collective bargaining is re-established across core sectors of the economy, including agriculture
- b provide for full compliance, monitoring and enforcement of agreements
- c promote the extension of sector agreements through contract compliance within supply chains and in public procurement of goods and services.

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Unite

### 22 Pay and living standards

Congress is appalled that the squeeze on living standards shows no sign of abating. The return to economic growth has brought no relief to the vast majority of UK workers, while the bonus culture continues to run amok.

Congress notes that the number of workers earning less than a living wage has rocketed to more than five million. With four-fifths of new jobs low-paid, for the first time more working families are in poverty than non-working ones.

Congress condemns the government's punitive public sector pay policy that has resulted in cuts of up to 16 per cent in the value of staff pay since 2010.

But Congress congratulates higher education staff and their unions for having broken through the pay cap with their latest pay award and securing the living wage at more than 150 universities.

Congress deplores the increasing use of privatisation and casualisation as a further means of restricting pay, allowing some employers to circumvent minimum wage law.

Congress congratulates those members who took industrial action on 10 July across local government and other public services, and offers support to those in the NHS and elsewhere considering further action.

Congress calls on the General Council to:

- i campaign for an end to the public sector pay cap
- ii highlight falling living standards, ensuring this remains a central feature of the 2015 general election campaign
- iii promote a living wage as a means of ending the blight of in-work poverty
- iv support lawful industrial action on pay, where possible coordinated across sectors.

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#### UNISON

##### Amendment

➤ Insert new paragraph 6:

"Congress applauds all unions that have continued to engage in industrial action to frustrate the government's assault on the pay of public service workers by pursuing sustainable industrial action through action short of strike action and strike action."

**NASUWT**

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#### **Amendment**

- Insert new paragraph 3:

“Congress also notes that 44 years after the Equal Pay Act was passed, the pay gap between men and women has recently steadily increased to over 15 per cent for full-time workers.”

- In paragraph 7, insert new sub-paragraph iv and re-number iv as v:

“iv campaign for greater pay transparency, including compulsory equal pay audits and stronger sanctions for employers who disregard their findings”

#### **University and College Union**

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### **23 Coordinated industrial action on pay**

Congress believes that George Osborne’s much-heralded ‘recovery’ is a recovery only for the wealthy – as the 1,000 richest Britons increased their wealth by £70bn in the last year. This exposes the lie that “there is less money around” for pay rises.

Congress condemns the government’s public sector pay policy and notes that some public sector workers are up to 20 per cent worse off a year, following real terms cuts to pay and pension contribution increases. Congress notes that executive pay is up 74 per cent.

Congress condemns the commitment of the three main Westminster parties to maintain the public sector pay cap until at least 2015–16.

Congress believes that unions’ industrial action on pay must be coordinated by the TUC across the public sector. We further believe that the most effective way to challenge the policy is through developing common objectives in a dispute with the government and a joint campaigning strategy, including joint industrial action.

Congress further condemns Tory hypocritical anti-union proposals to introduce thresholds for strike ballots, when no UK political elections are subject to such rules.

Congress therefore calls on the General Council to:

- draw up a joint industrial action strategy between public sector unions to break the pay cap
  - put the case for ending below-inflation pay to all parties in the run-up to the 2015 general election
  - facilitate meetings to co-ordinate joint campaigning over pay and pensions across unions representing public sector workers
  - campaign against any proposals to introduce thresholds for union strike ballots.
- 

#### **Public and Commercial Services Union**

### **24 Public sector pay**

Congress condemns the austerity measures that continue to be the hallmark of the coalition government; in particular, the previous pay freeze and the ongoing cap on public sector pay. The government’s public sector pay and pensions policies have resulted in the average public sector worker losing the equivalent of £1,500 per year, which represents a pay cut of around 20 per cent in real terms. Congress also condemns the fact that the brunt of the economic crisis continues to be borne by those least able to afford it while large-scale tax avoidance and tax evasion continues apace.

Congress, therefore, calls for an end to the public sector pay cap and for a major campaign in 2014/15 to highlight the need for a major programme of pay restoration for the public sector. Congress, therefore, calls on the General Council (and other trade union centres in the UK) to assist with the harmonisation of the campaigning activity of affiliates over the next year with a view to:

- developing a common restorative pay claim across the public sector or across specific public sector areas where possible
  - securing common industrial action ballot timetables where possible
  - coordinating a joint campaign of industrial action, including strike action, amongst affiliates who are in dispute with their employers over the course of the next year.
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#### **The Educational Institute of Scotland**

## SECTION TWO

# FAIR PAY AND A LIVING WAGE

### 25 £10 minimum wage

Congress agrees that the General Council campaigns for a minimum wage of £10 per hour for all workers. This would lift five million people out of in-work poverty. Currently the benefits system is used to prop up low pay and to bail out exploitative employers.

Raising the minimum a worker can be paid to £10 per hour would significantly reduce pressure on the benefits system, freeing up funds for much-needed investment in the NHS, education and other welfare programmes.

While Congress realises some employers would claim not to be able to pay £10, Congress believes the government should means-test them by reviewing company profits, bonuses paid to senior executives and dividends paid to shareholders to ensure they are not out of line with employee rates of pay.

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#### **Bakers, Food and Allied Workers Union**

### 26 Pensions

Congress believes that pensions are effectively deferred pay and that decent pension provision for all workers is at the heart of the welfare state, as well as a central aim for the trade union movement.

Congress notes the attacks made by this coalition government on all aspects of pension provision, including gerrymandering inflation uprating, attacks on public sector pensions and efforts to further undermine private sector pensions.

Congress believes that the state pension is not sufficient to meet the needs for retired working people, who have earned the right to a dignified retirement after a lifetime of work.

Congress further believes that an occupational pension remains a vital part of ensuring a decent standard of living during retirement.

Congress recognises that occupational pensions should reflect the nature of the work carried out in specific sectors and industries, and that no 'one-size-fits-all' arrangement is necessary for all schemes.

Congress calls on the next Westminster government to reverse the detrimental changes made to state and occupational pensions since 2010, and ensure that all workers receive the pensions they have paid for.

Congress calls on the Labour Party to produce a coherent pensions plan, including on occupational pensions, to ensure that workers do not have to pay more, work longer and still get less.

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#### **Fire Brigades' Union**

##### **Amendment**

► In paragraph 3, line 3, after "people," insert: "particularly in light of the fact that the £155 per week state pension due from April 2016 announced by the coalition is false and will see many people receive less than this"

► In the final paragraph, line 3, after "including", insert:

"an absolute guarantee on a weekly flat rate state pension that is clear and unambiguous and"

#### **Communication Workers Union**

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##### **Amendment**

► In paragraph 2, line 5, after "pensions" insert: " , threats to universal pensioner benefits such as the winter fuel allowance and bus pass"

► Add new final paragraph:

"Congress calls on the General Council to continue to campaign for fair state pensions for all, and to coordinate action in defence of pensions among affiliated unions, including, where appropriate, industrial action."

#### **University and College Union**

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##### **Amendment**

► Insert new paragraph 6:

"Congress also condemns this government's refusal to ensure that equal marriage is truly equal by ensuring equality of provision for survivor benefits in occupational schemes. Congress will continue to fight to overturn laws that allow pensions to offer reduced benefits to same-sex couples."

#### **Associated Society of Locomotive Engineers and Firemen**

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##### **Amendment**

► Add a new final paragraph:

"Congress notes the announcement in the Budget that from 2015 workers in private pension schemes will not have to buy an annuity. Investments advice is complex and costly. Congress therefore calls on the government to provide free advice for workers to use their fund wisely to avoid spending their retirement in poverty."

#### **Society of Chiropractors and Podiatrists**

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## **27 Ferry standards**

Congress notes with concern the evidence showing significant levels of substandard pay and conditions for many workers on ferries operating in and out of British ports. Congress also notes the recent plans by one leading operator employing hundreds of British and Irish seafarers to seek drastic cuts in the working conditions of its seafarers on Irish Sea services, claiming that it needed to compete with operators using low-cost foreign crews and in violation of minimum wage legislation. Congress therefore recognises the danger of a race to the bottom for jobs and conditions in the ferry industry and the threat that such developments pose to the recruitment and retention of British seafarers.

Congress urges the TUC to support the campaigns by the maritime unions for the government to act urgently to protect standards on ships operating services in and out of British ports – including enforcement of national minimum wage provisions and work permit requirements – and for Europe to agree a directive upholding the principle of decent conditions on ferries running intra-EU services. Congress also urges the TUC to link up with the ICTU with a view to joint campaigns to support the maritime unions' objectives of decent pay for all seafarers and specifically those engaged on vessels serving the Irish Sea routes.

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**Nautilus International**



# 3

## SECTION THREE GOOD SERVICES AND DECENT WELFARE

## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

### 28 Securing the future of our public services

Congress notes that our public services face major challenges:

- i Cuts to services and jobs are becoming critical – with 60 per cent of cuts still to come.
- ii Privatisation, outsourcing and restructuring are disrupting the delivery of services and frustrating attempts to meet longer term challenges, such as meeting the needs of an ageing society and rising expectations of service users.
- iii The democratic accountability and character of public services is being undermined by current government policies, such as the Council Tax cap and the hospital closure provisions of the Care Act.
- iv Staff morale is damaged due to pay cuts, downgrading, redundancies and consequent increased workload for remaining staff, leading to recruitment and retention problems.
- v The government's approach is reinforcing levels of inequality in society.

Congress calls on the General Council to develop a campaign to ensure that:

- a the future of our public services is firmly on the agenda at the next general election
- b the general election is used to highlight private sector failure and profiteering, and the benefits of public sector provision
- c a moratorium on further job cuts in all parts of public services is implemented immediately
- d the tide of privatisation and outsourcing that is disfiguring our services is decisively turned, including removal of public services from the provision of the proposed TTIP agreement
- e an alternative vision for public services built on enduring values of fairness, valuing staff, compassion and social solidarity is vigorously promoted, along with robust proposals about how they can be funded.

#### Amendment

➤ In paragraph 2, insert new sub-paragraph c, and re-number subsequent sub-paragraphs:  
“c the public better understand the work done by civil servants across government to deliver for the nation and in particular to draw attention to the role of senior professionals in HMRC in combating avoidance and evasion to ensure that the money required to fund essential public services is collected”

**FDA**

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### 29 Defending public services

Congress believes that the government's austerity programme of cuts is aimed at creating a permanently smaller state.

Alongside public spending and job cuts, and attacks on terms and conditions, this government is accelerating the drive to privatise public services. This drives down wages, and standards of service to the public, leads to the loss of revenues to fund public services through tax avoidance, evasion and offshoring, and delivers riches for shareholder profit.

Congress notes that the Civil Service Reform Plan enshrines further privatisation. Congress welcomes PCS opposition campaigns, including defence of the Land Registry.

Congress condemns the political parties for adopting the same austerity spending plan for 2015–16. Congress notes that Labour is consequently proposing the transfer of some government services to local authorities. This will pass the buck for austerity to local councils, and lead to more outsourcing and a postcode lottery for currently universally provided public services, as happened with the social fund and council tax benefit.

Congress notes the PCS report that the tax gap is far higher than HMRC estimates, and that tax will be a major battleground for the next government.

Congress instructs the General Council to:

- i hold a major anti-privatisation event before the general election
- ii make tax justice central to political campaigning on public services and welfare spending based on Tax Justice Network research
- iii support anti-cuts, anti-offshoring and anti-privatisation campaigns aimed at defending public services and returning services to public ownership
- iv establish a training programme on campaigning against privatisation.

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### Public and Commercial Services Union

#### Amendment

● Add new final paragraph:  
 “Congress demands that any incoming government after the 2015 general election immediately scraps the cuts in funding for public services planned by the current coalition government. This should be done by means of an emergency budget immediately following the general election.”

**Fire Brigades’ Union**

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### 30 Quality public services – matching commitments to resources

Congress recognises that effective and efficient public services are a shared goal of citizens, governments and public servants. Public services are now in an almost permanent cycle of reform, both to deliver efficiencies and meet the changing expectations of the public. Digitisation of public services has become the new mantra of politicians but should be seen as an opportunity to improve services for the public, not solely as a further rationale to reduce resources.

Congress rejects the approach of successive governments requiring substantial financial savings from public services with little rationale or evidence on how they can be delivered within the budget allocated. This relentless downward pressure on budgets, with no letup in demand, has placed an unbearable strain on public servants who remain committed to quality public services. The net result for many public servants is they are working hundreds of additional unpaid hours every year, effectively subsidising public services with their own time.

As we approach the general election in 2015, Congress calls on the General Council to challenge the main parties to demonstrate to voters and public servants, in a meaningful and robust way, how they will:

- i maintain and improve public services
- ii match those commitments with the resources needed to deliver them
- iii discharge their duties as a responsible employer.

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### FDA

### 31 Stand Up for Education campaign

Congress notes teacher working hours have gone up by over 10 per cent since 2010 and these extra hours are not spent on tasks that support students or improve teaching and learning.

Congress believes government attacks on the pay and conditions of school staff are an attack on education.

Congress welcomes the fact that joint campaigning stopped the School Teachers’ Review Body (STRB) bringing in changes that Michael Gove requested which would have made things worse.

Congress welcomes the work being done by teacher unions to highlight the damaging effect government policy is having on education.

Congress notes this work is winning public support and that Michael Gove’s approval rating amongst the public is somewhere between 9 per cent and 16 per cent.

Congress welcomes and supports the five demands of the NUT Stand Up for Education campaign, which have won support from parents and politicians:

*Continues overleaf*



## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

- i Every class should be taught by a qualified teacher.
- ii Local councils should have the right to build new schools where they are needed.
- iii Changes to the curriculum and assessment should be positive, planned and a result of discussions with the teaching profession.
- iv Ensure there are enough teachers and stop picking fights with the ones we have.
- v Fund schools and colleges properly and encourage them to work together.

Congress resolves to:

- a support campaign initiatives by education unions aimed at highlighting the effects of government education policy
- b make education a key strand of TUC campaigning up to the general election 2015.

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### National Union of Teachers

#### Amendment

- Insert new (penultimate) paragraph 7: “Congress further welcomes the positive vision set out in ATL’s Shape Education manifesto, which puts students’ futures before profit, school collaboration before competition, and properly funds the transition from schools and colleges to work with excellent careers guidance.”
- In final paragraph, add at end of sub-paragraph a: “and setting out to all political parties an alternative education vision”

**Association of Teachers and Lecturers**

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## 32 Maintaining world-class schools

Congress welcomes the wealth of international evidence confirming that public education systems across the UK are amongst the best in the world.

Congress condemns the ideologically driven denigration of public education and the unremitting assault on the professionalism, pay, working conditions and jobs of teachers and support staff in schools, which are damaging to children’s educational progress and achievements.

Congress deplores the politically motivated attacks on educational entitlements of children and young people and the failure to establish systems of governance, management and financial scrutiny that ensure that schools act in the public interest.

Congress congratulates those unions campaigning to reclaim the promise of public education by ensuring that quality educational opportunities are accessible to all children and young people.

Congress calls on the General Council to mount a vigorous and sustained campaign to:

- i secure a national framework of educational entitlement, accessible to all children and young people regardless of parental income
- ii ensure that all children and young people receive a broad and balanced education, fit for life in the 21st century
- iii ensure that all children are taught by teachers who hold qualified teacher status
- iv secure national pay and conditions of service for all teachers in state-funded schools
- v ensure educational staff have the right to continuing professional development
- vi secure increased investment in education, ensuring the recruitment and retention of teachers and support staff
- vii secure appropriate national systems of governance, management and financial scrutiny that reflect the values and ethos of a public education service.

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### NASUWT

#### Amendment

- In paragraph 5, insert new sub-paragraph iv and re-number subsequent sub-paragraphs:
  - iv highlight the positive contribution to learning of well-deployed teaching assistants
- In re-numbered sub-paragraph v, line 2, after “teachers” insert “and support staff” and after “in” insert “all”.
- After re-numbered sub-paragraph viii, add new sub-paragraphs ix and x:
  - “ix prevent any change to the charitable status of academy trusts that would allow them to become profit-driven businesses
  - “x extend universal free school meals to junior classes, ensuring pupils aren’t too hungry to learn.”

**GMB**

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### **33 Public funds for private gain**

Congress notes the acute and continuing concerns of the House of Commons Public Accounts Committee about the operation of the Education Funding Agency, including a lack of transparency and accountability in academies and free schools and the conflicts of interest of trustees on academy boards. Congress also notes the escalating number of fraud, nepotism and corruption investigations associated with academies and free schools. Congress further notes that the Secretary of State has taken £400m from the basic needs budget to fill a hole in the free schools' budget at a time of a rapidly rising primary school population, and a rising number of infant schoolchildren in classes of over 30. These concerns echo the findings of the TUC's own *Education Not for Sale* report documenting the encroachment of profiteering into state education.

Congress asserts that the secretive practices of the government in promoting unnecessary free schools and unregulated academies amounts to a gross misuse of public funds; and further, that inadequacies of oversight are inevitable in such an atomised system. These practices contrast markedly with the tight-fisted austerity applied to the rest of public expenditure.

Congress supports the call from the Public Accounts Committee for a fit-and-proper persons test for academy trustees, but further demands a transparent and equitable funding system for all state-funded schools regardless of status, administered by a democratically accountable middle tier responsive to local needs. Funding for public services must not be for private gain.

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#### **Association of Teachers and Lecturers**

### **34 Support my music teacher**

With music education facing more cuts, the Musicians' Union and the Music Industries Association (MIA) have launched a new campaign to help support the invaluable work carried out by music teachers around the UK.

Music teachers across the UK are being affected by job cuts, a worsening in terms and conditions and the casualisation of the workforce. A whole generation of children is at risk of losing out on the life-changing opportunities that music education offers as we see increasing fragmentation of the education system.

The campaign aims to raise awareness of the issues affecting music teachers everywhere and also to celebrate the inspirational work teachers have done, and are doing, to create and inspire the musicians and music lovers of the future.

Congress calls upon the General Council to support the MU and the MIA's Support My Music Teacher campaign.

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#### **Musicians' Union**

### **35 Schools: democratic accountability matters**

Congress affirms that the coalition government's academies/free schools programme and its attacks on local government responsibilities and funding are causing huge problems of democratic accountability in the education service.

Congress believes that 26,000 state schools cannot be run from Whitehall and that an effective and accountable 'middle tier', sitting between government and schools, for oversight of the education system is essential. Furthermore, Congress believes that its establishment must be based squarely on restoring an appropriate role for local authorities in relation to schools.

Congress notes the emerging crisis in school places, as millions are spent on free schools in areas with no shortage of places while growing pupil numbers creates ever growing shortages elsewhere. Congress believes that local authorities' dwindling ability to monitor, support and intervene in schools, and in particular in academies, is leading to increasing problems with regard to governance, accountability and educational standards. Local authorities are best placed to ensure fair access to education for students and support schools in times of crisis, being close at hand and familiar with local contexts, but must be permitted the resources needed to maintain and deploy the necessary support and expertise.

Congress therefore calls on the political parties to commit themselves to a middle-tier based on democratically elected local authorities, holding requisite powers over school place planning and admissions, funded adequately for their role in providing monitoring, support and intervention, and with a strong commitment to a community cohesion.

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#### **National Union of Teachers**

## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

### 36 A new model for school inspection

Congress notes the excessive stress and strain placed upon the education workforce by Ofsted's inspection regime and is concerned that the inspectorate is subject to political interference and is the enforcer of government policy, aiding – for example – the academisation of state schools. Congress believes Ofsted has no adequate systems to achieve consistency between inspections, undermines attempts at school improvement and risks children's education.

School and college accountability is important. Congress believes that education would be best served by less pressured, local inspection systems, quality assured by a national body and using up-to-date experience of classroom teaching and best practice inspection. By being implemented locally, with the involvement of current classroom teachers, inspection judgments would be respected, unique school circumstances better understood, and improvement plans would be relevant and effectively supported.

Congress calls on the TUC to bring together education, inspection and improvement professionals to develop a new model for school, college and early years inspection and improvement, which capitalises on the talents each can bring and is based upon the principles of:

- i independence from ministerial and private sector interests
- ii collaboration and support
- iii valuing professional expertise and professional empowerment
- iv mutual respect between inspectors and inspected
- v fairness, consistency and transparency in making judgments, collating stakeholder perceptions, and dealing with complaints against both schools and the inspection process.

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#### Association of Teachers and Lecturers

### 37 Post-16 education for all

Congress notes that public investment in further, higher and adult education is essential for the UK's social and economic future and that a clear link exists between the conditions of work for staff and the quality of provision.

Congress therefore deplores the high incidence across this vital sector of casualised employment including zero-hours contracts; widespread job insecurity and redundancies among teachers and researchers; and taxpayer-subsidised privatisation of FE and HE provision, and utterly rejects recent dog-whistle moves by both the Tories and Labour towards compulsion and benefit loss as the answer to youth unemployment.

Congress instructs the General Council to highlight the importance of post-16 education in the run-up to the general election, raise the issues of job losses and casualisation at every opportunity and argue for a genuine, attractive and properly funded education and training offer for all young adults rather than compulsion.

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#### University and College Union

##### Amendment

➤ Insert new paragraph 3:

“Congress believes that the government must also focus on the continuing need for Apprenticeships across industry. Apprenticeships form a vital part of the solution to the UK's future skills challenge, skills providing the country with the key to greater productivity. Union-negotiated training agreements could facilitate wider uptake of Apprenticeships.”

**Unite**

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### 38 Future sustainability of the NHS

Far from benefiting from economic recovery, spending on the NHS as a proportion of GDP is due to fall to 6.1 per cent by 2021, leaving the UK lagging behind most other European countries in terms of funding.

Congress believes that given ever-rising demand for health services, this raises serious questions about the future sustainability of the NHS.

Consistently ranked among the best-performing and valued healthcare systems in the world, the NHS cannot continue to deliver universal quality care to patients without a significant rethink on how it is paid for and organised.

Congress calls on the TUC to take every opportunity to press for such a rethink, including how to:

- i ensure that the NHS has the funding through taxation that it needs
- ii base health and social care around the needs of patients, delivered in as seamless way as possible, with a much greater focus on prevention and keeping people out of hospital
- iii restore staff morale, badly dented by rapidly increasing work pressures, the constant maligning of the NHS, and government failure to honour independent Pay Review Body recommendations
- iv genuinely engage patients, NHS staff and their representatives in re-designing services that will deliver quality and stand the test of time, alongside making best use of taxpayer money.

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#### **Chartered Society of Physiotherapy**

### **39 NHS reorganisations**

Since the implementation of the Health and Social Care Act in April 2013 many Clinical Commissioning Groups have implemented cuts in the funding available for podiatry.

In some services funding has been cut by up to a third; however, the needs of the communities served by SCP members have remained unchanged. In fact with increased life expectancy, increasing incidences of diabetes and other chronic conditions the need for podiatry and other community services has increased significantly.

The result of these funding cuts has seen NHS podiatry services subjected to 'service redesigns' or 'service reorganisations': these are dressed-up phrases for cost-cutting exercises. The SCP has seen members' posts downbanded, whilst their caseloads are unaltered, and to add insult to injury SCP members are expected to maintain the standards and levels of work undertaken on their former bandings.

Congress believes these service redesigns/reorganisations will have a devastating effect on the standard of care that NHS podiatrists and other NHS clinicians will be able to provide to patients as morale amongst members within the NHS is at an all-time low.

Congress calls on the TUC and wider trade union movement to continue to campaign through the All Together for the NHS campaign and other campaigns to maintain the pay levels and the skills that podiatrists and other clinicians need to provide a quality, safe and effective service to their communities.

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#### **Society of Chiropodists and Podiatrists**

### **40 The economic and health impact of austerity**

Congress believes government austerity measures are having severe and negative effects not just on the pockets but also on the health of the nation. Sickness absence costs the UK £15bn annually in lost economic output. Investment in quality healthcare and support for those whose health currently prevents them from working is good for people and good for the economy. Congress knows that for most people, even those with long-term conditions, health can actually be improved by being in work.

The research findings are clear. Major cuts in public spending and health services across Europe have triggered a drastic deterioration in people's overall health.

Job losses are leading to increases in incidents of depression, mental health problems and suicide.

Efficiency savings and cuts to health care are preventing people from accessing the support they need to help them obtain or remain in employment.

Congress believes forward-thinking investment in health care can stop this downward spiral by enabling people to return to and stay in paid work, one of the key routes out of poverty.

Congress calls on the TUC General Council to:

- i continue to highlight the impact of austerity measures, including both cuts to health care provision and cuts to welfare benefits, on the health of the nation
- ii urge employers to ensure that they invest in effective occupational health services to keep workers in work and help them to return to work as quickly as possible.

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#### **Chartered Society of Physiotherapy**

*Continues overleaf*

## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

### Amendment

➤ Insert new paragraph 4:  
“Older workers, in particular women, are especially vulnerable to stress, juggling caring responsibilities for their extended families with the insecurity of redundancy and pressures of new performance procedures that accelerate capability issues into dismissal.”

➤ At end of final paragraph, add new sub-paragraph 3:  
“work with organisations like The Age and Employment Network supporting older workers in the workplace.”

**Association of Teachers and Lecturers**

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### Amendment

➤ Add new sub-paragraph iii at the end:  
“iii highlight the importance of a well-funded NHS, free at the point of use, for all workers, including self-employed workers and those who are engaged in itinerant and highly mobile occupations.”

**Equity**

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### Amendment

➤ Add new sub-paragraph iii at end:  
“iii campaign with NHS employers to highlight the vital importance of occupation health within the NHS and to work to create models of best practice for workplace health.”

**Society of Radiographers**

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The financial impact to the UK economy, patients and their families runs into many millions of pounds due to this lack of access to treatment – treatment for what are largely preventable conditions that can cause family income to be drastically reduced which increases poverty and hardship, especially within the most vulnerable groups of our society.

Congress therefore calls on the TUC and the wider trade union movement to campaign to highlight the issues of access criteria to services and the location of services, within the All Together for the NHS campaign and wider public sector campaigns. These campaigns should be backed up by research that examines access to service and criteria issues and the effects that lack of access has on patients, the economy and levels of poverty within the UK.

**Society of Chiropodists and Podiatrists**

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### Amendment

➤ Add new final paragraph:  
“Congress is also concerned that those with mental impairments are particularly disadvantaged in accessing NHS services and calls on the General Council to actively work with all relevant mental health charities, e.g. MIND and others with proven expertise in this area.”

**Society of Radiographers**

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## 41 Access to NHS services for vulnerable people

Congress is concerned that within the current trend of service reorganisations and redesigns the most vulnerable people within our communities are experiencing increasing difficulties in accessing NHS services that they need, including podiatry.

The reason for this is not only physical barriers including location of clinics and clinicians but because the criteria for accessing podiatry and other NHS services are changing.

The consequences of delays or not accessing podiatric treatment can be catastrophic to patients. Loss of limbs or loss of life in extreme circumstances is not uncommon but almost entirely preventable if services are accessed at an early stage.

## 42 Bullying in the NHS

As bullying persists, whistle-blowers are silenced and the culture of fear in the NHS continues. The Secretary of State is failing in his duty to care for the carers. Day after day, hospital consultants and specialists are having to cope with and face up to the stresses of workplace bullying.

Congress knows that bullying in the NHS starts from the very top, and works its way down the many chains of command. In its wake it creates intolerable anxiety levels, relationship breakdowns, mental health issues and eventual burn out. Throughout this journey patient care is bound to be affected, yet the consequences of reporting bullying behaviour and raising concerns can be a step too far for many. They may worry that the culture of fear, common in so many NHS institutions, will lead to even more victimisation, isolation and in many cases disciplinary action.

While we all know the saying we should “stand up to bullies” the reality in the NHS is that if you do, you might lose your job or even worse, career. Report after report has exposed bullying cultures in NHS organisations over the years but still it exists. Congress calls on the General Council to work with affiliates in the NHS to campaign actively to expose bullying in the NHS, to conduct a detailed piece of research into workplace bullying in the NHS and to report its findings and conclusions in 2015.

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#### **Hospital Consultants and Specialists Association**

### **43 Heritage in a cold climate**

Congress recognises and celebrates the positive contribution employees working in heritage, arts and culture have on the UK. The sector provides jobs, stimulates the economy, supports tourism, and improves well-being and social inclusion.

- i Twenty per cent of those who visit museums are more likely to report good health.
- ii A report by the Department for Culture, Media and Sport concluded that cultural participation had a monetary value of around £90 per month, per person.
- iii An Oxford Economics investigation concluded that for every £1 invested in culture and heritage, £5 is delivered back in value to society.
- iv Visits to museums, galleries and heritages sites in the UK are increasing.
- v Support for public funding is rising sharply (from 49 per cent in 2012 to 56 per cent in 2013 according to the Arts Council).

And yet, government funding to these organisations has been decimated in recent years resulting in pay stagnation, the loss of skills and expertise in many areas, and reduced community activities. Morale is worryingly low. We may only realise the impact of these cuts when it is too late.

Congress calls on the General Council to press the government to increase financial investment in heritage, culture and the arts.

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#### **Prospect**

### **44 Speak Up for Justice campaign**

Congress welcomes the TUC Speak Up for Justice campaign which has a multi-union approach. Congress notes its aims and objectives and endorses the campaign, which calls for properly funded prison, probation and court services.

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#### **POA**

### **45 Probation service privatisation is unsafe**

The coalition government's Transforming Rehabilitation (TR) agenda has caused the fragmentation of the 106-year-old probation service and foisted operational chaos within the National Probation Service (NPS) and 21 Community Rehabilitation Companies (CRCs) that came into effect on 1 June. Despite this, and the overwhelming evidence that demonstrates that there is a real danger to community safety, the Secretary of State continues with his attempts to sell off the CRC network using a so-called tendering process that Napo believes is not only fundamentally uncompetitive, but morally corrupt.

Congress believes the Secretary of State's claims that privatising probation will bring about a decrease in re-offending rates and introduce innovation is an abject misrepresentation of the facts. It follows his blatant misleading of parliament, his refusal to comply with FOI requests on his own department's damning assessment of TR, and his permanent state of self-denial about the disastrous impact of his grandiose project.

Congress expresses its full support for Napo's alternative plans to assist the under 12-month custodial community by publicly managed, locally accountable partnerships with proven providers. Congress also endorses Napo's public and political campaign to halt the TR timetable, and to prevent the share sale of the CRCs taking place. It also calls upon an incoming Labour government to revoke any contracts should any of these be awarded this side of the next general election.

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#### **Napo**



## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

### 46 Oppose the privatisation of children's services

Congress is appalled at the government-proposed wholesale privatisation of children's services. Decisions about vulnerable children, including removing them from their families, are some of the most difficult and sensitive ones that child protection professionals have to make yet Michael Gove considered this work could be outsourced for profit.

Congress believes establishing a market in child protection would create perverse incentives for private companies to either take more children into care or leave too many living within dangerous families.

Napo is already witnessing the chaos, confusion and increased risks arising from government efforts to privatise a huge part of the probation service despite the work and the staff being awarded the gold standard for service provision. The government repeated the same argument about private companies providing children's services to "encourage innovation and improve outcomes for children".

Whilst pre-election considerations and immediate campaigning by Napo and others in the sector contributed to these plans being put on hold for now, Congress must be vigilant and ready if they re-emerge post an election.

Congress calls on the TUC to mount a concerted campaign against any proposals to privatise children's services by:

- i alerting parliament to the dangers to children, families, and communities inherent in proposals that see vulnerable children and families exploited for financial gain
- ii ensuring that resources continue to be directed at providing good public services for children and families on a 'not for profit' basis.

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**Napo**

#### Amendment

- Insert new paragraph 3:

"Congress asserts that such plans lack any evidence base. The government claims to have listened to concerns, but has left the back door open for profit-making companies to set up non-profit subsidiaries. Any outsourcing of these sensitive functions will cause problems of fragmentation and diluted accountability."

- In existing paragraph 4, line 4, delete "put on hold for now" and replace with "limited to non-profit organisations"

**UNISON**

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### 47 Empowering the voice of young people

The pace and volume of education reform places enormous pressure on local authorities to respond to change whilst maintaining necessary services for children and families. The projected reduction in government funding in the period 2014–2018 compromises local authorities' abilities to provide these key services.

The implementation of the Children and Families Act this month will create yet more responsibilities and duties for local authorities.

Whilst broadly supportive of the reforms within the Act Congress fears that there are insufficient resources to deliver its many intended changes.

Involving children and young people in their own learning, education and decision-making is a key element of the new Act and underlines the commitment to be ambitious for children with additional needs and for those suffering from the consequences of poverty and social exclusion.

Congress believes educational psychologists help to understand children's behaviour, interpreting and responding to their ideas and views, whilst supporting other professionals in early years, schools, colleges and other settings to embed this into their everyday practice, particularly when conducting the person-centred assessment, planning and review procedures demanded by the Children and Families Act. The continuing decrease in funding for specialist support services threatens to undermine this work.

Congress believes that all children have a right to have their voices heard and will continue to work to reverse the government's austerity programme, not least because of its impact on the ability of local authorities to be able to provide high quality specialist children's services.

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#### **Association of Educational Psychologists**

### **48 Valuing diversity - developing talent**

Congress recognises that citizens should rightly expect those who manage and deliver public services to reflect the diverse population they serve. A public service that does so - from the civil servants who draft policy to those delivering frontline services - is more likely to understand and address the needs of the public it serves.

Congress welcomes the positive role that trade unions can play in this objective, as evidenced by the FDA's public sector mentoring scheme, which matched undergraduates from diverse backgrounds with graduates on the civil service management development programme, the Fast Stream. This project delivered key mentoring opportunities for Fast Stream graduates, helped support undergraduates as they considered their future career options and encouraged a more diverse pool of applicants to the Fast Stream, which remains a high quality and much sought after development scheme.

Congress recognises that more must be done - particularly at senior levels - to ensure that public services genuinely reflect the broader population, but rejects crude targets and definitions that are more about soundbite politics rather than a genuine commitment to diversity.

Congress calls on the government to invest in a long-term integrated talent pathway for public servants - from Apprenticeships through to the most senior levels, including graduate development programmes - that genuinely supports the promotion of talent and ensures equality of opportunity.

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**FDA**

### **49 Floods and climate change**

The winter of 2013-2014 was the wettest on record with around 8,000 homes and 3,000 commercial properties flooded.

Congress applauds the tremendous work carried out by firefighters and paramedics, Environment Agency and other civil servants, water and other utility workers, local government and transport workers, and many others who provided support and assistance to those affected.

Congress notes that nearly 7,000 incidents and around 2,000 rescues were recorded by fire and rescue services across the UK, although this underestimates the true extent of emergency work carried out.

Congress also notes the hollow government promise that "money is no object" in flood recovery, particularly in the light of ongoing cuts and job losses to vital sectors engaged with flooding and other emergency work.

Congress further notes the growing risks of climate change, as set out by scientists and other professionals in the fifth IPCC report. Increased greenhouse gas emissions, arising largely from human activity in businesses, organisations and workplaces across the globe, are already affecting the climate.

Congress calls on the government to reverse all cuts to flood resilience, from flood defence to emergency response, and to implement the Pitt Review recommendations in full, including a statutory duty on the fire and rescue service to respond to major flooding. Congress calls on the Labour Party to actively support these measures.

Congress further calls on affiliates and union reps to integrate extreme weather and climate adaptation plans into collective bargaining.

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#### **Fire Brigades' Union**

*Continues overleaf*



## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

### Amendment

● In paragraph 6, add at end:  
“, introduce statutory rights for workplace environmental representatives and reverse cuts in Defra, DECC and the Environmental Agency. Congress agrees to continue to consult TUC affiliates about a just transition to a low-carbon economy, including a moratorium on extreme energy such as shale gas extraction (fracking).”

### *Public and Commercial Services Union*

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### Amendment

● In paragraph 6, line 1, after “Congress” insert:  
“heeds the warnings of the Committee on Climate Change that three-quarters of existing flood defences are inadequately maintained due to shortage of funds and”

● In paragraph 6, line 3, after “response”, insert:  
“while not jeopardising other functions such as pollution regulation and enforcement”

● Add at end of final paragraph:  
“and to campaign for rights for union reps to promote workplace sustainability.”

### *Prospect*

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## 50 Public transport

Congress reiterates its support for renationalisation of a wholly integrated railway and for continued public ownership of London Underground.

Congress notes most of the private operators on the railway who have fleeced passengers and the taxpayer are the same operators who dominate our bus industry.

In this 100-year anniversary of the first publicly owned buses, Congress believes a publicly owned bus industry is the best way to provide affordable, accessible and regular bus services.

Congress condemns the EU’s continued drive to privatise public transport and welcomes the TUC’s support for campaigning against this agenda.

Congress notes research and passenger surveys continue to show passengers want properly staffed stations, trains and infrastructure to provide more efficient, safer and reliable services.

Congress pays tribute to transport workers for taking strike action to defend passenger services and safety and welcomes the public support for this action. Congress agrees to continue to support affiliates taking such action.

Congress welcomes the continued development of the rail union / TUC Action for Rail campaign and calls for consideration of how the campaign can continue beyond the 2015 general election.

Congress calls on the next government to introduce a Transport Act for an integrated, publicly owned transport network, supported by long-term stable funding, including consideration of big business paying their share through such measures as a Land Value Tax.

Finally, Congress calls for early and sustained discussions between affiliates and government so that transport workers can play a full role in shaping transport policy.

### **National Union of Rail, Maritime and Transport Workers**

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## 51 Rail privatisation

Congress congratulates the TUC and the trade unions that make up Action for Rail (AfR) for the diverse range of campaigning and research activities that have been undertaken in connection with promoting public ownership for Britain’s railways.

Of particular note is the Keep East Coast Public campaign that has sought to build community and passenger links to oppose the coalition government’s determination to privatise the one publicly owned passenger train operator just two months before the next general election. That privatisation is for politically ideological reasons alone and comes despite the success that the government-owned franchise has been able to demonstrate, leading the Office of Rail Regulation to call it the most ‘cost-efficient’ franchise. Additionally, and in stark contrast to the privately owned train operators that pay most of their profits to shareholders, East Coast reinvests all of its profits for the benefit of passengers and workers.

The success of the AfR campaign to date can be measured by the strenuous efforts that the industry’s Rail Delivery Group is now making to justify maintaining the failed privatised system without willingly recognising that it is propped up by record government investment and an annual taxpayer subsidy of £4bn, at a time when fares paid by passengers have reached absurd heights, often outstripping wage rises.

Congress calls on the General Council to continue working with affiliates, community groups and passengers to campaign for a publicly owned rail network that works in the social, economic and environmental interests of all citizens.

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### **Transport Salaried Staffs' Association**

#### **Amendment**

● Insert new paragraph 4:

“Congress welcomes Labour’s commitment to reviewing the failed franchising process. Congress believes that to safeguard passengers and taxpayer interests, lines must be taken into public ownership as franchises expire. Congress condemns rail industry attempts to undermine political/democratic processes by threatening legal action against a future Labour government doing this.”

***Transport Salaried Staffs' Association***

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## **52 Defending the BBC**

Congress believes that an independent and well-funded BBC is the bedrock of public service broadcasting in the UK. Congress also believes that the BBC is able to produce the breadth and diversity of output across television, radio and digital services that it does today and to act as a standard bearer for the audio-visual sector in terms of jobs, production values, quality and innovation only because of its unique source of licence fee funding.

Congress further believes that the BBC’s scope, scale, remit and commitment to high quality original output protects the audience from declining standards and from broadcasting companies who would prefer to feed the audience drama imports mainly from the USA or home-grown reality shows which cost little to purchase or produce.

Congress notes with alarm the increasingly emboldened anti-BBC lobby whose aim is the break-up and sell-off of the BBC and its publicly owned assets to the private sector.

Congress calls on the General Council, in the lead-up to BBC Charter renewal in 2016, to support the Federation of Entertainment Unions’ campaign to defend both the principle of public service broadcasting and also the BBC as the UK’s primary public service broadcaster funded by the licence fee.

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### **Equity**

## **53 Resisting the attack on disabled people**

Congress deplores the government’s continuing assault on disabled people. The “reform” of welfare benefits means:

- i the continuation of the Work Capability Assessments administered by ATOS for the DWP, leading to many wrong decisions and significant loss of benefits for many disabled people unable to work
- ii the change from Disability Living Allowance to Personal Independence Payment designed explicitly to remove payments from thousands of disabled people
- iii the impact of the ‘bedroom tax’, cuts in legal aid, the cap on housing benefit and many other cuts on people already living on the breadline
- iv the closure of Remploy factories leaving disabled people previously employed in properly paid manufacturing jobs without work.

Congress condemns the government’s imposition of a cap on welfare benefits and the Labour leadership’s support for this; and congratulates those Labour MPs who voted against it.

Congress welcomes the campaigning by disabled people themselves against these attacks, congratulates Disabled People Against the Cuts (DPAC) for its high-profile activities and its solidarity with Remploy workers, and calls on the TUC to:

- a highlight the negative impact of government policy on disabled people both in and out of work
- b encourage trade union branches to give active support to local campaigns by disabled people, especially those led by disabled people themselves
- c lobby the Labour Party to reverse these measures when in government.

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### **TUC Disabled Workers' Conference**

## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

### 54 Childcare

Lack of affordable childcare is the most persistent and disproportionate financial disadvantage that women workers face, particularly single parents, 90 per cent of whom are women. The stagnant gender pay gap is in no small part due to the high costs of childcare in the UK, and the reliance of women workers on low-paid, low status, part-time work to meet childcare needs.

Congress is concerned by recent figures showing that the average cost of childcare has risen by 30 per cent since 2010 and that there are now 35,000 fewer childcare places available, despite the 125,000 rise in children under four.

Congress further notes Ofsted ratings from 2012 indicating that the most affluent areas of the country received almost twice the level of top quality childcare provision compared to the most deprived areas. There were also three times as many outstanding providers in the wealthiest areas when comparing the least and most deprived local authorities in England.

Childcare is increasingly a major issue for all political parties in the run-up to the 2015 general election. The Labour Party has guaranteed wraparound 8am–6pm childcare for primary school pupils and 25 hours free childcare. Meanwhile, government measures to give childcare tax breaks to higher earners do nothing to help those who need it most. Childcare support for those on Universal Credit is less than was previously provided via the childcare element of tax credits and is far less than the total investment made by this government in childcare relief for higher earners. According to the Resolution Foundation, under Universal Credit, a part-time cleaner with two children in childcare and working 25 hours a week would be £7 a week worse off than if she didn't work at all.

The “cost” of childcare is likely to be a high profile discussion in the run-up to general election. Congress opposes the proposals in the “More Great Childcare” consultation to weaken safeguarding requirements and change adult-child ratios, to narrow training opportunities and career paths for the least qualified parts of this workforce and discourage investment in staff and to create a group of EY ‘teachers’, who are not qualified teachers, to make them cheaper to employ.

Congress celebrates the co-ordination between trade unionists, women’s rights groups and early years education experts to achieve a U turn on the adult: child ratios. Congress asserts that affordability must be achieved through increasing wages for working parents, increasing employer contributions to childcare costs and public investment.

Congress calls for a national debate about why childcare workers, early years teachers, early years professionals and nursery staff – a mainly female workforce – continue to attract such low rates of pay and status.

Furthermore, Congress calls upon the General Council to work with affiliates to:

- i campaign for childcare support which will benefit all parents, including those who work shifts and unsociable hours and for comprehensive policy measures geared towards the introduction of universal free childcare
- ii support the Gingerbread campaign for affordable childcare for single parents
- iii campaign for decent terms and conditions for the staff providing childcare in schools and nurseries, including adequate training and safe child/carer ratios
- iv lobby for childcare to be at the heart of 2015 election manifestos
- v support unions to negotiate with employers on childcare, ensuring employees are aware of and have access to all available means of support for childcare costs and to make the case for the role of employers in supporting childcare through workplace nurseries or financial support for employees
- vi examine and raise awareness of the obstacles linked to childcare that women face in the labour market
- vii continue to campaign to defend Sure Start nurseries.

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#### TUC Women’s Conference

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

## 55 Gender terminations

Congress notes with concern that the practice to conduct gender-specific abortions is not illegal under the provisions of the 1967 Abortion Act.

There is specific concern where SoR members undertake ultrasound to determine the sex of the foetus and this information is used to abort females selectively.

The 1967 Act was passed at a time when ultrasound was in its infancy and the equipment image was of very poor quality. Recent debates on the legality of gender termination have called into question the provisions of the Act to protect the unborn child and to limit the selective termination of one sex over another other than for clinical or psychological conditions.

Congress calls on the TUC to campaign for changes in the 1967 Act to restrict the use of gender termination and for the Department of Health to issue a policy statement on the use of ultrasound to determine the sex of the foetus where the intention is to abort on terms of gender.

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### Society of Radiographers

## 56 Proton therapy

Congress welcomes the government's pledged £250m to build two new NHS proton beam centres. Currently patients needing such treatment have to travel overseas at a cost in excess of £90,000 per person. However, these two centres are not due to open until 2018, by which time Germany will have had a centre operational for a decade.

Congress is concerned that in the areas of imaging and oncology commissioning insufficient resources, both in terms of equipment and radiographers, are being allocated, given the evidenced increase in activity across all imaging modalities and cancer treatments.

Congress is further concerned at the variation in the rate of healthcare interventions undertaken per head of population. In two key modalities, magnetic resonance imaging and computed tomography, Congress notes with dismay that the UK is well down the league table of units per million of the population. Congress further notes with concern

that whilst patient activity has increased significantly over the last decade, radiography numbers have remained broadly static.

Congress believes that this unacceptable state of affairs must be immediately addressed so that the process of ensuring that the health and care services provided meet the needs of the population effectively.

Congress does not believe that the government is currently meeting the pledge within the NHS constitution to "...deliver improved outcomes to patients". Congress therefore calls on the General Council to work with the Society of Radiographers and other relevant interested parties to lobby and campaign for an urgent review of capital equipment and manpower planning.

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### Society of Radiographers

## 57 Chuck the Junk Off the Checkouts campaign

Congress notes the increasing problem of childhood obesity and calls on the TUC to lead the responsibility of tackling this epidemic.

Action is required at many levels, simultaneously, to bring about population change in levels of obesity. The BDA has partnered with the Children's Food Campaign to run a Chuck the Junk Off the Checkouts campaign, which aims to encourage retailers to stop selling high-calorie snacks at the checkouts.

A survey conducted to support the campaign found that 8 out of 10 people are unhappy with the sale of sugary or high-calorie products at checkouts. Almost all the parents surveyed said they had been pestered by their children to buy junk food at the checkouts, and most found it difficult at that particular moment to say no.

Dietitians will engage with key policy-makers and retailers to lobby for a change in practice. Congress asks the General Council to call on politicians to ensure that a cessation of positioning of high-calorie food and drinks at impulse purchase points is included in the Department of Health's "Responsibility Deal." Congress encourages all affiliated unions to support the effort to protect children's health.

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### British Dietetic Association

## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

### 58 Mental health and behaviour

Congress welcomes the fact that government attention is being drawn to the plight of young people with behavioural and/or mental health difficulties. These young people are often overlooked by policy makers and inadequately served by the limited resources of public sector psychology and mental health professionals.

Congress notes:

- i Good mental health is essential for learning, facilitates academic success and economic independence and supports good parenting, thus perpetuating a virtuous circle.
- ii Increasing stress is placed upon young people from their earliest years by the present testing and examination regime, which serves not to aid learning but to evaluate teaching.
- iii There is a need to understand the underlying reasons for observed behaviours before condemning children to a diagnosis of pathology and medicalisation of problems, which should initially be considered in the context of the social context in which the child is growing up.
- iv Schools and families face “patchy” access to appropriate help.

Educational psychologists can intervene at an early stage to listen to children and young people, and work with the school and family to prevent escalation of problems and help to liaise with a range of mental health professionals where necessary.

Congress supports current child and adolescent mental health initiatives to ensure that adequate numbers of educational psychologists and other well-trained primary mental health workers are available within communities so that access to the appropriate professional is faster and work is completed more quickly, resulting in fewer exclusions from school and fewer admissions to psychiatric services.

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#### Association of Educational Psychologists

##### **Amendment**

➤ Add new paragraph at end:

“Congress also notes that mental health problems are not age-restricted and that there are increasing numbers of workers struggling with this issue. As a result of the cut-backs in supportive services, trade unions have an increasingly important role to play in dealing with this issue in the workplace.”

***Union of Shop, Distributive and Allied Workers***

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# 4

## SECTION FOUR RESPECT AND A VOICE AT WORK

## SECTION FOUR RESPECT AND A VOICE AT WORK

### 59 Trade union and employment rights

Congress notes that the government's immediate response to the public sector strikes called for 10 July was not to seek a resolution of the issues but to suggest that further reform of trade union law was necessary.

The government said that it would seek to legislate in two areas:

- i that there should be a threshold for the turnout in an industrial action ballot that must be reached
- ii placing a time limit on the legality of a mandate a union has to call industrial action.

This, along with the much delayed Carr Review, is indicative of the industrial relations framework the Tories would hope to implement if they win the next general election, which is chipping away at the last vestige of trade union rights left to us in Britain.

During the lifetime of this parliament we have seen the Tories and their LibDem allies severely curtail individual rights at work – the impact of which is shown by the most recent Employment Tribunal statistics. Single claim applications to the Tribunal are down from 13,739 to 5,619 – a 59 per cent drop over last year's figures. All types of cases were down: unfair dismissal, sex discrimination, unpaid wages, race discrimination and sexual orientation.

If workers can't rely on the law then they need strong trade unions to fight their corner. The case is unanswerable that an incoming government should legislate to support trade union rights based on international and European labour standards, including the:

- a right to organise
- b right to collective bargaining
- c right to strike.

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**Unite**

#### **Amendment**

- Add new sub-paragraph d at end:  
"d repeal, in the first term of a Labour government, of all aspects of legislation introduced by the coalition government that seek to deny justice for working people."

***Communication Workers Union***

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#### **Amendment**

- Add new final paragraph:  
"Congress opposes any attempt to remove the right to take industrial action from any "essential" or emergency service workers and any proposals to introduce thresholds for union strike ballots. Congress resolves to run a major positive campaign explaining the democratic importance of trade union rights, including the right to strike."

***Fire Brigades' Union***

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### 60 Free and independent trade unions

Congress notes the British trade union movement has suffered a range of politically motivated legislative and legal restrictions all designed to undermine and weaken the campaign for social justice and equality.

Congress further notes these attacks have become the staple diet of Conservative Party politicians and their fellow travellers who seek to undermine or destroy the right to strike.

Congress is proud that it is the very core function of this trade union movement to promote and defend our members' interests, including fighting for social justice and against global exploitation.

The hallmark of a real democratic society is the measure of freedoms and rights that its citizens' institutions, including trade unions, have access to.

The trade union movement has achieved much in the way of improving industrial and social justice for working people; it is time for us to fight for the rights we need to continue that mission.

Congress agrees that the time has come to become proactive in the promotion of collective bargaining, employment rights and trade unions' democratic rights to organise politically on behalf of their members.

Congress agrees the time has come to stand up against this political bullying.



Congress resolves to resist further attempts to restrict the rights of working people and their trade unions to organise and campaign, including defending the basic freedom of the right to strike.

Congress calls on the General Council to bring the importance of strong independent unions to the core of the political debate of the next general election.

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#### **GMB**

##### **Amendment**

- In paragraph 2, add at end:  
“This is at a time when the International Organisation of Employers is challenging the existence of an international right to strike at the ILO, a challenge which hits to the heart of all workers’ rights to organise.”
- In paragraph 8, add at end:  
“Congress resolves to work closely with the ITUC to defend these freedoms internationally.”

***National Union of Teachers***

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## **61 Anti-trade union legislation**

Congress recognises that Britain already has some of the most restrictive rules on industrial action of any democratic country. The Prime Minister has already announced that within the Conservative manifesto there will be more restrictions on thresholds on union ballots, which will form legislation if they win the general election in 2015.

Congress instructs the General Council to campaign with other political parties to block any attempt to formalise any legislative change in respect of further anti-trade union laws, should the Conservatives form the next government.

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#### **POA**

## **62 Zero-hours contracts and agency workers**

Congress expresses its concern over the growing misuse of zero-hours and short-hours contracts and the continuing exploitation of agency workers.

Congress notes that the Office for National Statistics now acknowledges that there are at least 1.4 million zero-hours contract workers.

The exploitation of workers through the widespread misuse of zero-hours and short-hours contracts needs to be tackled. In addition, the Agency Workers Regulations have failed to deliver the equal pay promised by the Agency Workers Directive.

Congress welcomes Ed Miliband’s statement to the 2013 Congress that Labour will “end zero-hours contracts where workers are working regular hours but are denied a regular contract”.

Congress notes that Labour’s latest proposal is that “after six months, workers should have a right to request” a contract with fixed minimum hours and “after a period of 12 months continuous employment, workers on zero-hours contracts who are working regular hours ... should have a right to be offered a contract that is other than zero-hours”.

Congress welcomes Labour’s commitment to take action over zero-hours contracts. Congress, however, believes that workers on zero-hours contracts should have a right to guaranteed hours after working regular hours for a much shorter period, such as 12 weeks.

Congress believes that workers on short-hours contracts should have a similar right to contracts reflecting their regular hours.

Congress believes that the Swedish Derogation loophole in the Agency Workers Regulations needs to be abolished.

Congress agrees that zero-hours contracts and agency workers’ rights will be campaigning priorities in the year ahead.

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#### **Union of Shop, Distributive and Allied Workers**

##### **Amendment**

- Add at end of final sentence:  
“and that the campaign will bring home to UK consumers the damage to the quality of the service they receive by employers’ over-reliance on such contracts, which have no concept of mutuality.”

***British Air Line Pilots’ Association***

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## SECTION FOUR

# RESPECT AND A VOICE AT WORK

### 63 Umbrella companies

Congress notes that endemic false self-employment has blighted the construction industry for decades. The problem has recently become more acute due to the use of employment agencies and payroll companies.

Congress further notes that in the 2014 Finance Bill the government introduced changes that mean that workers engaged via an employment agency or payroll company and under the “supervision, direction or control by any person” would be treated as an employee for tax purposes.

Congress regrets that much of the construction industry is still exploiting workers and denying them basic employment rights by forcing them to operate via umbrella companies.

Workers employed via an umbrella company have to pay both employers and employees national insurance contributions and holiday pay is rolled up into the rate, denying them paid leave. In many cases workers are paid the national minimum wage, with total pay supplemented by expenses or performance-related pay. In some cases workers are placed on a zero-hours contracts, with exclusivity clauses.

Congress further regrets that this form of exploitation is likely to spread from construction to other sectors.

Congress calls on the General Council to condemn the use of umbrella companies and to lobby the government to immediately introduce measures for this exploitative practice to end.

Congress further calls on the General Council to campaign for the eradication of all forms of false self-employment and for the introduction of a simple form of employment status where workers are either an employee or genuinely self-employed.

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

#### **Amendment**

➤ Replace paragraph 5 with:  
“Congress deplores that this has spread across private and public sectors, with stable employment replaced by casual, precarious arrangements. Congress deplores that in education supply teachers are largely engaged through private umbrella agencies, offering low pay and negligible pension rights, draining funds from the public purse for agency profits.”

**National Union of Teachers**

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#### **Amendment**

➤ In paragraph 5, line 2, delete “is likely” and replace with “has”  
➤ Insert new paragraphs 6 and 7:  
“Congress condemns the exploitative employment practices of umbrella companies that maximise profits by driving down the pay of supply teachers and other public sector workers.  
“Congress deplores the victimisation, including the use of blacklisting, of agency workers who seek to assert their statutory workplace rights.”

**NASUWT**

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### 64 Zero-hours contracts

Congress agrees to lobby government and the Labour Party to abolish the use of zero-hours contracts, except where expressly requested by the worker.

Congress recognises the exploitation of enforced zero-hours contracts particularly when there is an exclusivity clause attached and the long-term effects that the casualisation of labour will have on the individual and the economy as a whole.

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**Bakers, Food and Allied Workers Union**

#### **Amendment**

➤ Add new final paragraph:  
“Congress rejects the claims made for the Small Business, Enterprise and Employment Bill that it will deal with exclusivity. Loopholes in the government’s proposals would allow unscrupulous employers to offer exclusive ZHCs with a ‘guaranteed’ minimum number of hours, even if the hours were insufficient to yield a living wage.”

**Unite**

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**Amendment**

➤ Add new final paragraph:  
“Zero-hours contracts create an uncertain family income but in public services also lead to problems providing quality care, including no paid travel time and fear of getting no work if issues are raised. However, some councils have adopted UNISON’s Ethical Care Charter to improve care and employment conditions.”

**UNISON**

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**Amendment**

➤ Add new paragraph:  
“Congress recognises the potential danger of zero-hours contracts in safety-critical industries, including rail freight, where increased casualisation has undermined health and safety. Congress believes that zero-hours contracts and the increased casualisation of labour are a major threat to health and safety standards in many industries.”

**Associated Society of Locomotive Engineers and Firemen**

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- iii Workers should be represented on company boards as full board members and a legal requirement to establish a system for this should be implemented.
- iv Time off and training should be funded to ensure that workers representatives are able to fulfil their roles.

Congress believes that giving workers a voice in company decision-making would be one important step toward creating the long-term corporate culture that is desperately needed in the UK if we are to build a stronger and fairer economy.

Our long-run economic problems are well evidenced; now is the time to start shaping the solutions and Congress calls upon the General Council to continue its campaign for better corporate governance.

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**Accord**

**Amendment**

- In paragraph 3, add new sub-paragraphs v and vi:  
“v There should be mandatory corporate reporting on measures of good work, devised in consultation with stakeholders, and which have at least equal weight to the financial metrics that currently predominate.  
“vi There should be mandatory introduction of equal pay audits and a maximum pay ratio between the highest and lowest paid workers in an organisation.”

**Prospect**

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**Amendment**

- Insert new paragraph 2:  
“Congress is not alone in this view and over the past decade fundamental questions have been raised in separate reviews by Kay, Cox and Myners about the capacity of the modern investment management industry, and its preoccupation with quarterly results, to oversee the governance of listed companies.”

**British Air Line Pilots’ Association**

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## 65 Corporate governance

Congress believes that there is no logical reason why our system of corporate governance should prioritise the interests of share traders over those of other stakeholders, nor why share traders should occupy such a privileged position in terms of their rights in relation to companies.

Congress believes that fundamental reform of the corporate governance system in the UK is necessary and increasingly urgent.

Congress endorses the TUC report *Workers on Board: The case for workers’ voice in corporate governance* and calls for the following actions:

- i Directors’ duties should be reframed to make directors’ primary duty the promotion of the long-term success of the company, rather than prioritising shareholders’ interests as at present.
- ii Shareholders’ corporate governance rights in relation to companies should be subject to a minimum period of two years of share ownership.

## SECTION FOUR RESPECT AND A VOICE AT WORK

### 66 Health and safety: The next 40 years

Congress celebrates the 40th anniversary of the 1974 Health and Safety at Work Act. It agrees that Lord Robens' approach has stood the test of time and that effective regulation through the HSE provides a fair and accepted platform for commercial success. Every £1 spent on UK health and safety regulation benefits the economy by £2.35, and all three reviews commissioned by government in the last four years have concluded that health and safety law is fit for purpose.

Further, Congress notes that the triennial review of the HSE concluded that support for the HSE is a reflection of the impartiality and independence it maintains in its regulatory and other work, in addition to the professionalism and technical competence of its staff. The triennial review also concluded that the HSE's standard setting, regulatory, enforcement and advice functions form a mutually reinforcing whole.

Congress therefore calls upon the General Council to:

- i campaign for proper resourcing of the HSE so that it can fulfil all its key functions effectively while maintaining regulatory integrity
- ii publicise the achievements of the 1974 Health and Safety at Work Act, including the role played by health and safety representatives.

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#### Prospect

##### Amendment

- In paragraph 3, insert new sub-paragraph ii and re-number existing ii as iii:  
"ii campaign for all workplaces to be subject to regular inspection by enforcing authority and encourage the HSE to work with local authorities to ensure that inspections are targeted on the significant risks for the sectors they enforce"

***Union of Shop, Distributive and Allied Workers***

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##### Amendment

- In paragraph 1, line 4, after "time" insert:  
", that the key principles of universal coverage and employers' liability are just as important now as they were 40 years ago,"
- Add new sub-paragraph iii at end:  
"iii call for the new government post May 2015 to review changes made to the 1974 Health and Safety at Work Act since 2010."

***Community***

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##### Amendment

- Insert new paragraph 3:  
"Congress recognises the massive cuts to the HSE budget in recent years and the impact on its ability to undertake an effective inspection regime."  
Add new sub-paragraph iii at end:  
"iii campaign for effective rights for health and safety representatives to protect the safety of employees based at work sites not directly owned by their employer."

***Chartered Society of Physiotherapy***

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### 67 Health and safety for self- employed workers

Congress deplores the continuing erosion of health and safety protection for workers across the economy, and applauds the efforts of the TUC to maintain safe workplaces in the UK in its dealings with government and the Health and Safety Executive (HSE).

In two years to 2013, 321 workers were killed in UK workplaces, 387,000 reportable absences resulted from workplace injury and 54 million working days were lost due to occupational injury and disease, costing society an estimated £27.2bn.

Over the same period, employers' strict liability for safety breaches was abolished, the RIDDOR reporting threshold was raised from three to seven days, the HSE's budget was cut by more than 30 per cent, and large sections of the economy were defined as "low-risk", where no proactive HSE inspections are now conducted.

In 2014, the Deregulation Bill began progress through Parliament, including provision for the UK's 4.5 million self-employed workers to be exempted from all health and safety legislation, unless their sector or activity was included in a prescribed list held by the HSE. A draft list revealed that a large proportion of the self-employed were to be denied full health and safety protection, despite being three times more likely than employees to die at work.

Congress calls on the General Council to oppose this historic set-back exactly 40 years after the Health and Safety at Work Act was enacted and to lobby for the restoration of health and safety legislation for all self-employed workers.

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**Broadcasting, Entertainment,  
Cinematograph and Theatre Union**

#### **Amendment**

● Insert new paragraph 5:  
“This attack on the Health and Safety at Work Act (HSWA) will cause chaos, exposing workers to further workplace dangers. In industries such as construction, unscrupulous employers will tell workers that they cannot seek compensation for workplace injuries as they are no longer covered by the HSWA.”

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

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## **68 Maritime and offshore industry**

Congress believes the maritime and offshore industries should be essential in supporting UK employment and the UK skills base.

Congress is therefore deeply concerned at the continued decline in UK seafaring ratings, which have fallen by nearly 30 per cent in the last two years to under 9,000 ratings.

Congress notes this decline has largely been caused by the continued exclusion of seafarers from the full protections of the national minimum wage and the Equality Act, which has allowed the undercutting of employment standards.

This has led to shocking examples of exploitation, such as seafarers in the UK being paid £2.41 an hour and living on ships for the entirety of the four-month contract, with no shore leave.

Congress is appalled this exploitation is taking place while the shipping industry is in receipt of over £1.5bn in tax concessions.

Congress is concerned that undercutting and exploitation is also a growing feature of the offshore industry.

Congress calls for a new Maritime and Offshore Act which would include:

- i all those employed in the UK maritime and offshore sectors being fully protected by UK employment and working time legislation, regardless of nationality
  - ii taxpayer support for these industries being directly linked to the creation and retention of UK jobs and skills in the sector
  - iii improved safety legislation, including equal arrangements for seafarer, offshore and land-based safety representatives
  - iv the adoption of Norwegian safety standards in the UK offshore sector in respect of the powers of safety reps.
- 

#### **National Union of Rail, Maritime and Transport Workers**

##### **Amendment**

- In paragraph 2, line 2, delete “seafarer ratings” and replace with “seafarers”
- In line 4, after “ratings” insert “and fewer than 12,000 officers”
- In paragraph 3, line 2, after “the” insert “failure to protect the UK’s ferry and offshore sectors from unfair competition and the”
- In paragraph 4, lines 2-3, delete “in the UK” and insert “working in UK waters”
- In paragraph 5, lines 2-3, delete “is in receipt of over £1.5bn in tax concessions” and replace with “benefits substantially from the UK Tonnage Tax System and other forms of state aid.”
- Add after “industry” at end of paragraph 6: “specifically in the supply, standby, and windfarm sectors”
- In paragraph 7, lines 1-2, delete “a new Maritime and Offshore Act which would include”
- Delete sub-paragraph iv.

**Nautilus International**

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## **69 International support for freelance and atypical workers**

Congress welcomes the positive outcome, in particular for freelance and other 'atypical' workers, of the ILO Global Dialogue Forum on Employment Relationships in the Media and Culture sector held on 14-15 May 2014.

The Forum emphasised that fundamental principles and rights apply to all workers regardless of their employment status and that competition law should not be used to undermine workers' rights.

The Forum further recognised the need for governments and social partners to promote gender diversity and for good practice guidelines covering internships, Apprenticeships, volunteering and other placement schemes. The media industry is one where jobs have become increasingly casualised and where the competition for work has seen a drastic rise in the number of young aspiring journalists being exploited through unpaid internships. What is required is a basic floor of rights that will support all workers.

The discussions and the consensus reached underlines the potential benefits of greater involvement by the TUC and its affiliated unions in international affairs and inter-union cooperation both in recruitment and campaigns to defend and enhance the rights of workers, nationally and internationally.

Congress calls on the General Council to encourage and, as necessary, assist affiliates to participate in similar international forums. Congress further calls on the TUC's delegation to the ILO's 322nd Session in November 2014 to support and then work to promote and seek to implement the conclusions of this Global Dialogue Forum.

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**National Union of Journalists**

# 5

## SECTION FIVE STRONG UNIONS

## SECTION FIVE STRONG UNIONS

### 70 Young workers organising strategy

Congress notes:

- i Trade unions are finding it difficult to organise in sectors of the economy where young workers are far more likely to work, e.g. in retail, catering and hospitality where there is a high-turnover of staff, casualisation, poor employment contracts and a prevalence of small workplaces.
- ii Additionally, as young people often see their engagement with the workplace to be temporary or transient, unions are finding it a challenge to represent young workers.
- iii Furthermore, trade unions lack a clear strategic vision about how these young workers can be recruited and organised.
- iv The trade union movement needs young workers if it is to continue standing up for working people of the future.

Congress further notes:

- a Leading young members in the TUC have already been involved in successful campaigns to recruit and organise young workers from non-unionised workplaces, one of the most successful of which was the SERTUC young workers' committee campaign Save HMV Workers.

Congress resolves to:

- 1 call on the General Council to support the creation of a TUC young workers organising strategy that will be developed by the young members, alongside the Organising Department, which seeks to recruit and organise young workers, specifically in the casualised workplaces referenced above.
- 2 call for a review of how the TUC can more effectively deploy and train its lay companions to establish what more they can do to support individual members in non-unionised workplaces and promote the union to young workers.

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**TUC Young Workers' Conference**

### 71 Statutory rights for equality reps

Congress notes that equal opportunities policies are almost universal in unionised workplaces (Workplace Employment Relations Survey 2011) but discrimination, harassment and under-representation remain common problems. Despite the high level commitments to equality, a minority of employers have taken steps to tackle under-representation and prevent discrimination.

Congress notes that research from Nottingham University Business School (NUBS) found that where employers bargain on equality, EO policies are less likely to be 'empty shells'. Such employers are more likely to monitor recruitment and promotion, encourage applicants from under-represented groups and have practices that support working parents and carers. It concluded that union equality reps would help put equality issues on the bargaining agenda.

Congress is alarmed by the large falls in discrimination cases since ET fees were introduced. With other attacks by this government on the enforcement of equality rights, such as cuts in specialist advice services, cuts to the Equality and Human Rights Commission and the repeal of tribunal powers to make wider recommendations, the case for equality reps has grown even stronger.

Congress notes the findings of the TUC Equality Audit 2014 that some trade unions struggle to recruit equality reps because of the lack of facility time and also notes NUBS's evaluation of equality reps, which found that those that had time to spend on the role were more likely to have a positive impact.

Congress therefore calls on the General Council to raise awareness of the benefits of equality reps and to campaign for statutory rights for them.

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**Accord**



## 72 Trade unions in the media

Congress agrees that trade unions continue to be the biggest social movement within the UK.

Congress is concerned at the apparent marginalisation of unions within the media and wider society.

Congress calls on the General Council to establish a study group to examine and test if trade unions are under-represented within the media.

Congress agrees a report on this to be presented at Congress 2015.

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### Communication Workers Union

## 73 Ethical procurement and union recognition

Congress welcomes the TUC's engagement with the Ethical Trading Initiative, and supports the principle that consumers, companies, and organisations should consider the position of workers in the supply chain of goods and services before making purchasing decisions.

The TUC's commitment to ethical supply was demonstrated by the highly effective Playfair project in which the Organising Committee for the 2012 Olympic Games insisted on suppliers complying with international labour standards.

Congress believes that the right of workers to organise, as evidenced by the presence of recognised unions at suppliers and providers, should be a key factor in the procurement processes of progressive organisations, and others.

A union initiative in the United States, Labour 411 based in California, has successfully raised the awareness of American trade unionists about the opportunities to make purchases which are locally-sourced and union-made. The scheme is based on a catalogue of vendors who have been nominated by trade unions as having good working practices and full union recognition, enabling purchasers to positively favour union-friendly providers.

Congress calls on the General Council to:

- i consult with affiliates on the feasibility of a similar scheme in the UK to give union members and consumers at large the information they need to make ethical and union-friendly purchases
- ii incorporate in the TUC's procurement process an obligation to favour providers who can demonstrate union recognition and ethical practices in their supply chains, and encourage affiliates to follow suit.

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### Broadcasting, Entertainment, Cinematograph and Theatre Union

## 74 Demystifying the world of work

Congress notes that the world of work is changing. It is undeniably more complex and less certain. Workers joining the labour market are confused by language of contracts, pensions, insurance and tax.

In many workplaces the inheritance of experience and wisdom has been lost as, in less than a generation, the traditional employer/employee relationship is being replaced by interns, zero-hours contracts, agency supplied short-term contracts, self-employed workers and managed service companies.

Those joining the pilot profession have the added challenge of understanding regulatory requirements, navigating the structures that keep flying safe and embracing the privilege of responsibility that they will shoulder as a commercial airline pilot.

Much as Congress regrets this shift and will negotiate with employers and campaign with politicians for a return to full and permanent employment, it is a lived reality and one that needs to be addressed.

Congress believes unions could be well placed to offer a professional service to demystify the world of work and advise on employment status. Progressive employers would have nothing to fear and everything to gain by involving an independent and experienced voice to advise, counsel and mentor individuals in their workplace as they enter the world of work.

*Continues overleaf*



## SECTION FIVE STRONG UNIONS

Congress asks the TUC to both support unions wanting to reach out to employers to explore this concept and to seek political support to make the world of work less complex and more certain.

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### British Air Line Pilots' Association

#### 75 Qatar

Congress notes there are over two million migrant workers in Qatar. These workers are forced to live in abject squalor and operate under the *kafala* system, a form of bonded labour where their passports are removed and they cannot leave Qatar without their employer's permission. Construction workers earn as little as 56 pence per hour and wages are often withheld for up to five months. In the summer, workers are required to work excessive hours, six days a week in temperatures reaching 55 degrees.

Congress is appalled that since the 2022 World Cup was awarded to Qatar in 2010 at least 1,380 construction workers from India and Nepal have died and the death rates of all migrant workers will be far higher. The majority of deaths are recorded as cardiac arrest or natural causes and as a result families are denied compensation.

Congress believes the announcement that the Qatar Government is to reform the *kafala* system is a sham and the changes do not comply with ILO conventions.

Congress calls on the General Council and all unions to put pressure on FIFA to put Qatar on notice that the exploitation of migrant workers must end or they will be stripped of the World Cup.

Those reforms to include:

- i the complete abolition of the *kafala* system
- ii migrant workers to have the right to freedom of association and collective bargaining
- iii independent labour inspections
- iv occupational health and safety standards to meet international standards
- v an effective labour disputes system
- vi decent living conditions.

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### Union of Construction, Allied Trades and Technicians

#### 76 International LGBT rights

Congress notes with concern the findings of the EU Fundamental Rights Agency survey showing an increase of deliberate, sustained and violent attacks on LGBT people.

Congress asserts that a major factor in the rise in homophobic and transphobic extremism is the punitive and discriminatory laws in countries such as Russia, India, Nigeria and Uganda that criminalise and stigmatise LGBT communities.

Congress is deeply concerned that these laws empower authorities to abuse, harass, extort, imprison and execute people on the grounds of their sexuality or gender identity.

Congress condemns the Ugandan Anti-Homosexuality Bill, dubbed the 'Kill the Gays Bill' which not only incites increased violence against LGBT people, but also justifies and legalises these actions.

Congress further asserts that these laws directly contravene international human rights obligations, including the Universal Declaration of Human Rights.

Congress endorses the work of affiliates with the global trade union movement to campaign against these human rights abuses and calls on the TUC and affiliates to:

- i press the UK government to use its international influence to end the continuing human rights abuses in these countries
- ii work with affiliates and campaign groups to establish a robust global campaign for the elimination of anti gay laws that criminalise homosexuality
- iii develop a Trade Union Charter on International LGBT Solidarity, including a commitment to campaign with unions/ organisations in countries concerned; pressure for governments to take strong action on countries violating LGBT rights; awareness-raising throughout unions on international LGBT atrocities; and encourage unions' international departments/leads to prioritise LGBT issues and employer/ contractor guidance and support for LGBT members working abroad.

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**TUC Lesbian, Gay, Bisexual and Transgender Conference**

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

**77 TUC Disputes Procedures**

Congress recognises that clear and constructive arrangements for relations between affiliates are essential to optimise the efficient and effective working of the trade union movement. Congress recognises the important role the TUC Disputes Procedures has played in this regard.

However, Congress is concerned that there are worrying signs that some of the discredited practices that affected our movement as recently as the 1980s are beginning to reappear, with some unions being unable or unwilling to respect the spirit or the letter of certain parts of the Procedures.

Congress agrees that the clarity of the meaning and application of the Disputes Procedures is of the utmost assistance in helping all affiliates to abide by this common set of values. It therefore agrees that the Disputes Procedures shall be reviewed to ensure they remain fit-for-purpose in the current challenging circumstances.

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**Communication Workers Union**

**78 Trades Union Councils' Conference delegate to Congress**

Congress has major concerns that the motion from the 2013 Trades Union Councils' Conference, "Supporting Local Campaigning", chosen to go to Congress 2013, and passed by delegates at Congress, has since been put on the back burner by the General Council. This General Council "reservation" apparently rules out bullet point 3 contained in the motion that a trades union council delegate attends TUC Congress and moves the Trades Union Councils' Conference motion as a delegate.

Congress deplores the decision of the General Council of the TUC to confirm the "reservation" concerning the Trades Union Councils' Conference successful motion to the 2013 TUC Congress.

Congress further calls for immediate action by the General Council on the full implementation of this motion.

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**TUC Trades Union Councils' 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

Roy Rickhuss

#### 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

Peter Pinkney

#### 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

**Ronnie Draper**

Bakers, Food, and Allied Workers Union

**Ged Nichols**

Accord

**Dave Penman**

FDA

**Tim Poil**

Nationwide Group Staff Union

**Linda Rolph**

Advance

**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 Chiropodists and Podiatrists

**Sue Ferns**

Prospect

**Sue Mather**

Community

**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*

**Sharon Holder**

GMB

**Paddy Lillis**

Union of Shop, Distributive and Allied Workers

**Linda McCulloch**

Unite

**Steve Skelly**

National Union of Rail,  
Maritime and Transport Workers

**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.

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Lecturers 33, 36 (31, 40)

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BACM-TEAM 17

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Bakers, Food and Allied Workers' Union 25

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British Dietetic Association 57

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Equity 18, 52 (40)

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Unite 06, 21, 59 (02, 37, 64)

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University and College Union 08, 37 (22, 26)

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