



CONGRESS 2015 FINAL AGENDA

Motions and nominations for
The 147th Annual Trades Union Congress
13-16 September 2015, Brighton

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some of the motions and amendments printed in this agenda may be merged into composite motions and others may be withdrawn.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

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SECTION ONE JOBS, GROWTH AND A NEW ECONOMY

SECTION ONE

JOBS, GROWTH AND A NEW ECONOMY

01 Productivity and investment

Congress is concerned at the absence of productivity growth in the UK since 2007. Output per hour is 15 per cent below where it would have been if the pre-2008 trend had continued.

Yet there have been productivity success stories in areas such as car and aerospace manufacturing, with strong levels of trade union organisation and involvement in decision-making at company and industrial level. The government's 'productivity plan' fails to recognise this and include working people and their representatives in addressing this issue. Trade unions have an important part to play in ensuring sustainable and fairly distributed growth and productivity.

Government policy needs to recognise the critical role that investment in workers, their workplaces and the infrastructure they use has for improving productivity. Sustainable improvements in productivity growth will not be achieved by trying to squeeze 'more for less' out of workers, extending the 'flexible' labour market or making work more insecure. It requires well-paid, good quality, secure jobs.

Congress welcomes the TUC's highlighting of the devastating impact that austerity has had on productivity and the importance of increased demand and investment. Further austerity will only serve to damage productivity growth.

Congress calls on the General Council to promote the role that trade unions play in delivering productivity growth in a campaign that includes:

- i an end to the austerity that is inhibiting productivity
- ii investment in infrastructure, equipment, services, skills and innovation
- iii better work organisation with worker and trade union input
- iv well-paid, decent, secure jobs
- v an active industrial strategy.

Unite

Amendment

- In the final paragraph insert new sub-paragraph ii: "ii tackling the cost of living and climate crisis by developing a clean energy economy based on renewable energy, and the creation of one million climate jobs"
- Renumber existing sub-paragraphs ii to v as iii to vi and add new subparagraph vii: "vii promoting trade union mobilisation around the Paris COP21 climate talks including the national march for climate, justice, jobs on 29 November in London."

Public and Commercial Services Union

02 Raising our sights - good work in a fairer and stronger economy

Although the number of people in work in the UK has increased over the past year, it is still the case that too much employment is insecure, poorly rewarded and low-skilled, thereby failing either to provide decent work or contribute to productivity growth.

Congress rejects the ideology that any job will do: insufficient priority is being given to the causes and consequences of the declining wage share for the health of the economy. Deregulation of product and labour markets, the changing industrial relations climate and increasing use of the law to undermine trade union operations and dilute union membership are all contributory factors.

Congress welcomes new research showing not only does this lead to rising inequality but that it depresses economic growth. By demonstrating the economic efficiency of collective voice, it rebuts the fallacy that economic growth can only be secured at unions' expense.

Congress calls for a programme of action to get the UK back on track to sustainable, high-quality, productive growth including:

- i government investment in national infrastructure
- ii a national skills strategy based on genuine commitment to social partnership
- iii increased public investment in R&D, recognising the vital contribution of UK scientific and engineering expertise to future industrial success
- iv constructive engagement with trade unions in the workplace.

Congress calls on the General Council to:

- a produce a report encompassing these themes, setting out a clear vision and plan to achieve it
- b build a broad coalition, including decent employers, to promote the economic case for strong, effective collective voice.

Prospect

Amendment

➤ Insert new paragraph 4:
“Forward-thinking employers understand that decent pay and conditions are an investment in their business, not a burden. They also recognise the value of independent trade union representation in giving their workers a genuine voice in the workplace. Union representation and collective bargaining are therefore key to a successful economy.”

Union of Shop, Distributive and Allied Workers

Amendment

➤ In the final paragraph insert new sub-paragraph b:
“b arrange a meeting of all interested unions in a roundtable event to discuss the issues and findings of the report”

➤ Re-number existing sub-paragraph b as c.

Society of Radiographers

03 Positive consultation and employee engagement

Congress recognises the enormous contribution that positive consultation and employee engagement can make towards achieving a more sustainable inclusive and productive economy.

Congress believes that debate on the future of trade unions can occasionally overly concentrate on legislative measures and there should be much greater focus on developing strong working relationships between employers and unions, promoting productivity gains through modern industrial relations and involving trade union members in key business decisions. Congress believes that we need a massive culture change across the UK economy and that through positive consultation and engagement organisations will be better equipped to confront and overcome challenges and to address problems before they happen.

Congress further believes this culture change is vital if the UK is to move from an era of minimal consultation to an era of partnership working and co-determination which can embed the long-term decision-making culture the UK economy desperately needs to continue to compete globally.

Congress calls on the General Council to help create this new era of partnership and campaign for the following key interventions:

- i a genuine forum for strategic, tripartite social partnership between business, trade unions and policy makers
- ii sector-specific industrial strategies that provide strategic goals for industry and foster constructive industrial relations
- iii the legislative framework for employee representatives to become board members and influence decision-making in companies.

Community

Amendment

➤ In the final paragraph insert new sub-paragraph iii:
“iii government should be an exemplar employer, ensuring it has meaningful consultation and partnership arrangements with its recognised unions across the civil service and wider public sector.”

➤ Renumber existing sub-paragraph iii as iv.

FDA

04 Housing crisis

Congress recognises that the nation faces a desperate housing crisis. Less than half the homes we need are being built. As a result the nation faces an accumulating shortfall of over 100,000 homes a year.

Congress notes that decades of under-investment in housing have led to 1.5 million fewer social and affordable homes for rent. This has pushed up rents and house prices and squeezed the incomes of citizens. Cuts in housing benefit, particularly for young people, and rising rents have left thousands at more risk of rent arrears, evictions and homelessness, causing financial hardship to those affected.

SECTION ONE

JOBS, GROWTH AND A NEW ECONOMY

Government policies such as the right to buy have shrunk the social housing stock; 17 per cent of families live in social housing today compared with 31 per cent when the policy was introduced in 1980. A consequence of the policy is that a third of properties sold end up with buy-to-let landlords, with private tenants paying higher rents.

Congress deplores government plans to extend the right to buy to housing association tenants in England, as this will further reduce social housing stock.

Congress calls on General Council to:

- i campaign for a public house building programme, which will create homes, jobs and lower housing costs
- ii campaign for an end to the right to buy across the whole of the UK in line with Scotland
- iii campaign for stronger rent controls and better regulation of the private rented sector to drive up standards
- iv highlight the effects of welfare reforms on vulnerable people and young workers.

UNISON

Amendment

➤ Insert new paragraph 3:
“Congress recognises that housing quality and policy has a massive impact on children’s lives, affecting health, educational outcomes, emotional well-being and life chances. Congress deplores that over 1.6 million children in Britain live in overcrowded, temporary, or run-down accommodation.”

➤ In the final paragraph add new sub-paragraph v:
“v highlight the need for social housing provision for key workers.”

NASUWT

05 Tackling the housing crisis

A recent survey of over 2,000 Usdaw members identified housing as one of the biggest single costs contributing to the cost of living crisis.

Many workers, young people and families alike, cannot afford to buy homes and there is a severe shortage of rented social housing. This has left many people with no option but to turn to the private rented sector and rents for private lets have soared as a result.

The unfair bedroom tax is plunging many households into rent arrears and making it difficult for people to find accommodation.

The Conservative government’s response to the housing crisis is a right to buy scheme for housing association tenants that is unfunded, unworkable and will reduce the social rented sector.

We need alternative housing policies including:

- i the building of over one million new homes over five years
- ii more social housing available at affordable rents
- iii rent controls in the private rented sector to ensure that rents charged by private landlords are reasonable
- iv the option of extending tenancies to three years to provide greater security of tenure for private tenants, with a ceiling on excessive rent rises
- v more support for first-time buyers, including abolishing stamp duty for first-time buyers.

Housing should be a campaigning priority for the TUC in the year ahead. Congress agrees that the TUC will work alongside housing campaigning organisations, housing charities, local councils and housing associations for policies to deal with the housing crisis.

Union of Shop, Distributive and Allied Workers

06 Housing

Congress recognises that providing good quality housing positively supports good health, social mobility and regenerates communities.

Congress is deeply concerned at the growing housing crisis across the UK. Shelter estimates there are more than 1.8 million households on waiting lists and that many families' lives are being blighted because of a severe shortage of high quality social housing.

Congress condemns the UK government's housing and financial policies that have led to the development of 'buy to let' as the main source of private rented housing in the UK.

Congress further deplores the latest disastrous, ideologically driven 'right to buy' housing policy as just another means of undermining social housing.

Congress notes that while devolved administrations in the UK are consigning right to buy to the dustbin of history, Tory-led England re-embraces it.

Congress is fully aware that housing associations will not be able to replace the homes being sold off under right to buy, with many associations saying they will not replace any at all.

Congress calls on the General Council to campaign for:

- i a housing policy fit for the 21st century
- ii a living rent-based system of rent controls, security of tenure and rented housing quality standards
- iii a public sector-led house building programme, to deliver the homes people need, reduce welfare costs and allow reinvestment in UK infrastructure.

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

07 Maritime skills

Congress notes with concern the continuing decline in the number of British seafarers – down by around 60 per cent since 1982 – and that projections show numbers will diminish to potentially catastrophic levels over the next decade.

Congress further notes that more than 90 per cent of British trade comes and goes by sea and that shipping should be a pivotal part of government transport policy. However, despite the welcome support provided via the UK tonnage tax and the SMarT scheme, the number of UK flagged ships has decreased and the amount of training undertaken by ship-owners has failed to prevent long-term decline of British seafarers.

Congress therefore urges the TUC to support the maritime unions to persuade the UK government to implement policies to increase the training and employment of British seafarers by UK ship operators, and ensure that in its day-to-day work it consistently reinforces the need for action to prevent the exploitation of non-domiciled seafarers on ships operating in British waters – including the enforcement of national minimum wage, Equality Act, work permit and MLC 2006 requirements.

Nautilus International

Amendment

- Add new final paragraph:

“Congress also notes that seafarer exploitation is exacerbated 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, the undermining of collectively bargained terms and conditions and pay rates under £3 per hour.”

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

SECTION ONE

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08 Stand up for Steel campaign

Congress recognises that steel is a foundation industry of strategic importance and a vital part of the supply chain for key industries across the UK. Congress notes the steel sector employs around 30,000 people, many in areas of relatively high unemployment, and contributes more than £45bn to the UK economy.

Congress notes with profound concern that our domestic steel industry is fighting for its very existence; global steel demand remains 25 per cent down on pre-crisis 2007 levels and thousands of jobs have been lost to the industry since the start of the recession. Congress strongly believes we must protect what remains and that trade unions, industry and government must work together to secure a sustainable future for the industry and its workforce by delivering urgent and tangible support.

Congress supports the aims and objectives of Community's ongoing Stand up for Steel campaign that calls for the UK government to:

- i bring forward the compensation package for energy-intensive industries to help the industry become competitive
- ii use government procurement to deliver for UK foundation industries
- iii stand up for the UK steel industry in Europe and across the world
- iv encourage employers to work with trade unions to create a sustainable future for UK steelmaking.

Congress calls on the General Council to:

- a support the Stand up for Steel campaign and raise awareness of its aims and objectives
- b lobby the UK government to deliver a long-term industrial strategy that supports steel and industrial supply chains.

Community

09 UK deep-mined coal industry

Congress is deeply concerned that at the end of 2015 there will not be a single industrial-scale deep coal mine in the whole of the UK producing coal, thirty years since the end of the 1984/85 miners' strike for jobs, pits and communities. It is a Tory government that is in control to finish off what the Tories started in 1984.

Congress pays tribute to the coal miners in the UK who stood up to defend an industry and the trade union movement.

Coal is needed to fuel power stations and in 2016 that coal will need to be imported in larger quantities. Coal-fired power stations need to be fitted with CCS (Carbon Capture and Storage) and this should take place without delay.

UK energy policy should therefore include the clean burning of coal and given that there are millions of tonnes of coal under our feet the government should have proper feasible plans for its extraction when needed.

The UK has benefited from the many years that its coal miners have worked to win the coal and those who are still living should be treated with the dignity they deserve. The legacy of coal will continue for many years to come and there are many issues that remain unresolved. The government are still taking 50 per cent of any surpluses from the Mineworkers' Pension Schemes, £6bn to date, which should cease immediately.

Congress agrees to continue its support for the miners.

National Union of Mineworkers

Amendment

- Add new final paragraphs:

"Congress applauds the continuing efforts of trade union reps to tackle climate change.

"Congress supports the demonstrations planned across the UK and in Paris for the climate talks in November-December this year.

"Congress urges trade unionists to join these protests, ensuring workers' voices are heard in all climate debates."

Fire Brigades Union

Amendment

● Insert new paragraph 5:
“Congress notes that many former mining communities still endure significant unemployment and underinvestment, and acknowledges that in addition to new mining jobs, investment would have a multiplier effect on local economies in terms of developing transport infrastructure, green ‘carbon capture’ innovation and other related sectors.”

ASLEF

10 Offshore oil and gas employment

Congress notes with extreme concern the devastating impact on UK employment of the decline in the oil price and the reduction in exploration, production and activity in the UK offshore oil and gas industry.

Congress notes that oil and gas companies have made hundreds of redundancies over the past year – many of them in highly skilled sectors such as offshore supply vessels, emergency response and rescue vessels, sub-sea exploration and construction.

Congress further notes that the North Sea is now a ‘mature’ region but is disturbed by evidence that many more jobs will be lost in the UK offshore sector without measures to incentivise investment in new developments and to ensure the UK Continental Shelf (UKCS) remains a global centre for oil and gas production.

In particular, Congress calls for concerted campaigns to resist commercial pressures that could erode safety standards and reduce employment and training levels, and to support unions resisting changes to working hours, rest, and leave entitlement and the provision of emergency support services.

Congress also urges the TUC to press the UK government to adopt measures to protect UK skills and experience in the offshore sector, to ensure that the UKCS is not exposed to unfair competition and that UK offshore policies match those in force in countries such as Norway.

Nautilus International

Amendment

● In the existing final paragraph, line 3, after “sector,” insert “including the growing decommissioning sector,”

● Add a new final paragraph:
“Congress condemns the UK government’s rejection of the Transport Select Committee’s recommendation for an independent public inquiry into commercial pressures on offshore helicopter operations in the North Sea and Congress calls for a public inquiry into all aspects of offshore safety.”

National Union of Rail, Maritime and Transport Workers

Amendment

● Insert new penultimate paragraph:
“Congress recalls the regulator’s 2014 report into the undue influence in helicopter operational matters by oil and gas majors who offered contracts that produced wafer thin margins. Congress is therefore staggered that 18 months on nothing has been done and majors ruthlessly exploit the market at the expense of safety.”

British Air Line Pilots Association

11 Public funding for arts and culture

Congress acknowledges the contribution that the arts and cultural sector makes to the UK’s economy, health, well-being, society, and education. Music and performing and visual arts are growing faster than the general economy, and now contribute £5.5bn, or five per cent, of Gross Value Added, having increased by 46 per cent in four years to 2013.

The creative industries as a whole, which depend on workers and ideas entering from the arts and culture sector, now account for nine per cent of all UK exports.

Yet the sector remains dependent on public support from government and local authorities, which has been badly constrained by austerity. More than 35 per cent of councils have closed their arts services since 2010, and nine-tenths of the remainder are planning cuts.

Central government funding through the Arts Council has been reduced by 30 per cent over five years, leading to the closure of many regional theatres and arts projects.

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Public funding of the arts is essential to initiate projects and provide opportunities for creative workers who often move on to the commercial sector. Congress accepts research which shows that every pound of public money invested in arts and culture produces a four-fold return for local economies. The sector's global reputation is also a major factor in the £115bn spent by visitors to the UK.

Congress therefore calls on the General Council to lobby government to restore arts funding by central and local government to its level prior to the 2010 emergency budget.

Broadcasting, Entertainment, Cinematograph and Theatre Union

Amendment

- In paragraph 3, line 1, replace "public" with "funding"
- Add at end of paragraph 4:
"National museums, libraries and galleries across the UK have seen drastic budget cuts of between 20 and 40 per cent, which may result in:
 - i charging at the point of entry
 - ii further staff redundancies and service outsourcing
 - iii permanent or partial closures."
- In the final paragraph, line 2, after "arts" insert "culture and heritage"

FDA

12 BBC and charter renewal

Congress condemns the secret deal struck by the BBC with the Treasury that transfers the funding of licence fees for the over-75s to the corporation. Turning the BBC into an annex of the Department of Work and Pensions will also imperil the editorial integrity and independence of the corporation.

The deal – struck without public scrutiny and engagement, and without the agreement of licence fee holders – will have a catastrophic impact on the BBC's budget and will lead to further major job losses and cuts that will inevitably compromise the ability of journalists and programme-makers to produce quality content.

Congress is concerned that the government's Green Paper proposes a diminished BBC and privatisation of parts of the service.

Congress further condemns the alliance of the BBC's political and commercial enemies who are seizing the process of charter renewal as an opportunity to emasculate the BBC, with its online news operations and its breadth of popular programming particularly high in the line of fire. The Reithian values of informing, educating and entertaining are in real danger of being abandoned by those who fail to value a public service broadcaster that is respected and loved around the world as much as it is at home.

Congress calls on the TUC to use the charter renewal process to campaign vigorously to defend the integrity, the breadth and the future of the BBC.

National Union of Journalists

13 BBC licence fee

Congress believes that the BBC is the cornerstone of the UK's public service broadcasting system, delivering high quality content on TV, radio, and online. As a not-for-profit organisation, the BBC informs, educates, and entertains our citizens, while setting standards for commercial broadcasters to follow.

The licence fee of £145.50 represents real value for money compared to the BBC's subscription and pay-per-view competitors, and is less than the cost of a daily newspaper.

Congress is therefore concerned at the freeze in the licence fee for the last five years, and the impact this has had on the BBC's ability to continue offering the range and quality of content that the public deserve.

Since 2010 this freeze has cut the BBC's income by 14 per cent in real terms, and another 14 per cent has been diverted into funding of the World Service, BBC Monitoring, rollout of faster broadband services, Welsh broadcaster S4C, and new local commercial TV stations. According to the BBC's own estimate, the savings it has had to make total £1bn per year, nearly 30 per cent of its income.

Over this period thousands of jobs have been lost, budgets for all activities have been cut, and there has been widespread outsourcing of programme-making and services, always resulting in lower pay, worse conditions, and less security for workers.

Congress calls for an end to privatisation at the BBC, and asks the General Council to campaign for a BBC funding formula that increases its income by at least the RPI each year.

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

14 Future of the BBC

Congress is alarmed at the government's destructive approach to the future of the BBC, which proposes to strangle our much-admired public service broadcaster to the detriment of viewers and listeners, creators and other workers, and the UK; but to the advantage of non-dom tycoons and global media corporations.

The licence fee settlement announced in July 2015 was negotiated in secret, without a shred of public consultation or debate, and is inadequate to secure the future of the BBC.

The panel appointed by the Culture Secretary to advise on Charter renewal consists largely of enemies and critics of the BBC, and includes representatives of vested interests that will benefit from a much-reduced BBC.

The Green Paper issued by the government is a thinly disguised plan to reduce the BBC to something akin to American public service broadcasting (which gets much of its best drama and documentaries from ... the BBC!)

Congress calls on the General Council to use all its efforts to campaign on behalf of the union movement and in collaboration with other organisations to save the BBC as we know it for future generations.

Writers' Guild of Great Britain

15 Fair internet for performers

Performers bring life and soul to all types of artistic work – songs, films, TV programmes, dance, *et al.* However, their massive contribution to the success of the creative industries has been seriously undervalued in the modern digital environment.

Digital streaming services have been great news for music fans, but performing artists are not getting their fair share of remuneration. Recent research shows that that from the £9.99 that an individual pays monthly for a Spotify premium membership subscription only £0.46 is shared between all of the artists that the music fan has listened to during that month.

The International Federation of Musicians (FIM), which represents musicians' unions in most EU member states, has combined with other European-based groups to launch a Fair Internet for Performers campaign (www.fair-internet.eu).

The campaign seeks to reclaim the 'Making Available' right – which is currently fully transferred, by contract, to the record label. This means that the income derived from it is swept up in the royalty paid to the artist based on sales – but streaming is not a sale. Put simply, if the campaign were successful it would stop most of the money going to the major record labels rather than the musicians.

Congress believes that performers should receive their fair share of income generated by streaming services and supports the Fair Internet for Performers campaign.

Musicians' Union

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16 Support for creative industry start-ups

The complex roles and uncertain, episodic and unusual patterns of work that make up a musician's portfolio career can bring many challenges. Musicians and other workers in the creative industries face real difficulties in their interaction with the tax and benefit system and the financial services industry – both of which are largely designed for workers with steady and regular work and income streams.

Entrepreneurship in this sector is seen as inherently risky by the financial service industry and this is reflected in the availability and cost of business loans. Musicians also face difficulties accessing mortgages and face extra cost when accessing insurances.

Congress recognises that the tax and benefit system is not sophisticated enough to recognise the unique career paths of creative workers, and recommends that a more flexible regime be introduced to provide much-needed support for musicians and others developing a career in the creative sector.

In addition, Congress asks that consideration be given to taxing creative sole traders on the same basis as, for example, farmers, who pay tax on income averaged out over five years to take account of uncertain and variable levels of income.

Musicians' Union

17 Supporting local newspapers

Congress notes government proposals to support local newspapers through business rate relief, currently under consultation, but believes that this falls far short of the inquiry into the future of local newspapers called for by Congress in 2014.

Congress calls on the General Council and affiliates to support the NUJ's Local News Matters campaign and its call for a short government inquiry focused not only on the immediate needs of the sector, but also on promoting greater plurality and supporting local communities trying to protect titles from closure.

Congress further notes and welcomes the cross-party support from London Assembly members during the recent disputes at Newsquest in south and south-east London and supports the idea of further work by the London Assembly into the health of local newspapers in the capital.

National Union of Journalists

Amendment

► Insert new paragraph 3:

“Congress further calls on unions to work closely with local trades councils and English county associations and regional TUCs, the Wales TUC and the STUC to build support for the Local News Matters campaign.”

National Union of Journalists

18 EU reform agenda and referendum

Congress reaffirms that its support for the EU is based on a true balance of the economic and social dimensions of Europe. Our members wanted to see peace, improved living and working conditions, social and economic progress and prosperity for all – not just the few. Congress notes with concern that the current reality is far from that vision.

Congress recognises we are now at a crossroads with the EU. Britain faces a referendum on its future in the EU before the end of 2017, based on a range of reforms currently being negotiated by an aggressively right-wing Conservative Government egged on by the CBI.

Congress condemns the attacks on EU employment rights, which seek a general withdrawal from the EU social chapter and, furthermore, intend to rob us of the vital protections which we have spent decades fighting for, including:

- i the right to four weeks' paid holidays, rest breaks and the right not to work more than 48 hours a week under the Working Time Directive
- ii equal treatment on pay and conditions for agency workers.

Congress firmly opposes any scaling back of employment and social rights in the EU reform negotiations and calls on other EU governments to oppose any such requests by the UK government, which would unravel the EU Treaty commitment to improving living and working conditions and trigger social dumping across the EU.

Congress gives notice that it will recommend a “No” vote in the referendum if these rights and protections are removed.

GMB

Amendment

- Insert new paragraph 3:
“This necessary debate on the position of workers within the EU is being overshadowed by the negative portrayal of migrants and asylum seekers by the press, media and government, designed to generate a xenophobic mindset thus deflecting attention away from the EU being redesigned to the detriment of workers.”

Communication Workers Union

19 European Union

Congress expresses concern that employment rights and job security could be put at risk if the UK leaves the European Union.

A number of important workers’ rights and employment protections in the UK have been underwritten by European Union directives and European Court decisions – employment rights such as TUPE, redundancy consultation, working time protections, part-time workers’ rights and other anti-discrimination legislation.

The European Union is the UK’s largest trading partner and many jobs in the UK rely on access to the European markets. Increased barriers and obstacles to these markets that would result from withdrawal could put these jobs at risk.

Congress is concerned at the threat posed to existing employment rights by the government’s attempts to renegotiate the UK’s relationship with the European Union. The Conservative agenda to renegotiate to get rid of ‘EU red-tape’ will, if successful, turn into an attack on workers’ rights, health and safety and employment protections. Congress agrees that the TUC will campaign to stop any renegotiation impacting negatively on workers’ rights.

Congress believes a vote to leave the European Union in the referendum would be a setback for workers’ rights and job security. Congress agrees that the TUC will actively campaign to make the positive case for the UK remaining within the EU on the basis that improving employment rights, job security and terms and conditions would be better served by continued UK membership of the European Union.

Union of Shop, Distributive and Allied Workers

Amendment

- Insert new paragraph 2:
“Congress recognises that the European Union is not perfect but believes that the best way to reform the EU is through constructive engagement and continued membership.”
- In existing paragraph 3, line 3, after “markets.” insert: “Over four million UK jobs depend directly or indirectly on trade with the EU and that figure includes two thirds of all manufacturing jobs.”

Community

20 Proportional representation

Congress notes that a Conservative majority government was elected with the support of just 24 per cent of the electorate.

We are one of the few countries in the world that uses such an unproportional electoral system. Westminster is not just out of touch with the rest of the world but also with the proportional electoral systems used in the Scottish Parliament, Welsh Assembly, European elections and for the London Assembly.

First-past-the post (FPTP) has passed its sell-by date. We no longer have two party politics in which those two parties secure 90 per cent of the votes on an 80 per cent turnout. Now, they struggle to get two-thirds of the vote on a 66 per cent turnout.

Under FPTP, parties take their core vote for granted and chase swing voters in marginals, narrowing the political debate. Congress notes that this stultifies election campaigns and degrades our democracy, alienating voters who feel poorly represented.

Congress believes in making all votes count in all parts of the country and believes that proportional representation has the potential to open up politics, inspire people to vote, and provide the space for alternatives to austerity to be heard.

Congress calls on the General Council to launch a broad-based campaign for proportional representation for Westminster elections to bring it in line with the rest of the world and with most other elections in the UK. The campaign should actively engage trade union members in demanding a fair electoral system that expresses the range of political opinion in the UK.

Public and Commercial Services Union

21 Electoral reform

The outcome of the 2015 election in terms of the share of parliamentary seats, in comparison to the votes received by the participating parties, indicates that the British electoral system is no longer fit for purpose.

Congress instructs the General Council to commission independent research which would consider how this inequitable situation has developed and the options for change.

The General Council are to report back by the 2016 Congress with recommendations which would form part of a wider campaign for change.

Napo

2

SECTION TWO FAIR PAY AND A LIVING WAGE

SECTION TWO

FAIR PAY AND A LIVING WAGE

22 Pay and collective bargaining

Congress notes:

- i Real wages of the average UK worker have fallen by 10 per cent since 2008.
- ii Falling real wages are the main reason why living standards of working age households are worse than before the financial crisis.
- iii The official EU think-tank Eurofound reports that Britain is now the most unequal EU country in terms of wage distribution.
- iv Wage share of GDP has fallen from 66 per cent in 1975 to 54 per cent today.

Congress notes that even the prime minister believes that “Britain needs a pay rise”, even if only to make it easier to cut the welfare bill. It notes that working people have yet to feel any effect of the economic recovery, such as it is, in their pay packets. In our unequal society, those at the top, including those who caused the crash, are the only ones to benefit.

Congress believes that real pay increases are needed for sustainable and balanced economic growth. Lack of earnings growth also affects public finances through reduced tax receipts.

Congress re-commits to making the case that collective bargaining and strong unions are the only reliable means to ensure working families secure the fruits of economic growth.

Congress calls on the General Council to:

- a coordinate a broad campaign for real pay increases and secure jobs
- b campaign for a political commitment to an increase in the wage share of national income
- c protect and promote collective bargaining including at sector level.

Unite

23 Economic austerity and the Tory Budget

The July Budget exposed the Tory hypocrisy as the “party of working people.” Rhetoric around the living wage cannot disguise real cuts in living standards as well as continuing cuts, asset sales and privatisation.

The Budget singled out:

- i public sector workers, by piling a four-year one per cent pay cap onto the five years of pay restraint already endured
- ii the poor by taking a £12bn axe to social security, including Tax Credits
- iii and the young by excluding them from the ‘national living wage’.

Congress condemns these policies of locking out workers from economic growth. These acts of gross injustice lay the seeds for a crisis in staffing and morale that will further rupture society and public services.

Congress calls on the General Council to:

- a make the case for an alternative economic strategy and the reversal of local government cuts
- b expose the hypocrisy of the MPs’ pay rise
- c campaign to break the extended public sector pay cap, including co-ordinated industrial action when necessary
- d ensure the new ‘national living wage’ is properly funded across public services and available to all, regardless of age, whilst also campaigning for a real living wage
- e campaign to protect in-work benefits all the time that pay levels make them necessary
- f campaign to highlight the bleak opportunities for young workers, low wages, casual contracts, student debt, loss of youth services and lack of housing opportunities
- g campaign vigorously to hold the government to account on behalf of working people.

UNISON

Amendment

- Add new final sub-paragraph h:
“h defend public service pensions against renewed attacks from the Tory right – in doing so we should include/involve the widest range of public service workers and their interests.”

GMB

24 Campaigning for public services and against the pay cap

Congress notes that the Conservative government’s Summer Budget has continued its divisive austerity policies: cutting taxes for business and the wealthy, while cutting welfare payments for the poor and disabled.

By the end of the parliament public spending will be cut by £120bn to levels last seen in the 1960s. Vital public services will be cut or undermined, with hundreds of thousands of jobs lost.

After five years of real terms pay cuts, a further four years of a one per cent public sector pay cap was announced. With public sector workers already an average of £2,000 a year worse off than in 2010, the pay cap, along with changes to tax credits, will mean that many public sector workers are now facing huge cuts to their income.

This divisive budget and despicable government threaten the very fabric of our welfare state and the livelihoods of our members. We must respond to austerity as a united movement and fight for pay increases as a united public sector.

Congress calls on the General Council to:

- work with all anti-cuts campaigns to mobilise for the national demonstration at the Conservative Party conference and to organise a national demonstration against austerity early in 2016
- launch a major public sector-wide campaign to break the public sector cap, including drawing up a strategy for joint, coordinated industrial action
- lead a major public campaign against the Tories’ plans to restrict the democratic right to strike including demonstrations and protests at parliament.

Public and Commercial Services Union

Amendment

- In paragraph 4, line 5, after “fight” insert “to defeat austerity and”
- In paragraph 5 insert new sub-paragraph ii and re-number afterwards:
“ii convene a conference by the spring of 2016 of trade unions, youth and pensioners organisations and other national and local campaign groups to draw up a strategy to defeat the attacks of the Tory government by all means available, including industrial action”
- In existing sub-paragraph ii, line 4, after “joint,” insert “sustained,”

Fire Brigades Union

25 Public sector pay cap

Congress condemns the Conservative government Budget of 8 July 2015, where once again public sector workers will endure a pay cap for four years of one per cent, which is effectively a pay cut.

Congress recognises that public sector pay has been falling since 2010 and that hard-pressed workers in the public sector are under attack on their pay and terms and conditions.

Congress accept that affiliated unions need to unite in a coalition of resistance and campaign together and take action together where possible to ensure the pay cap is challenged.

POA

26 Public sector redundancy cap

Congress recognises that despite the rhetoric around “hard working taxpayers funding golden goodbyes to public sector fatcats” the government’s proposed redundancy cap will impact on hundreds of thousands of public sector workers.

At a time when even by conservative estimates, another 200,000 jobs will be cut as a direct result of austerity in the public sector, setting arbitrary caps on redundancy payments smacks of dog whistle politics seeking to pit “taxpayers” against public servants.

Existing redundancy arrangements, when used as part of agreed redundancy mitigation procedures, allow organisations to reduce their workforce whilst at the same time maintaining services and the morale of the existing workforce.

SECTION TWO

FAIR PAY AND A LIVING WAGE

Congress recognises that by introducing sweeping legislation across the public sector, the government is riding roughshod over established and negotiated agreements which have served the public sector well over many years.

Congress calls on the General Council to bring public sector unions together to build a campaign against these proposals that will:

- i dispel the myths around exit packages in the public sector
- ii highlight the true impact of these proposals on hard-working public sector workers
- iii demonstrate that these proposals will make it even more difficult for unions and employers to minimise the impact of austerity on both public servants and public services.

FDA

27 Free is not an option

Congress notes with concern a growing trend in which writers and other creative workers are expected to do a large amount of work for nothing.

A survey by WGGB found that 87 per cent of respondents in the TV and film industries reported a significant increase in the amount of work they had been asked to do for free. Authors, poets and playwrights also reported this practice.

Free work is routinely expected in the development stage of a project. Weeks of time-consuming research and preparatory work are required, with no pay. TV 'shadow schemes' require writers to create entire scripts for nothing or very little money before a paid commission will even be considered. In many cases, the free work does not lead to any paid work at all.

If so much of a writer's work has to be done for free, the only people who can afford to enter the business or remain in it are those who have independent financial resources, and the only stories that get told will be those of the wealthy.

Similar issues face performers, musicians and other creators.

Congress supports the Free is NOT an Option campaign launched by WGGB, and calls on the General Council to consult all unions in the cultural and entertainment industries and work with them to stamp out this unfair practice.

Writers' Guild of Great Britain

28 Pensions

Congress notes that the government plans to replace the basic state pension and state second pension with the single-tier pension from 2016 will see a single payment estimated at £148.40 a week, a level that does nothing to address the official poverty line of £175 per week, below which one in six older people already live.

Congress notes that for years, governments have relied on many workers having an occupational pension based on their final salary as an alternative to providing a higher state pension. However, over the last decade we have seen final salary pensions being replaced by more insecure market-based alternatives.

The government's welcome campaign of auto-enrolment has led to an additional five million workers and nearly forty-eight thousand firms contributing to retirement provision but mostly this has taken place through market-based defined contribution money purchase schemes. Congress remains concerned about the adequacy of many of these schemes and questions how many of the new pension savers will remain when the expected increase to contribution rates begins in a few years' time. Consequently, significant numbers of future pensioners will be reliant on the state pension to form the largest source of their income.

Congress therefore calls on the General Council to campaign with groups like the National Pensioners Convention to lobby the government to ensure all existing and future pensioners receive a state pension set above the official poverty level and annually increased to the higher of average wage increases, CPI, RPI or 2.5 per cent.

Transport Salaried Staffs Association

Amendment

- Add a new final paragraph:
“Congress further calls on the General Council to campaign for universal access to a decent occupational pension for all workers that ensures an acceptable standard of living and dignity in retirement.”

Communication Workers Union

Amendment

- Insert new paragraph 3:
“Congress opposes the enforced closure of final salary and defined contribution schemes as an ideologically motivated attack on workers’ conditions and on their and their families’ future welfare. This is a politically inspired cost-cutting exercise, forcing retired workers into increasing reliance on inadequate state pension, health and welfare benefits.”

University and College Union

Amendment

- In paragraph 3, line 11, insert after “time.”:
“There are further problems with auto-enrolment for workers employed via nefarious forms of employment such as umbrella companies. These workers are required to pay both employers’ and employee pension contributions; this is a huge disincentive to making pension contributions.”

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

29 Retirement age

Over the past 10 years we have seen the state retirement age for both men and women increase to a maximum of 68 years old with options for workers to work beyond this age if they want to. The new NHS Pension Scheme, which is effective from 1 April 2015, has linked members’ normal retirement age to the state retirement age. This also been future-proofed in that, if state retirement age is increased by government, then the normal retirement age for members of the NHS Pension Schemes will automatically rise accordingly.

Congress notes that the SCP has seen an increasing number of members suffering from repetitive strain injuries, work-related upper limb disorders and muscular skeletal disorders, including serious back, arm and shoulder conditions. Many of these conditions result in our members not being able to continue to practice safely and ultimately leads to loss of employment.

Congress calls on the General Council to lead a campaign to highlight the detrimental effects on workers who, due to increasing pension age, may no longer be able to work due to age-related health conditions.

Congress further calls on the General Council to lead a campaign to challenge the creeping increases in retirement age. Congress believes these policies, which have been pursued by successive governments, puts working people, especially older workers, at an increased risk of being forced to leave work before being eligible to receive a state or workplace pension, which in turn puts them at risk of extreme hardship and poverty in retirement.

Society of Chiropodists and Podiatrists

Amendment

- Insert new paragraph 3:
“In addition, where older healthcare workers do remain in work there are challenges for those in physically, emotionally and mentally demanding posts. Congress believes the only effective way to tackle these challenges is by employers working in partnership with trade unions at local and national level.”

Chartered Society of Physiotherapy

30 Pension Protection Fund

Congress recognises that more and more union members formerly employed by bankrupt companies are finding themselves covered by the Pension Protection Fund (PPF).

Congress acknowledges the PPF’s good work in protecting the pensions of DB pension scheme members in genuine insolvency situations. However, it is concerned that more solvent companies may seek to follow the example of bmi (British Midland) and Monarch Airlines and off-load their DB pension fund liabilities into the PPF as part of a corporate restructuring programme. Congress is further concerned that recognised unions have no formal role in the information and consultation process for transferring a DB scheme into the PPF and many members covered by the PPF still stand to lose a substantial proportion of their accrued pension benefits due to inferior indexation of pensions in payment, inferior dependants’ pensions and an unfair compensation cap.

SECTION TWO

FAIR PAY AND A LIVING WAGE

Congress calls on the TUC to lobby government and the PPF to:

- i ensure that recognised unions are informed and consulted as soon any proposal is made to transfer a pension scheme into the PPF and at all other significant stages during the process of PPF entry
- ii adopt a tougher approach to solvent companies who seek to off-load their pension liabilities into the PPF
- iii legislate to ensure parent companies bear ultimate responsibility for the pension liabilities of their subsidiaries
- iv revise PPF rules to include as a strategic objective the improvement of PPF-covered pensions
- v improve the indexation of pensions in payment and dependants' pensions
- vi review the compensation cap.

British Air Line Pilots Association

Amendment

- Insert new paragraph 3:

“Congress also recognises that workers who lost their pensions before the PPF was introduced and receive compensation under the Financial Assistance Scheme (FAS) continue to unfairly receive inferior benefits to those provided by the PPF.”

- Add new sub-paragraph vii at end: “vii improve the FAS to bring benefits into line with those provided by the PPF.”

Community

31 The gender pensions gap

Congress deplores the gender pay gap in pensions, and is shocked by European TUC estimates that the gender gap in pensions across the EU is 39 per cent compared with a gender pay gap of 16 per cent. It notes that in 2014 the UK fell eight places to 26th in the World Economic Forum's Global Gender Gap report. The need for women to balance working life with caring responsibilities, widespread low pay among female-dominated sectors of the economy, and pension scheme design have all acted to the long-term detriment of women.

Congress recognises that this is an issue that transcends generations. The pay gap already faced by women in retirement will persist for women currently entering the labour market faced with a choice of inadequate stakeholder or defined contribution (DC) pension provision.

Congress calls on the General Council to campaign:

- i to raise awareness of the gender pensions gap
- ii for significant improvements to employer contributions to DC pension schemes
- iii for the terms of reference of the Low Pay Commission to be extended to consider the minimum income required to achieve a decent standard of living in retirement and to make recommendations on the level of contributions required to achieve this.

TUC Women's Conference

32 Discrimination in survivor pensions

Congress, whilst welcoming the Marriage (Same Sex Couples) Act, finds it disgraceful that the Act failed to address the inequality that exists with regard to survivor pensions. Congress deplores the failure of the coalition government to address the inequality of survivor pensions within occupational schemes.

Congress notes the Act permits pension providers to discriminate against same-sex married couples and those in civil partnerships. Same-sex survivor benefits need only be calculated from 5 December 2005 following the introduction of civil partnerships.

Congress notes that a similar discrimination exists between widow and widower pensions. Within the private sector only pension contributions after 1990 count towards accrual of a widower's pension and service; after 1988 in the public sector.

Congress asserts that the Treasury's claims that equalisation in line with other survivors is unaffordable were misleading and inaccurate.

Congress believes that there is a responsibility of government not only to end this discrimination and adhere to the provisions of the Equality Act 2010, but also to meet the costs of any backdated payment.

Congress further believes that such backdated payments should not be viewed as a "new" cost, rather as reimbursements of monies to public service scheme members which have been unjustifiably withheld.

Congress is shocked and disappointed the review of survivor benefits did not recommend full equalisation of pension rights. Congress notes that the review into Equal Survivor Pension Benefits was published 26 June 2014, that no action has been taken and that it is still with the minister for consideration.

Congress believes government should take urgent action to equalise pension provision for same-sex married couples, civil partners and widowers with the benefits enjoyed by widows.

Congress further notes the TUC campaign on equal survivor benefits and applauds the TUC for the work and commitment to advancing this agenda.

Congress calls upon the TUC and affiliates to:

- i make pensions equality a priority campaign
- ii engage with affiliated unions and other organisations to raise this issue with employers and the government to amend the legislation to end this unfair discrimination
- iii encourage affiliated unions to negotiate with employers to end discrimination within existing pension schemes.

TUC Lesbian, Gay, Bisexual and Transgender Conference

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

3

SECTION THREE GOOD SERVICES AND DECENT WELFARE

SECTION THREE

GOOD SERVICES AND DECENT WELFARE

33 English decentralisation and trade unions

Congress acknowledges the fast pace of the current devolution debate and how the government is a late convert to the idea that the UK is over-centralised and would benefit from local, democratic decision-making.

However, Congress also notes the increase in Treasury backroom deals for combined authorities in England and public scepticism around their introduction. Congress recognises that between 2010 and 2015 the government cynically sought to use the devolution debate to weaken bargaining, attack terms and conditions, undermine and fragment collective public services and to either pass on or avoid blame for drastic spending cuts.

Congress also notes that when proposals do not include pre-conditions over the design of public services, or elected mayors, and have real democratic accountability at their heart, devolution can also contain benefits. With properly funded public services, extra investment powers, a responsibility to secure good jobs and stronger communities and, most importantly, a mandate from the public through the ballot box, combined authorities could usher in a new era of public service delivery in England that is more responsive to local need.

Congress calls on the General Council to:

- i learn the lessons from Scotland, Wales and Northern Ireland
- ii campaign for greater public accountability and the inclusion of civil society and trade unions in the design of all new English proposals
- iii prevent an outsourcing agenda developing
- iv recognise the need for flexibility in union organisation and recognition as commissioning or services change
- v secure union bargaining with all new public bodies.

UNISON

Amendment

● Insert new paragraph 3:

“Congress recognises the importance of consistent public service delivery to avoid regional inequalities and postcode lotteries, and calls on the General Council to evaluate the risks posed to public services by the Cities and Government Devolution Bill.”

● In the final paragraph add at the end of sub-paragraph iv:

“, while not undermining existing workplace organisation and respecting recognition rights”

Public and Commercial Services Union

34 Fair funding for social care

Congress agrees:

- i The modern welfare state’s founding principles of social insurance provided a “cradle to grave” safety net for all.
- ii Years of chronic underfunding in social care mean today’s safety net is ‘cradle to care home door’, betraying our vulnerable and elderly who paid National Insurance and tax all their lives, and causing the slow-motion collapse of the care sector.
- iii Underfunding social care costs the NHS hundreds of millions of pounds from avoidable admissions and bed-blocking.
- iv Politicians of all parties must address the social care funding crisis.
- v Without serious fees and funding increases, more Southern Cross style collapses are inevitable, and more people will be hospitalised and for longer.
- vi The high turnover of carers and perennial shortages of nurses and other specialist staff affects quality of care, increasing NHS and care costs.
- vii Providing no state funding for care sector training is an illogical false economy.
- viii Care sector training standards should be universal, funded by government through training support grants to the public and private sectors.
- ix Care occupations should be registered and seen as a career path, not low paid, unappreciated, ‘invisible’ roles.

Congress instructs the General Council to campaign for:

- a immediate care sector fees and funding increases to at least £600 per week as per the Rowntree Foundation Fair Care Model
- b a new and independent Training Commission responsible for ensuring the supply of UK trained staff – for all occupations – to meet future demand in the care sector and NHS
- c new government funding for care sector training.

GMB

Amendment

- At the end add new sub-paragraph d: “d all care workers to be paid at least the living wage and enjoy decent terms and conditions in line with the Ethical Care Charter to ensure higher standards of care for care users.”

UNISON

35 People’s Post campaign

Congress condemns the government’s privatisation of Royal Mail and recognises that this, alongside aggressive regulation from Ofcom, poses a major threat to the continuation of daily deliveries to 29 million addresses throughout the UK.

Furthermore, the actions of Ofcom in promoting cherry-picking competition, and attacking Royal Mail as inefficient because of agreements reached with the CWU on pay and employment standards, demonstrates a regulatory approach that has overstepped its remit and is no longer fit for purpose.

Congress is also concerned over recent developments in the broader postal market. In the past year the collapse of Whistl’s delivery operations and City Link’s insolvency have made 5,000 people redundant. Again this underlines the failure of the current regulatory framework.

To counter these developments the CWU has launched its People’s Post campaign which is about defending the service to the public and promoting higher employment standards across the postal sector.

Congress gives its full support to the People’s Post campaign and its objectives including:

- i new legislation to protect daily deliveries
- ii an overhaul of regulation
- iii the retention of a public voice in Royal Mail
- iv fair employment standards in the postal sector
- v proper consumer protections
- vi a union-led workers’ share trust in Royal Mail.

Congress also supports the call for a future Labour government to bring Royal Mail back into public ownership.

Communication Workers Union

36 Transport

Congress condemns EU regulations which are being used as justification to threaten the privatisation of ferry services in Scotland. Congress pays tribute to RMT members who have taken strike action to defend jobs and services and who are campaigning for the ferries to remain publicly operated.

Congress also condemns the EU railway package which if passed will compel states to privatise their railways. Congress welcomes the support of MEPs who are opposing these measures.

Congress believes delays to UK rail projects and the drive to cut and casualise rail staff are directly linked to the fragmented, commercially driven nature of the railway; therefore Congress reiterates its support for renationalisation and will oppose any proposals to break up and privatise Network Rail.

Congress notes the continued call for devolution of rail. Congress supports measures that increase democratic accountability, involvement and transport integration, but does not believe devolution is a panacea for rail and is concerned it may be used to cut national rail funding and break up Network Rail. Congress believes greater national and local accountability can best be achieved through a national integrated railway under public ownership.

SECTION THREE

GOOD SERVICES AND DECENT WELFARE

Congress welcomes the continued development of Action for Rail. Congress calls on the campaign to use the Scottish, Welsh and London elections to make the case, including with conferences and meetings, for a properly staffed railway and Tube under public ownership.

Finally, Congress is deeply concerned at the threat of austerity to bus services and calls for a broad campaign opposing these cuts.

National Union of Rail, Maritime and Transport Workers

37 Public ownership and the break-up of Network Rail

Congress re-affirms its commitment to public ownership of Britain's railways, applauding the work of the Action for Rail Campaign, despite opposition from a Conservative government ideologically opposed to such a prospect.

This statement is made at a time when the prospect of public ownership seems further away than ever and when there are persistent rumours that the government are planning to break up and sell off Network Rail.

Congress notes that Network Rail was formed from a private sector predecessor that pursued profit over safety and, consequently, presided over a series of rail disasters caused by poor maintenance. The story of Network Rail, the national rail infrastructure manager, has been one of coordination and steady consolidation in the interests of a safe and reliable railway. More recently, not only has Network Rail been taken into the public sector but it has also been able to invest heavily in the rail network through significant taxpayer investment.

Like the rest of the public sector, however, Network Rail is threatened by the government's austerity campaign. It is also threatened by claims that it cannot cope with the requirements of the unprecedented investment, visible in the delays to schemes to electrify the Midland Mainline and Transpennine routes.

Congress therefore sets a priority for the General Council to resist government attempts to break up and privatise Network Rail and calls for it to be kept in the public sector with realistically achievable targets and a recognition of the need for investment in specialist skills.

Transport Salaried Staffs Association

Amendment

► Insert new paragraph 4:

"History shows that to re-introduce a profit motive back into the infrastructure of our railway would jeopardise these improvements and reduce safety standards. It is also likely to have a negative impact on rail freight, which benefits the wider economy, decreases rail congestion and reduces CO₂ emissions."

ASLEF

38 Safety in UK airspace

Congress believes the UK can have a successful aviation sector – supporting skilled and well-rewarded jobs for trade union members in a variety of associated businesses – provided the sector is allowed to develop in a way that is sustainable and consistent with environmental objectives. Congress calls on the government to implement the recommendations of the Airports Commission as soon as practicable.

Congress believes that, with the projected increase in air traffic movements, safety must remain the paramount concern. We welcome the imminent introduction of a model 'Just Culture' policy on incident reporting within the EU. But we are alarmed about two key threats to safety:

- i a regulatory regime that seeks to commoditise air traffic control, focusing on cost with potential impact on safety in the air
- ii the 'flags of convenience' strategy which many airlines are pursuing, risking a race to the bottom in labour standards and circumventing the engineering and licensing practices that secure the airworthiness of aircraft.

Congress reaffirms that safety is the primary concern when it comes to air travel and calls upon the General Council to:

- a promote a campaign on civil aviation, encouraging the public to identify safety as the top priority
- b support the adoption of best practice 'Just Culture' policies by all organisations within the aviation industry
- c encourage respect among employers and regulators for the principles of good work and the leading place which the employee voice on safety must occupy
- d encourage unions to recruit and organise airside and landside workers at UK airports.

Prospect

39 Childcare in the creative industries

In the creative industries, as with many other sectors where unpredictable working patterns, last minute recruitment practices, low earnings, a culture of presenteeism and regular travel are the norm, parents are reporting significant difficulties accessing affordable, flexible childcare.

The lack of information and clarity regarding rules and entitlements to tax free childcare, Universal Credit, child tax credits and the government's commitment to providing 30 hours of free childcare for 'working parents', along with the lack of support during and post-pregnancy, particularly for those seeking to return to work, mean that many parents – particularly female and lone parents in the creative industries – are at risk of dropping out of the workforce.

Congress reaffirms its commitment to campaign for childcare support which will benefit all parents, including freelance and self-employed workers and those who work shifts and unsociable hours.

Congress further resolves to continue to campaign for comprehensive policy measures geared towards the introduction of universal free childcare. This campaign will include provisions that seek to address the urgent needs of workers in the creative and freelance sectors.

Equity

40 Child sexual exploitation – campaign to provide services

Congress notes the alarming rise in incidents of crime involving child sexual exploitation (CSE). Too many of our young people are becoming victims of this abhorrent crime and need support and education to help to keep them safe. Furthermore, victims need support to report these crimes and give evidence to aid prosecutions.

Congress notes the government's commitment to help tackle this crime and make provision for victim services and support around giving evidence. Nevertheless, more needs to be done and the provision of services must be consistent and not dependent on postcodes or access to funding.

Congress supports the magnificent work undertaken by Sarah Champion MP and endorses the call for the launch of a national campaign. The General Council are instructed to make representations to the government to address the following:

- i a national campaign to raise awareness of CSE to develop a culture where adults will recognise the signs and symptoms
- ii an education programme in schools around healthy relationships and the right to say no
- iii the development of a national task force with a multi-agency approach
- iv specialist training for identified professionals in criminal justice agencies and victim services
- v an adequately resourced, victim-focused approach to minimise incidents of crime and support for survivors and their families.

Napo

Amendment

- In paragraph 3, line 4, after "campaign." insert "Congress commends the SaferSchools website of resources, developed by ATL."
- In sub-paragraph ii, line 1, delete "an education programme" and replace it with: "compulsory sex and relationships education, with highly trained teachers"; in line 2 delete "the right to say no" and replace it with "consent"
- In sub-paragraph iii, line 1, before "the development" insert "funding for"; in line 2 after "approach" insert "including schools and colleges"
- In sub-paragraph iv, line 2, after "agencies" replace "and" with a comma and after "services" insert "and education".

Association of Teachers and Lecturers

SECTION THREE

GOOD SERVICES AND DECENT WELFARE

41 Disabled people and the new government

Congress is gravely concerned at the election of a Conservative government and the implications of this for disabled workers. For the last five years, the Tory-led government attacked our benefits, services and rights, and we can expect the Conservatives to intensify that now they have a majority.

With the Conservatives promising £12bn cuts, we can anticipate further cuts in benefits levels and entitlements, privatisation and closure of health and support services, and new attacks on our human rights, employment rights and trade union rights. The government and sections of the media will doubtless back up these attacks with an ideological assault on disabled people as scroungers, trade unionists as wreckers and human rights as expendable.

Congress resolves to mobilise in defence of our rights, benefits and services, and calls on the General Council and the Disabled Workers Committee to:

- i unite and work closely with the disabled people's movement to organise campaigning, including direct action
- ii mobilise support for trade unions campaigning and taking industrial action
- iii actively encourage disabled people to exercise their existing rights as a proactive way of defending those rights against attack
- iv pursue this fightback immediately rather than wait for specific attacks to be announced.

TUC Disabled Workers Conference

42 Privatisation

Congress notes:

- i Schools in England and Wales face an out-of-control accountability system that has narrowed education and created the highest levels of exam-related stress in Europe for our children.

- ii The CBI Director-General has spoken out about schools becoming "exam factories" unable to provide young people with critical thinking and twenty-first century skills.
- iii Our children and young people deserve a broad, balanced and age-appropriate curriculum that enables them to demonstrate their skills and talents.

Congress further notes:

- a Since 2010, more than 4,000 English schools have become academies and almost 400 free schools have opened. Many schools were forced to become academies with an imposed sponsor; many free schools have opened in areas with no place need, undermining local schools.
- b Academies and free schools are unaccountable to local communities, can employ unqualified teachers and undermine pay, conditions and union rights.
- c Many concerns have been raised about financial oversight in these schools.
- d The Education and Adoption Bill extends and accelerates the forced academy programme; creates a new category of 'coasting' schools; ends consultation rights; and removes the rights and responsibilities of governors and councils whilst extending the powers of the secretary of state.

Congress resolves to campaign for:

- 1 TUC affiliates to work together against forced academisation and worsened terms and conditions in academies and free schools
- 2 an end to the accountability system that undermines teachers' ability to give children the education they deserve
- 3 democratically accountable schools employing qualified teachers, with nationally agreed pay and conditions
- 4 opposition to the privatisation of education.

National Union of Teachers

43 A fair education system

Congress notes the CBI's critique of the "impoverished" education provided by some English schools, focused on a narrow, academic curriculum, with Ofsted's inspection regime leading to "perverse outcomes instead of better ones" where "all too often it is only the data that matters." Congress further notes the CBI and Labour's call for a "radical overhaul" of upper secondary education to break down the false divide between academic and vocational education. Congress supports the CBI's view that "we should stop using exams as a tool to influence education rather than accredit it."

Congress congratulates the ATL for developing its alternative 'vision for inspection' in order to build consensus that an inspection system that works with, rather than against, educational professionals will raise standards of education for all pupils.

Congress deplores the ideology behind the Conservative government's Education and Adoption Bill, which will force 'coasting' schools to become part of academy chains and which takes away the democratic rights of parents and governors to have a voice in how their schools are run, and by whom. Congress notes that the government's definition of 'coasting' will further stigmatise schools with deprived pupil intakes.

Congress calls on the TUC to continue to work closely with its education affiliates in order to challenge the government on the lack of transparency and misuse of public money which has accompanied academisation, the dangers to educational standards because of the teacher recruitment and retention crisis and to support a review of the 14-18 curriculum.

Association of Teachers and Lecturers

44 Education and extremism

Congress asserts that educational equity and inclusion are critical to securing sustainable economic and social development and in the fight against bigotry, hatred and extremism around the world.

Congress pays tribute to all teachers and educators who courageously endeavour to educate the world's children in many of the most hostile and dangerous places in the world.

Congress deplores the violent attacks, witnessed in a number of countries, by those who have deliberately targeted, killed, injured and kidnapped students and teachers, particularly women and girls, in pursuit of extremist ideologies.

Congress further deplores the anti-immigrant rhetoric, and the xenophobic and Islamophobic language that characterises much political and media discourse about Britain's ethnic and religious minorities.

Congress deeply regrets that some British young people are being targeted by extremists, including far-right extremists and jihadists.

Congress further regrets actions by the government that put at risk international commitments to educational inclusion and ending poverty, creating the conditions where social and economic exclusion, bigotry, intolerance and hatred flourish.

Congress calls on the TUC to:

- i support the work of affiliates in tackling prejudice-related bullying and extremism
- ii demonstrate active solidarity with trade unions and civil society organisations at home and abroad in the fight against extremism
- iii highlight the impact of the UK government's Prevent Agenda and action to counter extremism
- iv monitor the impact of far-right extremism in schools, colleges and in the wider society
- v plan and co-ordinate a campaign of activity with affiliates to challenge all forms of extremism in education.

NASUWT

Amendment

- Add at end of paragraph 5:

"Congress recognises the danger that implementation of Prevent could destroy relationships between teachers and learners, close down space for open discussion in a safe and secure environment and smother the legitimate expression of political opinion."

- In the final paragraph delete sub-paragraph iii and replace with:

"iii support affiliates in promoting open discussion and exploration of views within an anti-racist, anti-islamophobic approach."

National Union of Teachers

SECTION THREE

GOOD SERVICES AND DECENT WELFARE

45 Education funding crisis

Congress calls on the Conservative government to take action to protect our nation's future by abandoning its plans to cut education funding.

The government's planned freeze in per-pupil funding for schools in England will mean cuts in provision to meet extra costs. For colleges, whose adult and post-16 funding has already been slashed, the government threatens further cuts in actual funding. In Scotland, Wales and N Ireland cuts in education funding are also expected that will be traceable ultimately back to decisions on block grants to be taken at Westminster.

Congress agrees to campaign for education funding to be protected at least in real terms and then restored to pre-austerity level.

Congress instructs the TUC to:

- i work with trade unions and parents' and governors' organisations to establish a broad-based campaign on education funding
- ii work to encourage and support activities such as regional public rallies and ultimately a national demonstration for proper funding for education.

National Union of Teachers

46 The crisis in post-16 education

Congress believes that post-16 education is a crucial part of a dynamic economy and a fair society.

Congress deplores austerity policies affecting this sector including massive cuts in funding for adult education; increases in debt for students wishing to attend university and attacks on the pay, conditions and professional status of the staff who work in further and higher education.

In further and adult education, Congress notes UK government cuts to the adult education budget of 24 per cent for the current year. These cuts are seen in a context of significant pressures on college funding and a loss of around one million adult learners since 2010.

In higher education, Congress notes the UK Government's proposals to cut £450m from the higher and further education budgets in the current year. Due to the protection of the schools budget, funding for universities and science is under a particular threat. This cut amounts to a third of either the remaining teaching grant to universities or of research funding.

Congress resolves to place lifelong learning at the centre of the TUC's social and economic platform.

Congress supports the joint union, employer and student #loveFE initiative in campaigning for continued support of the sector.

Congress re-affirms its support for public funding for post-16 education.

Congress calls on the General Council to campaign for:

- i an immediate reversal of adult education cuts
- ii long-term funding commitments to allow coordinated planning of resources in an increasingly fragmented sector
- iii free and publicly funded education for all.

University and College Union

Amendment

- ▶ Insert new paragraph 5: "Congress is concerned that the cuts in post-16 education are having a disproportionate impact on disadvantaged groups and poorer students and learners."
- ▶ In the final paragraph add new sub-paragraph iv: "iv an investigation into the impact of cuts on disadvantaged groups and poorer students and learners, working with EHRC and other relevant organisations."

UNISON

Amendment

- ▶ In paragraph 3, line 1, after "notes" insert "increasing privatisation of the sector and"; in line 5, replace "and" with ", resulting in"
- ▶ Add at end of paragraph 3: "and the closure of provision for vulnerable adults and young people. Reduced funding also puts at risk the expansion of good quality Apprenticeships and the skilled workforce necessary for economic growth."
- ▶ In the final paragraph, sub-paragraph ii, line 2, after "resources" insert ", and ensure fair pay and manageable workload,"
- ▶ In the final paragraph, insert new sub-paragraph iii: "iii reversing privatisation"
- ▶ Re-number existing sub-paragraph iii as iv.

Association of Teachers and Lecturers

47 FE funding cuts and impact on students

Congress believes that increased investment in post-16 education is essential and brings benefits not just to individual students but also to employers, the UK economy and society as a whole.

Congress has been concerned by the cuts to FE budgets over the last five years and calls on both Scottish and UK governments to review the impact that cuts to FE funding has had on the provision of courses and student places and on student retention and attainment.

Congress is also concerned over reports that support for students with disabilities and additional support needs has been significantly reduced. Such a reduction in support increases disadvantage and undermines equality of opportunity.

Congress urges the General Council to campaign for increased funding for further education and for specific and additional resources to be dedicated to ensure adequate provision for students with disabilities and additional support needs.

Educational Institute of Scotland

48 United Nations Convention on the Rights of the Child

Congress notes that the UN Convention on the Rights of the Child states: "The best interests of the child must be a top priority in all decisions and actions that affect children." Congress also notes that the Convention states: "Every child has the right to a standard of living that is good enough to meet their physical and social needs and support their development."

According to the Child Poverty Action Group, 3.5 million children are living in poverty in the UK, and two-thirds of those live in families where at least one member works. Poor children are four times as likely to become poor adults as other children.

The Joseph Rowntree Foundation (JRF) note that three-fifths of those who moved from unemployment into work in the previous year were paid below the minimum wage, and many are in part-time and insecure employment.

Evidence shows that children in lower-income families have worse cognitive development and worse school outcomes, and that this is, in part, because they are poor. The JRF suggest that increasing household incomes could substantially reduce differences in schooling outcomes. The Social Mobility commission highlighted the risk of rising child poverty and falling school budgets and the impact of those on the improvements needed to close the attainment gap.

Congress calls on the TUC to highlight the impact of poverty on children and young people, in particular on their cognitive development, school outcomes and future employment prospects. Congress further calls on TUC to lobby for the living wage.

Association of Teachers and Lecturers

49 Education and poverty

Congress notes with dismay the effect of social and economic deprivation on the educational achievement and attainment of young people across the United Kingdom. Despite some initiatives and programmes developed by governments, little progress has been achieved in terms of counteracting the educational barriers which are directly associated with the poverty which blights the lives of far too many of our young people and which is being deepened by the UK government's austerity programme.

Congress believes that equitable access to educational opportunity is a right for all young people in our society regardless of socio-economic status and calls on all governments to ensure that:

- i increased targeted expenditure is provided to address specific issues of poverty
- ii detailed research is carried out on the social contexts of schools in order to develop clear and coherent anti-poverty strategies at school and local authority level
- iii teachers are provided with a clear understanding of the nature and impact of poverty as part of Initial Teacher Education and continuing professional development, alongside teaching strategies designed to minimise the barriers faced by students.

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Congress further calls on the General Council to campaign publicly for additional resources, planning and coordination to be made available to tackle the educational inequalities that continue to be directly linked to poverty, in order that all of our young people can benefit from the opportunities provided by education services.

Educational Institute of Scotland

50 Lifelong learning

Congress commends the work of unionlearn in advancing workplace skills and learning. Trade unions have proven to be trusted social partners with an expertise and drive in promoting workplace learning and skills. Trade unions have been equally instrumental in advocating the wider workforce development agenda to employers.

Congress understands that ensuring workers have the skills and opportunities to prosper is an invaluable contribution to improved economic performance. Ensuring this opportunity is spread equitably and fairly is central to promoting workplace equality.

Good skills and learning opportunities are central to the trade union movement's vision for a fair and productive workplace that provides good jobs and prospects for all workers.

Congress is asked to note that the level of funding for unionlearn has been reducing dramatically under this government and this has effectively cut the resources available to the trade union movement to deliver this vital area of work.

Congress notes that the continued nature of one-year funding programmes is detrimental to the capacity of unions to develop long-term strategies and engage with employers in a way that can help deliver the stated objectives of unionlearn.

Congress calls on the General Council and the unionlearn board to campaign for:

- i a substantial increase in funding for unionlearn from April 2016
- ii the introduction of a three-year cycle of funding to enable trade unions to develop long-term skills and strong learning strategies.

Aegis

51 Quality care in the NHS

For the past five years, under the coalition government, the NHS has been under attack: cuts, or so-called efficiency savings, privatisation, pay restraint. We know that things will only get worse with a £30bn funding gap predicted by 2020 in England alone. Planned further cuts to the social care budget will inevitably impact on demands on NHS services.

NHS staff are dedicated to providing the best possible care for their patients and this requires adequate numbers of staff, rewarded fairly for their work.

The impact of years of austerity is clearly being felt as reflected in the recent NHS staff survey. Less than a third said there were enough staff to enable them to do their jobs properly. Four in ten reported feeling unwell as a result of work related stress.

Combined with five years of pay restraint so far, a real terms pay cut of up to 12 per cent, and the prospect of a further four-year one per cent cap on pay rises, the fact that six in ten NHS staff are working extra unpaid hours each week is a real reflection of the dedication of these staff to their patients. But quality care needs to be based on quality employment – not constant attacks on employment rights and pay.

The TUC-led All Together for the NHS campaign is needed now more than ever. Congress calls upon affiliates to support this and to campaign to reverse the decline in funding of the NHS as a proportion of GDP.

Chartered Society of Physiotherapy

Amendment

- In the final paragraph, line 4, after “campaign to”, make the rest of the sentence sub-paragraph i and add the following sub-paragraphs:
- “ii oppose attempts to charge for NHS services
 - iii exempt the NHS from TTIP
 - iv reverse the NHS's break up by privatisation
 - v defend national terms and conditions of NHS staff
 - vi rebuild the NHS within an integrated National Health and Social Care service free at point of use, funded by progressive taxation.”

Unite

52 Valuing midwifery services

Congress congratulates midwives on the vital contribution that they make to the health and well-being of mothers and babies, to early years development, to tackling health inequalities and to improving the nation's public health. NHS maternity services have achieved significant improvements in the quality and safety of care and, overall, women express very high levels of satisfaction with the care that they receive. Evidence shows that outcomes are particularly good when women, including those with complex needs, are able to access and receive midwifery-led care from the same midwife or a small group of midwives throughout.

Congress understands that resource constraints, particularly staffing shortages, are making it harder for many midwifery services to achieve continuity of care, with the result that not all women are receiving the care that they want or are being involved in decisions about their care. The NHS in England has a shortage of 2,600 midwives. Congress believes that there is a real opportunity to eliminate the midwifery shortage entirely over the lifetime of this parliament, thereby enhancing the service women and families receive.

Congress calls on the General Council to:

- i highlight the benefits for women, families and society of investing in services that provide midwifery-led models of care
- ii make the elimination of the shortage of midwives a key campaigning activity during this parliament.

Royal College of Midwives

53 Access to healthcare

Congress recognises that this government has made a commitment to improve access to healthcare for the good of the nation. But the government is fixated on the need to open access to general practitioner services without serious consideration or regard to other models or opportunities for direct access to healthcare services.

It is accepted that there has been insufficient financial investment and there are too few GPs to deliver a full service to patients. Even with immediate action to ensure that there are the resources needed to improve access, there will be a considerable gap between any improvement and achieving universal healthcare.

An area that the government and Department of Health (DH) have studiously ignored is the role of the non-medical health professional in improving access to health. Professions like radiography and other non-medical health care providers have the professional skills and knowledge required to improve access to healthcare services. If the government were more receptive to direct patient referral for these groups this would meet the needs of the patient and provide for a more immediate improvement in access to healthcare.

Congress calls on the TUC to promote the worth and value of the healthcare professional and to facilitate meetings between DH and senior policy makers in government to provide the means for affiliates to interact and develop with senior officials working models that will provide direct access for patients.

Society of Radiographers

54 Funding for nursing, midwifery and allied health professionals' education

Congress notes the announcement in the summer 2015 budget that the government intends to cease all student grants from 2016.

Congress also notes that the Council of Deans of Health and Universities UK have called on the government to look at whether the current grants-based system can be shifted to student loans.

The statement also calls on the NHS to explore its scope to repay part of a student's loan after a given period of service, attracting newly qualified staff into careers in the health service and helping bring down agency spend.

Congress recognises that there are not enough nurses, midwives and allied health professionals, especially radiographers, in training to meet the current and future needs of patients or to meet cancer targets, and calls for more investment in education for all professional and support staff.

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Congress further recognises that students are not receiving enough financial support to meet their day-to-day costs of living and that universities receive less for many of the courses than they actually cost to deliver.

Congress believes that it is vital that in any discussions around a possible review of funding arrangements the voice of the trade unions is heard.

Congress calls on the TUC to facilitate a meeting of all its affiliates that have an interest in this area.

Congress further calls on the TUC to organise and facilitate a roundtable workshop bringing together the relevant trade unions and other stakeholders.

Society of Radiographers

Amendment

➤ Insert new paragraph 5:
“Congress recognises the vital contribution of health educators in our colleges and universities to the supply and development of high-quality health professionals. The future recruitment of health educators depends on improved state funding of health education and research and the establishment of pay and conditions commensurate with their professionalism.”

University and College Union

55 Increase in registration fees by the Health and Care Professions Council (HCPC)

Congress notes:

- i The HCPC is increasing fees for its regulated professions by 12.5 per cent from 1 August 2015.
- ii This follows a five per cent increase in 2014 and breaches an undertaking not to review fees again until 2016.
- iii This increase affects 330,000 staff in health, social work and psychological services across the UK.
- iv Most of these staff work in the public sector, have suffered five years of pay freeze/restraint and will have no pay rises over one per cent for the next four years.

- v Most respondents to an HCP consultation opposed a massive increase in fees.
- vi The HCPC ran a surplus of £1.3m and increased general reserves by nearly £1m in 2014 – there is no parliamentary scrutiny of this 12.5 per cent fee increase.
- vii Less than a third of the increase is accounted for by a levy on the HCPC to fund the Professional Standards Authority (PSA).

Congress calls on the HCPC to:

- a delay any rise until the Health Select Committee holds its annual accountability hearing and fully considers the cost savings which will be enabled by the Law Commission draft Bill on The Regulation of Health and Social Care Professionals.

Congress calls upon the Secretary of State for Health to:

- 1 resume central funding of the PSA
- 2 instruct the HCPC to reduce the costs of unwarranted investigations and hearings before raising fees
- 3 protect registrants from future fee increases that wildly exceed registrants' pay awards.

Association of Educational Psychologists

56 Supporting professional activity for hospital consultants

Congress notes how important it is for workers across industry to develop their skills and knowledge to ensure they continually improve and innovate. Therefore it is alarming to note that across the NHS many employers are seeking to reduce the time hospital consultants and specialists have to support their professional activity and undertake development and training.

It has been widely accepted that around 25 per cent of a hospital consultant's working week would be dedicated to supporting professional activity. In many trusts this has been drastically cut, more often than not solely for financial reasons. This short-sighted approach means that hospital consultants and specialists are less able to carry out the training, development and research needed to enhance their skills and

knowledge, develop innovative practice and continue to provide high quality improvements in care. It is even more important now that these activities are maintained following the numerous public enquiries into healthcare failure.

Patients across the UK expect their hospital consultants and specialists to be up to date with the latest developments and as each cut bites this is becoming increasingly difficult. More crucially it means teaching and supervision of medical students and trainees is under additional strain.

Supporting professional activities must not be a soft target for the accountants and Congress agrees that providing this dedicated time to learn and innovate is good for the employer, the doctor and most importantly for the patient.

Congress calls on the General Council to highlight these concerns at every opportunity.

Hospital Consultants and Specialists Association

57 Union movement working together on workplace health

Congress fully recognises the critical importance of a healthy workforce which, ultimately, ensures we have a nation of workers who live healthier and longer lives, which benefits UK workplaces and society as a whole.

One in six working people live with a long-term medical condition, such as diabetes, heart disease, lung disease, depression, or live with a disability. Eating well and living better can help all workers to build and maintain individual optimum health.

Organisations who currently promote workplace health initiatives should be applauded, encouraged and supported to continue. However, the majority of organisations and employers do not offer their workforce this opportunity.

Dietitians are in a key position to influence workplace health at all levels, and can be most effective within the areas of nutrition, behaviour and organisational change. It is further known that a multi-factor approach to workplace health interventions, i.e. nutrition and physical activity, are required to demonstrate positive outcomes for the workforce. The dietetic profession has the understanding, evidence and

skills to devise and deliver, or enable delivery of, workplace health programmes aimed at creating individual and organisational change to improve eating and drinking, in addition to physical activity, in a variety of work settings.

Congress is asked to support and work with the British Dietetic Association to take up the workplace health agenda to help make a positive difference to millions of UK workers.

British Dietetic Association

58 Mental health services

Congress notes with concern the continued erosion of mental health services in the NHS. Some of the most vulnerable people in the country are being denied the essential care they need and instead are held in police stations or presenting at A&E centres due to the lack of acute mental health beds. Some have taken their own lives in desperation after seeking, but being denied, help. A total of 2,011 beds have been closed since April 2011, including 468 beds in 2014, while demand for services continues to increase, exacerbated by the stresses caused by the government's austerity measures.

NHS staff who work in mental health, providing essential care in aiding recovery, are finding their posts are at risk as trusts find ways to cut costs. It is estimated that one in four of us will be affected by poor mental health at some point, often needing the support of these very services that are being removed at such an alarming rate.

Although the home secretary recently pledged to invest £15m in new health-based places of safety in England for those experiencing a mental health crisis, this money will have to come from existing budgets and will only be available for 2016/17. Proper investment is needed to prevent people getting to a state of crisis.

Congress calls on the TUC and affiliates to campaign to highlight the cuts impacting on mental health services and ensure that they get sufficient funding to provide the services that are so desperately needed.

Chartered Society of Physiotherapy

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GOOD SERVICES AND DECENT WELFARE

59 Meeting the needs of children and young people with mental health difficulties

Congress notes a survey of head teachers (HTs) in July 2015 found that two-thirds reported the mental health of their pupils and students, and the difficulty in accessing the right support for them, as their biggest concern.

Previous studies indicated that HTs believed that the input of their local educational psychologists (EPs) was invaluable in helping them determine and access the appropriate level of support for their children and young people (CYP).

In a survey of its members by the Association of Educational Psychologists in June 2015, 85 per cent reported a marked increase in their workload during the previous six months. The Children and Families Act 2014 was widely welcomed as it gives greater rights to under-25-year-olds who have special educational needs. Its implementation requires significantly increased time from a range of professionals within local authorities, particularly EPs, at a time of increasingly dwindling public resources, leaving EPs unable to give sufficient time to schools to improve the mental health of their CYP.

The government acknowledges the concerns re mental health issues and the shortage of EPs, (demonstrated by the huge number of unfilled vacancies) and has both increased the number of EPs being trained from September 2015 and instigated a review of the training of psychologists to work with CYP in the future.

Congress calls on the government to ensure that sufficient funding will be available to the Department for Education to train more EPs to meet the needs of all CYP who need them, especially those with mental health difficulties.

Association of Educational Psychologists

60 Hospital consultants and stress

Stress amongst hospital consultants and specialists is a constant reminder of how vulnerable senior public sector workers are on the front line. From continuous battles with waiting time targets in A&E to the funding crisis that is seeing many senior doctors reaching for the exit door to either retire or work overseas, stress amongst talented lifesaving doctors is continuing to impact on our NHS.

Congress notes that consultant workload has been continuously increasing and the pressure to care for an ever-increasing patient caseload is causing some consultants' mental health to be impacted. Depression, anxiety and stress are the most prevalent reasons for sickness absence amongst hospital consultants and specialists. The toxic mix of a stressful workplace combined with a culture of bullying and trying to balance family life can often result in complete burn-out for the doctor.

The health and well-being of all NHS staff should be a top priority, but time after time NHS organisations either fail to see the signs or do not know what to look for. Congress believes that stress amongst senior doctors in hospitals is just not taken seriously to the detriment of the doctor and the patients. Congress calls on government and employers to work with the HCSA to determine a strategy that will safeguard all medical staff in the future.

Hospital Consultants and Specialists Association

61 Mental health and young workers

Congress agrees that the future of trade unionism lies in making ourselves as relevant to people in their communities as in their workplaces. Congress notes that the TUC Young Workers Forum each year selects two issues as priority campaigns with the aim of demonstrating the importance and relevance of trade unions on non-industrial issues as well as providing campaigning opportunities to engage young workers.

Congress is deeply concerned at the rising trend in recorded mental ill-health amongst young people, and is not surprised that this coincides with a plague of insecure employment, increasing personal indebtedness, chronic housing shortages and cuts in support services.

Congress therefore agrees to make the mental well-being of young workers a priority issue, and to commence discussions with organisations such as SANE, MIND and the Samaritans about the practicalities of campaigning on this issue.

TUC Young Workers Conference

4

SECTION FOUR RESPECT AND A VOICE AT WORK

SECTION FOUR

RESPECT AND A VOICE AT WORK

62 The Trade Union Bill

Congress emphatically rejects the introduction of the Trade Union Bill. This proposed law must be seen as a malicious attempt by the government to constrain democratic industrial and political opposition to its austerity programme by attempting to outlaw:

- i unions organising and supporting workers taking industrial action
- ii unions and their members supporting the Labour Party.

The imposition of balloting thresholds sets targets that few MPs have met in their own election; it turns abstainers into “no” voters, effectively raising the bar of the threshold even further.

The extra criteria required for “essential” public service workers, including health and transport workers, is outside international labour law.

Congress notes that there is no proposal to allow unions to use modern balloting methods, for example, via internet or telephone, exposing the government’s lack of real interest in turnout and democracy.

The possible criminalisation of workers involved in industrial action is blatantly unjust, as is the plan to allow the use of agency workers as strike-breakers. In totality, British anti-union law is the most oppressive and undemocratic in Europe.

Congress commits to launching a broad, militant and imaginative campaign against this legislation. This should include working with campaigns fighting against austerity and for union rights, and organisations concerned with civil/human rights. Congress will coordinate a mass protest against the Bill at an appropriate parliamentary stage.

Congress further commits to giving maximum possible political, financial and industrial support to those unions that find themselves outside the law.

Unite

Amendment

- Insert new paragraphs 5 and 6:
“Congress asserts that the government’s plan to remove DOCAS and facility time in the public sector not only undermines industrial relations but is a fundamental attack on working people and their voice at work.
“Congress resolves to challenge DOCAS removal through any means necessary.”

UNISON

63 Reasserting trade union values in society

Congress agrees that in the aftermath of the general election it has never been more important for the TUC to come together and re-assert trade union values in society.

In the world of work we have seen a fundamental shift from fair and decent jobs towards insecure employment models characterised by exploitative contracts, bogus self-employment, agency work and low pay.

This has been mirrored in wider society with working people, and particularly the young, bearing the costs of austerity with declining living standards, a growing housing crisis, cuts to essential services, rising in-work poverty and the privatisation and marketisation of public services.

With the proposed anti-trade union laws, and welfare and public spending cuts that will hit the poorest hardest, we cannot sit back in the hope that a new government will come around to our way of thinking in five years’ time.

Congress therefore agrees that the union movement must develop a comprehensive strategy through the TUC which includes the following:

- i a joint campaign against anti-trade union laws
- ii the development of a workers’ charter, pursued by every trade union signing up to a co-ordinated collective bargaining approach
- iii a co-ordinated day of action; and a programme of ongoing action

- iv a national campaign engaging working people and a wider coalition of groups to redress the balance of forces in society and the workplace.

Congress agrees that the General Council should prepare a report outlining this strategy for a special TUC Conference by March 2016.

Communication Workers Union

64 Anti-trade union laws

Congress reiterates its support for repeal of the anti-trade union laws.

Congress notes that the Conservative government, elected on 7 May by the votes of only 24 per cent of the electorate, has used its first Queen's Speech to announce further draconian anti-trade union legislation.

The Trade Union Bill includes:

- i a 50 per cent voting threshold for union ballot turnouts, plus a requirement of 40 per cent of those entitled to vote in favour of industrial action in certain essential public services (health, education, fire and transport)
- ii additional restrictions on picketing
- iii an opt-in process for the political fund trade union subscriptions
- iv increased industrial action notice periods and also time limits on a mandate following a ballot for industrial action
- v increased powers for the Certification Officer.

Congress calls on the General Council to consider:

- a a mass lobby and national demonstration against the Bill becoming law
- b the possibility of assisting in organising generalised strike action should legal action be taken against any affiliate in connection with these new laws

- c pursuing and giving practical and financial support to affiliates seeking to challenge the legality of the legislation in such arenas as the European Court of Human Rights

- d building the broadest possible parliamentary opposition to the proposals

- e drawing up an alternative Trade Union and Employment Rights Bill that strengthens the role of trade unions, including workplace ballots and electronic balloting.

National Union of Rail, Maritime and Transport Workers

65 Building a campaign to stop government attacks

Congress notes that the election of a Tory majority government in May 2015 signals a generalised attack on working class people and their primary defence organisations, trade unions.

Congress notes the new raft of anti-union legislation and the continued austerity cuts, which will further attack working class living standards and public services.

Congress further notes that these attacks involve much wider layers than those currently in unions, affecting millions of non-unionised workers, youth, students, pensioners and others.

Congress believes that the trade union movement should be at the forefront of every campaign to oppose government attacks on working class people. By doing so, trade unions can build new campaigning alliances against every form of injustice.

Congress calls on the General Council to draw up a programme of action, to include:

- i a conference of unions and interested parties to plan resistance to the range of attacks we face
- ii organising committees, based on local unions, trades councils and existing anti-austerity campaigns, to coordinate local activity

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- iii meetings and rallies in every region and city across the UK
- iv preparation for sustained, joint industrial action across our movement
- v action to defend any union attacked under anti-union laws.

This programme should include calls on other workers and campaigners not in unions to join our action. The aim of this campaign must not be merely the calling of token protests. Congress must set out to build a mass movement with the clear aim of defeating these attacks.

Fire Brigades Union

Amendment

- Insert new paragraph 5:
“Congress believes that within this broadly based campaign, focused on the attacks launched by this government on working class people, the TUC must consider all methods of challenging and defeating the Trade Union Bill, which seeks to undermine the fundamental democratic right of workers to organise to protect their rights.”

National Union of Teachers

66 Trade Union Reform Bill

Congress notes with great concern the Trade Union Reform Bill which was published on 15 July.

Congress believes that the Bill will do nothing to boost productivity or end the low-wage/low-skill problems that beset our economy and instead is a vindictive attack on workers and their representative organisations.

Whereas Congress encourages all unions to aim for maximum turnouts in all ballots it does not support statutory thresholds. In contrast there will be no turnout threshold for the forthcoming referendum on EU membership. If the government really wanted to increase participation in union ballots they would allow electronic balloting.

Congress is alarmed by the proposal to criminalise the code on picketing – equating picketing with public disorder is an indication of the real views of the government on trade unionism. Furthermore, suggestions that powers will be taken to intercept electronic communications during industrial disputes has profound civil liberties implications.

The proposed repeal of the law prohibiting employers from using agency workers to substitute for striking workers will do nothing to aid a return to good employment relations during and after a strike and will put agency workers, many of whom are young people, in an invidious position.

Congress resolves to oppose the Bill every inch of the way, building alliances across Parliament, with non-government organisations and with all the employers who have been expressing their unease about this unneeded Bill.

Congress urges all affiliated unions to prioritise campaigning against the Bill.

Accord

67 Attacks on trade unions

Congress totally condemns the government's Trade Union Bill, which is an uncompromising and unnecessary assault on the rights and freedoms of British workers. Congress believes this attack on the civil liberties of trade unionists recalls Germany in the 1930s when trade unions were banned and strikes declared illegal.

Congress regrets the proposal to introduce an opt-in to trade union political funds while not allowing trade unions scope to more fully engage with their members through new technology such as online balloting. Congress also regrets provisions in the Bill which would inhibit unions' ability to use new media in co-ordinating strikes, thereby limiting freedom of speech.

Congress is deeply concerned about plans in the Bill both to significantly increase bureaucracy and to restrict facility time in the public sector particularly in the area of health and safety. Congress recognises that workplaces with union representatives and a joint safety committee have half the serious injury rate of those without and acknowledges the importance of such representatives especially in safety-critical industries like railways.

Congress believes that free trade unions have a huge contribution to make to our country's growth, prosperity and productivity and regrets that this ideological Bill is profoundly counterproductive. Congress calls on the General Council to campaign against the Bill and to highlight the positive role played by trade unions in the UK in 2015.

ASLEF

68 Electronic statutory balloting

Congress condemns the proposals outlined by the new government to set additional thresholds for union ballots on industrial action.

Whilst the motivation behind the introduction is clear for all to see, the refusal of the government to countenance secure electronic balloting for statutory ballots only serves to underline the hypocrisy of these proposals.

At a time when the government itself is lauding its own track record in increasing the range of public services that are delivered digitally, there can be no excuse for excluding statutory ballots from this now mainstream development.

Congress calls on the government to recognise that the introduction of secure electronic balloting is not only long overdue, but will support the democratic principles of membership participation and accountability that have always been the cornerstone of our movement.

Congress further calls on the General Council to campaign for a change in the legislation to introduce secure electronic statutory ballots, regardless of any changes to ballot thresholds, as a long overdue development to support democracy in unions.

FDA

Amendment

➊ Insert new paragraph 4:
"Congress calls for employers to be obliged to provide union members with access to secure phone lines or computer terminals to allow for statutory ballots and elections being conducted in the workplace. Congress believes that this single measure would considerably enhance turnout and participation."

Unite

69 Industrial action ballots

In November 2012, the prime minister insisted that the first Police and Crime Commissioners had a mandate to oversee the delivery of law and order despite being elected on an average valid turnout of 14.7 per cent. The general election in May 2015 produced a government elected by 26 per cent of the eligible electorate of the UK.

Both of these election results have been accepted as a democratic mandate for the Police and Crime Commissioners and newly elected Conservative government to undertake their duties with authority.

In the Queen's Speech a new Trade Union Bill has been announced that may include further restrictions on industrial action ballots. The current system for balloting in the UK is the most draconian in Europe with outdated methods and antiquated processes that have not moved with advancement in technology such as online voting systems using smartphones, tablets, etc.

Congress calls on the General Council to lead a campaign to move balloting procedures into the twenty-first century by campaigning to use modern balloting techniques in industrial action ballots.

Society of Chiropodists and Podiatrists

70 The attempt to nullify trade unions

Congress recognises that the latest legislation (Trade Union Bill 2015) aimed at trade unions is politically motivated, the work of a vindictive Tory Party, using the levers of government for its own political ends, seeking to outlaw legitimate protest and opposition, stifle free speech and choke off the finances and resources of political opponents.

This legislation is from a government elected by less than 25 per cent of the electorate imposing voting thresholds on trade unions that have already been declared in breach of international law.

Congress needs to protect its affiliated registered trade unions.

SECTION FOUR

RESPECT AND A VOICE AT WORK

The General Council should make it a priority to campaign against this legislation and do all it can to facilitate trade union rights under international law.

National Union of Mineworkers

71 Statutory recognition – scope of collective bargaining

Congress notes that the statutory union recognition procedure uses a definition of collective bargaining – “pay, hours and holiday” – which is much narrower than the definition that applies to voluntary recognition agreements. This narrow statutory definition is being restricted even further by aggressively anti-union employers to exclude bargaining on issues which are fundamental to union members’ terms of employment. For example, in workplaces where union members work variable hours, the recognised union is prevented from negotiating the actual rostering arrangements which determine daily working hours and time off. This narrow definition is being exploited by anti-union employers. Having failed in the first place to prevent a union winning recognition through the statutory process, they get a second opportunity to undermine legitimate collective organisation by refusing to negotiate on key employment terms such as rostering and scheduling.

Congress believes the original intention of the statutory union recognition procedure – to oblige an employer to recognise and negotiate with an independent union when this is supported by the majority of employees – should be restored by widening the definition of collective bargaining to include all main terms of employment, including rostering arrangements.

Congress calls on the TUC to:

- i support efforts by affiliated unions to challenge the narrow definition of collective bargaining under the statutory union recognition process
- ii lobby government to amend TULRA 1992 to bring the statutory definition of collective bargaining into line with the voluntary definition set out in Paragraph 178 of the Act.

British Air Line Pilots Association

72 Casualisation

Congress believes that the scale of insecure working is damaging to our economy, society and to individuals forced to take casual work due to lack of permanent opportunities.

Casualised workers are paid significantly less, have no job security and limited career development opportunities. Casualisation raises serious challenges to trade union organisation and development throughout our economy. Workers are often denied the right to paid facilities time where a recognition agreement exists.

There are negative outcomes from insecure working to be found in every sector. This is not just an issue that affects education but the economy overall.

Congress notes the endemic nature of casualisation in further and higher education. In common with the reshaping of the labour market, the post-16 workforce is being fundamentally reorganised around the use of casual contracts. Freedom of information requests have shown that at least 12 per cent of all academic staff working in higher education are employed in this type of contract and at least 35 further education colleges employ over 40 per cent of their academic staff casually.

This is not an issue that only affects staff. It also impacts negatively on students, diminishing the value of teaching by, for example, failing to include preparation time as part of the contract, and limiting student access to professional support and advice outside the classroom.

Congress calls on the General Council to produce research on the scale of insecure employment in all sectors and to organise a unified Westminster parliamentary lobby against casualisation during 2015/16.

University and College Union

Amendment

● Insert new paragraph 6:
“Congress further notes that casualisation is also endemic in the construction industry. Casualisation most regularly occurs through false self-employment, employment agencies and umbrella companies. Problems caused by construction casualisation are numerous, affecting pay, employment rights, training and Apprenticeships, safety, pensions and productivity.”

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

Amendment

● In paragraph 2, line 3, insert new sentence after “opportunities.”:

“Those on zero-hours contracts are unable to enforce limited employment rights because by doing so they are fearful their hours can be legally reduced to ‘zero’ with the consequent loss of earnings, even though a third of those on such contracts would like more hours.”

● In the final paragraph, last line, after “casualisation” insert: “, including zero-hours contracts,”

Transport Salaried Staffs Association

73 Undercover police surveillance of trade unionists

Congress notes that in March 2015 it was revealed that Mark Jenner, a police officer serving in the Special Demonstration Squad (SDS), had infiltrated construction union UCATT and spied on its members.

Congress further notes that former police officer Peter Francis, acting as a whistleblower, has admitted that during his time in the SDS he spied on trade unionists in the construction industry and activists in the NUT, CWU, FBU and the National Union of Students.

Congress is aware that information on the files of workers blacklisted by the Consulting Association could only have been provided by the police or the security services.

Congress is alarmed that attempts to find out further information on the involvement of police officers in infiltrating unions has been blocked by the Metropolitan Police on the grounds of national security.

Congress believes that trade unionists who were spied on by the police have an absolute right to know why they were targeted in this manner.

Congress calls on the TUC General Council to:

- i campaign for a full independent public inquiry into blacklisting in order for these and other matters relating to how the lives of workers were ruined are fully revealed
- ii ensure that the inquiry being led by Lord Justice Pitchford into undercover policing and the SDS fully investigates the links between the police and blacklisting
- iii provide support and assistance to all unions whose members were subjected to secret police infiltration and surveillance.

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

Amendment

● Add new final paragraph:
“Congress further resolves to support the NUJ campaign against surveillance of journalists and calls for further legislative changes, including an independent judicial process; automatic mandatory prior notification; and mechanisms to challenge and appeal in cases where the authorities, including the police, are attempting to access journalists’ communications, materials and sources.”

National Union of Journalists

74 Blacklisting and state spying on unions

Congress applauds the tremendous work done by unions and the Blacklist Support Group in campaigning against the blacklisting of workers for trade union activity.

Congress is alarmed by media reports into police spying on, and infiltration of, activist organisations, environmental and anti-racist campaigns, including the Stephen Lawrence campaign.

Congress notes the Home Secretary’s announcement on 12 March 2015 of the Pitchford Inquiry into the operation of undercover police bodies.

Congress further notes the blacklisting meeting at Westminster on 12 March 2015, which heard the statement from a former undercover police officer disclosing that he spied on members of the FBU, UNISON, CWU, NUT and NUS.

SECTION FOUR

RESPECT AND A VOICE AT WORK

Congress notes the significant evidence contained in a number of published books and media articles of police monitoring of, and interference in, the trade union movement during industrial disputes, union-backed anti-racist and environmental campaigns, as well as routine trade union activity.

Congress demands that these issues are fully addressed by the Pitchford Inquiry and that relevant information is sought by the inquiry without threat (e.g. of prosecution) to those agreeing to provide evidence.

Congress believes that a trade union body such as the TUC, as well as the Blacklist Support Group, should be given 'core participant' status in the Pitchford Inquiry.

Congress resolves to campaign for the democratic rights of trade unionists and against secret state interference in the labour movement. This will substantially further the interests of trade union members and elected representatives to engage in their legitimate trade union activities.

Fire Brigades Union

Amendment

➤ Add a final paragraph:
"Furthermore, Congress calls on the European Parliament to ensure both the EU Data Protection Regulation and the EU Health & Safety Strategy 2014-2020 explicitly ban blacklisting of workers for their trade union and health and safety activities."

GMB

75 Government attacks on civil rights

Congress asserts that the Conservative's programme for government represents a fundamental attack on basic rights, freedoms and entitlements and on democracy.

Congress deplores the government's centralising plans which are being delivered through measures to silence opposition from workers, families and communities.

Congress further deplores the fact that the government's economic, social and education policies are designed to privilege the voices of those with financial advantage, whilst stripping away access to civil rights for the majority.

Congress calls upon the General Council to:

- i mount a public awareness campaign to highlight the government's attacks on civil rights
- ii support affiliates in their campaigns to challenge the government's programme of oppressive and anti-democratic legislation
- iii work with the ITUC and the ILO vigorously to challenge the attacks on civil liberties and rights at work.

NASUWT

Amendment

➤ Add at the end of the first paragraph after "democracy" (removing the full stop):
"building on its championing of the Gagging Act (the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Act 2014) that closed down civil society campaigning by unions, charities and pressure groups before the 2015 General Election, and will do so again in the year up to 2020."

Transport Salaried Staffs Association

76 Stop and search

Congress notes that the subject of stop and search has been debated on many occasions, but nothing has changed. People of African heritage are six times more likely to be stopped and searched by the police in England and Wales under Section 1 of the Police and Criminal Evidence Act 1984 and 29 times as likely as white people under Section 60 of the Criminal Justice and Public Order Act 1994.

People of Asian heritage (and other ethnic minorities) are twice as likely to be stopped and searched under Section 1 and six times as likely under Section 60.

This disproportionate impact of stop and search on Black, Asian and Minority Ethnic (BAME) communities has become the norm, with no serious proposals from politicians, policy makers or the police force to deal with the essential racist use of stop and search powers. There is a deafening silence and BAME communities have been left to deal with the consequences.

Congress calls on the General Council to campaign to:

- i make police forces accountable for their stop and search figures while ensuring they establish plans to change their culture
- ii have the TUC become a vocal advocate for the plight of BAME communities.

TUC Black Workers Conference

77 Campaigning for pregnant workers

Congress is appalled that the rate of discrimination against pregnant women at work has increased dramatically. Pregnant women face discrimination at work including bullying and harassment; employers refusing to make adjustments to ensure safe work conditions; and being sidelined in their return to work. Worryingly, the cases of women being denied time off to attend antenatal care are increasing, which has potentially devastating effects on the health of the woman and her baby. Women who miss antenatal appointments miss out on essential screening tests and valuable advice around smoking and nutrition. Evidence shows that missing antenatal appointments can increase the risk of smaller babies, premature babies, miscarriages and still birth. This is particularly important for women with complex health needs.

Congress recognises the value of working women and that campaigning against pregnancy discrimination will show that treating pregnant women fairly has a positive impact for employers and helps retain talented women in the workforce. Campaigning against pregnancy discrimination is a real opportunity to organise and engage with younger workers and shows that the trade union movement is relevant in the modern workforce.

Congress calls on the General Council to:

- i campaign for the rights of pregnant women, in particular for time off to access NHS antenatal care.

Royal College of Midwives

Amendment

► In paragraph 1, line 3, after “dramatically.” insert: “Research published in July commissioned by BIS and the EHRC highlights the extent of discrimination against pregnant women and new mothers.”

In the final paragraph add sub-paragraphs ii and iii at end:

“ii remain vigilant against any attempt to erode existing maternity and parental rights

iii support affiliates to press for improvements to maternity and parental rights with government and employers.”

Union of Shop, Distributive and Allied Workers

Amendment

► Insert new paragraph 2:

“Women returning from maternity leave also face discrimination, for example by employers adopting hostile and negative approaches to requests for amended hours and arrangements. The impact of employment tribunal fees means women are increasingly less able to challenge discriminatory practices.”

► Add to final sub-paragraph i at end of motion “and for a positive return to work after maternity leave”.

Prospect

Amendment

► In paragraph 1, line 8, after “work.” insert: “The recent EHRC report shows that 10 per cent of women are discouraged by employers from attending ante-natal appointments and around 54,000 new mothers are forced out of their jobs in Britain each year.”

► In the final paragraph add at the end of sub-paragraph i:

“and support the EHRC Works for Me campaign to find workable solutions to tackle discriminatory employers effectively.”

Chartered Society of Physiotherapy

SECTION FOUR

RESPECT AND A VOICE AT WORK

78 Young workers

Congress condemns the attacks on young people by governments over the last five years, including abolishing the education maintenance allowance, reducing tax credits and increasing tuition fees.

Congress deplores measures announced in Chancellor George Osborne's budget in July such as the inappropriately named "living wage" which will only apply to workers over 25 and the removal of the entitlement to housing benefit from those who are under 21.

Congress notes evidence from the Resolution Foundation that shows that workers aged between 22 and 29 have seen the biggest reduction in real terms pay between 2009 and 2014, with a fall of 12.5 per cent, while the income of pensioners has risen by 10 per cent over the same period. Congress further acknowledges that voters aged over 75 are more than four times as likely to vote as voters aged between 18 and 24.

Congress welcomes many aspects of age discrimination legislation but fears that certain provisions can indirectly lead to discrimination against young people as older workers work for longer, thereby depriving young people of new and good jobs.

Congress calls on the General Council to campaign for age discrimination law to achieve its goals without undermining access to work for young people and to fight against age discrimination in the benefits system.

ASLEF

Amendment

- Add at end of paragraph 1: "Unequal access to job opportunities and to work experience placements and internships affects all young people, however well qualified they are."
- Add at end of paragraph 2: "It is becoming ever more difficult for 'generation rent' to find affordable, secure, good quality housing."
- Add to final sentence at end of motion "and wider public policy decisions."

Prospect

79 Violence in the workplace

Congress notes with concern the rise in workplace violence in the criminal justice system. The rise of serious assaults has increased by 58 per cent over the last five years and by 35 per cent in the last year. Other assaults on staff have risen sharply. There were 3,637 in 2014, an increase of 28 per cent on 2010. Whilst there are no simple explanations for the decline in safety, budget cuts are a significant contributing factor.

Congress asks the General Council and affiliated unions to assess violence in the workplace and to mount a joint union campaign for the protection of all workers in the public and private sector in their workplaces.

POA

Amendment

- Insert new paragraph 2: "Congress deplores the culture, practices and attitudes of some employers (especially in the prison and probation services, police, health and schools) who assert that violent assaults at work should be expected as part of the job."

NASUWT

5

SECTION FIVE STRONG UNIONS

SECTION FIVE STRONG UNIONS

80 Collective bargaining in dance

Congress notes that over £100m will be invested by the Arts Council England (ACE) in Dance from 2015-2018, but that only a small proportion of those who receive this funding engage in collective bargaining with the dancers they employ.

Congress further notes that ACE's guidance for organisations who receive public funding states that: "Artists' fees for projects funded by us should be in line with recognised codes of practice set by the relevant lead bodies."

In practice, however, ACE does not ensure that funding is delivered in line with minimum union terms. Therefore it is up to dancers, as workers, to fight for recognition and the use of union agreements in publicly funded companies.

The companies in question often give assurances that they meet minimum conditions set out in national collective agreements, but refuse to use the full union agreement or enter negotiations with unions.

Congress believes that dancers deserve an input into the terms and conditions they work on. This status quo is unacceptable: dancers must have independent, collective representation in the workplace.

The nature of dance work makes it very difficult to achieve statutory recognition in most companies; however, Equity's Freelance Dance Network has been established to organise dancers outside of the traditional workplace-specific context.

Congress resolves to support the unionisation of freelance dancers through the Equity Freelance Dance Network and support Equity's work to get publicly funded dance companies to participate in collective bargaining.

Equity

81 Fast Food Rights/Hungry For Justice campaigns

Congress recognises the importance of young workers and supports the aims of the Fast Food Rights/Hungry For Justice campaigns. The exploitation of young people working in fast food outlets will continue unless we can raise the public profile and the best conduit for that is a committed TUC and trade union movement.

Bakers, Food and Allied Workers Union

82 FIFA reform

Congress calls on the General Council to support a fundamental restructuring of FIFA leading to much greater player involvement in the overall governance of the game.

The recent developments and the ongoing investigations have highlighted the need to have much greater transparency and openness in the running of world football. Corruption and malpractice has been synonymous with FIFA but it is the current US-led FBI investigation that has been the real game changer.

Although such revelations are very damaging for football they also provide a unique opportunity to bring about a much-needed reform and overhaul. We have seen that the structures and workings of FIFA have supported and built up a corrupt culture with vast sums of money disappearing into private bank accounts to ensure votes are rigged and decisions are manipulated. The way forward must be to have more player control and to also reduce the career bureaucrats who see the game as a cash cow to exploit as they see fit.

We have seen that the process by which the World Cup hosts are chosen is fundamentally flawed and this has allowed workers rights in Qatar to be ignored.

The message from the FIFA scandal will resonate within the trade union movement because it is another example of impropriety at the heart of an organisation that dismisses the role of the worker and actively discourages their input. Congress, along with its international union colleagues, demands change and will not remain on the sidelines in this battle.

Professional Footballers' Association

6

SECTION SIX TUC ORGANISATION

SECTION SIX

TUC ORGANISATION

83 TUC Trades Union Councils Conference delegate to Congress

Congress recognises the vast amount of positive work Trades Union Councils have undertaken during this period of austerity, taking an active part in supporting trade unions in campaigns and disputes.

Trade Union Councils have been the bridge between trade unions and local communities: they have given guidance and support to local community groups' campaigns, including opposing the bedroom tax, library closures and welfare benefit cuts whilst explaining to those same groups the effects of government cuts and why trade unions are in dispute and eliciting support for those disputes amongst the general public.

Congress affirms the goal that a Trades Union Council delegate attends TUC Congress and moves the Trades Union Councils Conference motion as a delegate.

Congress instructs the General Council to acknowledge the valuable positive work undertaken by Trades Union Councils and to implement in full this motion.

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
Maggie Ryan
Jane Stewart
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

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

Claire Sullivan

Communication Workers Union

Dave Ward

Community

Roy Rickhuss

Educational Institute of Scotland

Larry Flanagan

Equity

Christine Payne

Fire Brigades Union

Matt Wrack

Musicians' Union

John Smith

National Union of Rail, Maritime and Transport Workers

Mick Cash

POA

Steve Gillan

Prospect

Mike Clancy

Royal College of Midwives

Jon Skewes

Union of Construction, Allied Trades and Technicians

Brian Rye

University and College Union

Sally Hunt

Section C

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

Accord

Ged Nichols

ASLEF

Simon Weller

GENERAL COUNCIL AND GENERAL PURPOSES COMMITTEE NOMINATIONS

FDA

Dave Penman

Hospital Consultants and Specialists Association

Eddie Saville

Napo

Ian Lawrence

National Union of Journalists

Michelle Stanistreet

Nationwide Group Staff Union

Tim Poil

Nautilus International

Mark Dickinson

Transport Salaried Staffs Association

Manuel Cortes

Section D

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

Advance

Linda Rolph

Association of Teachers and Lecturers

Niamh Sweeney

Prospect

Sue Ferns

Society of Chiropodists and Podiatrists

Joanna Brown

Section E

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

Unite

Mohammad Taj

Section F

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

Fire Brigades Union

Micky Nicholas

Section G

Member representing black women

UNISON

Gloria Mills

Section H

Member representing trade unionists with disabilities

Unite

Sean McGovern

Section I

Member representing lesbian, gay, bisexual and transgender trade unionists

Communication Workers Union

Maria Exall

Section J

Member under 27 years of age

GMB

Fern McCaffrey

General Purposes Committee

Five to be elected

GMB

Sharon Holder

Musicians' Union

Kathy Dyson

National Union of Rail, Maritime and Transport Workers

Michelle Rogers

UNISON

Chris Tansley

Unite

Linda McCulloch

Union of Shop, Distributive and Allied Workers

Paddy Lillis

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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