



Changing the world
of work for good

CONGRESS 2025

PROVISIONAL AGENDA

**MOTIONS, AMENDMENTS
AND NOMINATIONS**

CONTENTS

| | |
|--|----|
| SPECIAL NOTICES | 03 |
| SECTION 1 A GROWING AND DIVERSE MOVEMENT | 04 |
| SECTION 2 STRONGER RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION | 11 |
| SECTION 3 A FAIRER ECONOMY AND STRONG PUBLIC SERVICES | 26 |
| SECTION 4 MEETING THE CHALLENGES OF THE FUTURE | 52 |
| SECTION 5 A STRONG AND SUSTAINABLE TUC | 65 |
| NOMINATIONS | 66 |
| INDEX: UNIONS AND MOTION NUMBERS | 70 |

SPECIAL NOTICES

Grouping committees and composite motions

Where the Congress General Purposes Committee (GPC) 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Congress GPC, some of the motions and amendments in this agenda may be merged into composite motions and others may be withdrawn.

The first report of the Congress GPC is 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 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.

SECTION 1

A GROWING AND DIVERSE MOVEMENT

01 Organise the unorganised

Congress notes:

That despite some years of growth, union membership been on a downward trend for four decades, currently standing at 22 per cent of the workforce.

The decline in membership has been accompanied by growing inequality. Real wages for most workers are barely above their pre-2008 level.

Membership has not declined because trade union values are unpopular with working people. Recent experience has proved that assertive trade unionism wins for members and attracts new ones.

That collective bargaining is an effective way to redress income inequality and the misery it causes.

Congress calls on the General Council to convene a summit to agree a charter and subsequent activity to 'organise the unorganised', based on:

- i. the co-ordination of a significant organising drive across unions with a commitment to developing a common bargaining agenda across sectors, with a focus on tackling inequality, insecure employment and poor working conditions
- ii. greater co-operation between unions and an end to inter-union competition, so as to prioritise the interests of working people
- iii. working closely with government to remove those significant legal and structural barriers to trade union organisation and collective bargaining. This will include resisting attempts to weaken the provisions of Employment Rights Bill, particularly in relation to issues of recognition and balloting for industrial action
- iv. building effective links with social justice campaigns that are in the interests of working people
- v. concrete steps to establish sectoral collective bargaining and enduring structures that embed union organisation and capacity.

National Education Union

02 Sectoral bargaining

We face a crisis in trade union membership, with less than 50 per cent of public sector workers and less than 12 per cent of private sector workers in a union. Younger workers are also less likely to join a union and new research shows a similar trend with lower-paid workers.

The cause of this is clear. The unbridled growth of the gig economy, outsourcing, agency work, new technologies and AI has encouraged employers to adopt cheaper and more fragmented employment models, which are nearly impossible to effectively unionise.

The solution is also clear. Individual rights in the workplace can only take us so far – we need a raft of new collective rights and sectoral bargaining agreements, alongside greater cooperation between unions and new models of unionism.

Congress therefore agrees that the TUC:

- i. produces a sectoral bargaining strategy to be agreed by the General Council, including a plan to introduce sectoral level agreements in at least three sectors within the next six months.
- ii. launches a campaign calling for the Labour government to build on the new deal for workers by extending sectoral bargaining agreements in this parliament, to address growing work and wealth inequality.
- iii. initiates a working group to both produce the sectoral bargaining strategy and report to the General Council, in six months, on greater cooperation between unions and new models of trade unionism that can organise more effectively within sectors of the economy.

Communication Workers Union

AMENDMENT

Add new bullet after bullet iii.:
"iv. make union recognition, and contribution to established grouped trade union facility time arrangements, a condition for receiving public funding in all sectors, including multi-academy trusts, free schools, and publicly funded independent schools."

NASUWT

AMENDMENT

Add new bullet after bullet iii.:
"iv. Congress calls on the TUC to demand the government fulfil its pledge of the "greatest number of insourcings in a generation," starting with the civil service. Bringing contracts back in-house will boost accountability, improve services, and secure better conditions for workers, including younger workers."

Public and Commercial Services Union

03 Organising

Congress welcomes the new TUC strategy to support union organising seeing it as crucial for union growth and securing high-quality, unionised jobs across the UK.

This is a pivotal time for the trade union movement. The Labour government's transformative agenda on employment rights offers an unparalleled chance for union growth. Truly realising its potential requires effective organising, particularly in the private sector and amongst

young workers. Success hinges on our ability to equip reps and organisers with the skills to leverage new rights and digital tools, fostering inter-union collaboration, and navigating new legislation adeptly.

Congress notes the TUC's digital campaigning and organising support for affiliates, including the new Digital Organisers Academy, as well as the TUC's Digital Lab supporting digital change in unions.

Congress calls on the General Council to:

- i. Take action to improve member recruitment and retention through better data analysis, recognising this as a key growth opportunity.
- ii. Provide direct support to affiliated unions in understanding and utilising their data for retention, organising and growth, acknowledging challenges faced by smaller and mid-sized unions.

Congress also welcomes the TUC's expanded trade union education offer. Empowering reps and organisers to fully utilise new Employment Rights Bill provisions is vital for union growth.

Congress notes the ongoing issues regarding the funding of in-person TUC Education training for union reps.

Congress instructs General Council to:

- a. seek discussions with the government and combined authorities to ensure the continued provision of TUC Education.

Accord

04 Organising and delivering for young workers: age-related redundancy pay

Congress believes that young workers, like all workers, need and deserve a fair deal at work. We welcome the government's revised remit for the Low Pay Commission last year to help eliminate the wage disparity for young people in the national minimum wage. The Employment Rights Bill also includes several commitments that will have a positive impact on young workers, including helping to tackle one-sided flexibility.

Congress firmly agrees that the next step is looking at other age-related employment provisions with a view to removing all age-related discrimination.

The government has committed to gathering further views on strengthening the collective redundancy framework in 2025. Congress is clear that any further review of redundancy provisions must address the entrenched age discrimination within statutory redundancy pay.

Congress also welcomes the provision of trade union access to workplaces and the simplification of the statutory recognition process within the Employment Rights Bill. Congress recognises that to deliver parity in all areas of employment legislation, we need to use these tools to redouble our efforts in organising young workers, who are essential to the future of the movement.

Congress calls on the General Council, in co-ordination with the Young Workers Forum, to:

- i. continue to push for action on all issues affecting young workers

- ii. make the case for equitable redundancy pay in government consultation responses, specifically when the government comes to gather views on strengthening the collective redundancy framework
 - iii. develop a national organising young workers strategy, to help secure the future of the trade union movement.
-

Union of Shop, Distributive and Allied Workers

05 Recruitment and retention of young members

Conference recognises:

- i. Young workers face significant challenges, including insecure work, low pay, and lack of workplace protections.
- ii. The new Employment Rights Bill in the UK, itself the culmination of the CWU's years of campaigning for a new deal for workers, will bring with it an era of increased workplace access and legislation which needs to be enforced and arbitrated.
- iii. Trade union membership among young workers remains low, often due to a lack of awareness about unions and their benefits.
- iv. The Summer Patrol is a Norwegian organising project involving visiting workplaces to engage young workers regarding their conditions at work. This project has been running for over 40 years and has become a core component of their organising approach ensuring young workers are aware of trade unions and their rights. It helps reduce opportunities for employers to take advantage of young workers who may be unaware of their rights. It also builds union activism, profile and cohesion.

Conference believes that recruiting and retaining young members is essential for the future of the trade union movement. Young workers bring energy, innovation, and diversity, and their active involvement will strengthen unions' ability to tackle the issues they face.

We call on the TUC to:

- b. encourage all unions to develop youth-focused recruitment strategies, targeting industries with high numbers of young workers, such as retail, hospitality, and the gig economy.
- c. promote digital campaigns using social media platforms like Instagram and TikTok to engage young workers with relevant and relatable content, as we have seen in Unite
- d. support leadership development and representation for young members, ensuring their voices are heard at all levels of union structures.
- e. launch a national campaign strategy for recruiting young workers highlighting the role of unions in improving conditions for young workers, and to monitor membership trends to ensure progress.
- f. put together a strategy for implementing Summer Patrol in the UK as an annual and ongoing feature of TUC activities to organise young workers. Introducing Summer Patrol to the UK at this moment is timely and offers a proven model for how we can organise to enforce legislation on the ground.

- g. call for increased placements at universities for students, ensuring they are meaningful and provide relevant valuable experience. Additionally, urge unions to advocate for better career development opportunities within workplaces, making roles more attractive to young workers and enhancing retention rates. By investing in young workers futures, we can better engage young members within the trade union movement.
 - h. By committing to these actions, the trade union movement can empower the next generation and secure its future strength.
-

TUC Young Workers Conference

06 Self-employed workers

In July, AUE published a new report, an inquiry into the lives of the Artists' Union England membership and the role of contemporary artist unions in building grassroots power in the arts.

Key findings of the report include:

- i. 79 per cent do not earn enough from their art practice to live on.
- ii. More than 50 per cent earn less than £15,000 a year from all types of work they do.
- iii. Cuts to cultural funding and welfare have severely impacted artists' livelihoods and wellbeing.
- iv. The vast majority of members will rely solely on the state pension when retiring.
- v. They are less likely to own their own home and to rent privately.

While £126bn is generated for the UK economy annually by creative industries, this wealth doesn't benefit the vast majority of creatives whose skills, talents and labour are responsible for it.

Congress calls on the TUC to:

- a. use the report to raise concerns of self-employed workers
 - b. work with creative sector / other unions representing self-employed members to strengthen organising
 - c. ensure issues highlighted in the report are a priority for campaigning
 - d. write to government highlighting these concerns and seek a meeting to discuss solutions, involving relevant unions
 - e. call on affiliates who engage self-employed artists to sign up to the AUE Good Practice Charter
 - f. call on businesses to use AUE rates of pay guidance when engaging visual artists
 - g. campaign for fair/equal pay, safe and healthy working conditions, access to pensions, affordable housing and studios.
 - h. campaign for restoration of creative subjects on all school/college curriculums.
-

AMENDMENT

Add new bullets after bullet h.:

"i. to campaign for tighter rules and penalties on the late payment of invoices"

"j. to work with the UK Labour government to extend the benefits of the Make Work Pay agenda to self-employed workers."

Community

07 Supreme Court ruling – active support for trans and non-binary workers

Conference believes that:

- i. transgender rights are human rights
- ii. transgender, non-binary and gender diverse people are entitled to live and work free from prejudice and harassment
- iii. the discrimination faced by transgender, non-binary and gender diverse people reflects a rigid gender conformity that oppresses all women.

Conference notes that:

- a. the Supreme Court ruling of the 16 April goes against both recent and past European Court of Human Rights judgements
- b. on 11 June, during evidence to the Women and Equalities Select Committee, the current EHRC chair Baroness Falkner was asked about how draft EHRC guidance to service providers on asking people about their birth sex in order to access toilets can be in accordance with the Human Rights Act 1998 Article 8 Right to Privacy
- c. Baroness Falkner responded that the EHRC "[does] not think Article 8 rights apply"
- d. that the interim guidance issued by the EHRC is flawed and inconsistent on the inclusion of transgender, non-binary and gender diverse people in public life, including as employees seeking to impose a duty excluding many workers from single sex spaces in workplaces and public life
- e. the EHRC consultation period on its 'guidance' is insufficient for full consideration by affected parties of the implications of said 'guidance'
- f. the TUC has robust policy, consistently passed at Congress in the last seven years.

We note since the Supreme Court ruling, there has been a surge of transphobic hate promoted by the far-right, for political advantage. That the rise of far-right hate against LGBT+ people including trans people, as well as against migrants, women and all minority groups, is dangerous and a threat to trade union values.

This conference believes that trade unionists must oppose the imposition of gender stereotypes, protecting the dignity and safety of all workers.

Conference therefore calls for the TUC, LGBT+ Committee to:

1. campaign publicly on its policy for gender self-declaration
2. work with government to update and improve the Gender Recognition Act 2004 and the Equality Act 2010 to achieve social equality for all transgender, non-binary and gender diverse people

3. develop guidance on challenging transphobia in the workplace and negotiating improved workplace policies that are inclusive of transgender, non-binary and gender diverse workers.
 4. campaign for full rights for transgender, non-binary and gender diverse people in the workplace and wider society.
 5. continue supporting the Trade Unions for Trans and Non-Binary Rights Network
 6. invite the Minister for Women and Equalities to meet members of the TUC General Council and the TUC LGBT+ Committee to discuss this issue.
 7. actively work on all provisions of policy relating to trans and non-binary workers adopted at TUC Congress
 8. ensure trans and non-binary voices and experiences are included in all work on these issues.
-

TUC LGBT+ Conference

SECTION 2

STRONGER RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

08 Expanding equal pay legislation

Despite progress in workplace equality, pay gaps remain a harsh reality. Women are still paid less than men for the same roles. BAEM workers are often underpaid compared to their white colleagues. Disabled workers face both physical and economic barriers, and LGBT+ workers still encounter wage discrimination and bias, often hidden beneath the surface.

Equal pay is not just a matter of fairness as it's perpetuating discrimination not to address it.

While employers must commit to full pay transparency, fair promotion practices, and regular mandatory audits, the Labour government, under the Plan to Make Work Pay proposals, must go further when expanding equal pay legislation.

We call on the TUC to support:

- i. increasing the scope of the current proposals on race and disability pay gaps from employers with over 250 employees to those of 50 and over
- ii. legislating for compulsory action plans, alongside pay audits as reporting the issues alone do not address pay inequality, clearly demonstrated by the persistent gender pay gap
- iii. ensuring that any enforcement unit has effective statutory powers to demand employers comply as too often the remedy falls on workers to pursue lengthy tribunal claims
- iv. including LGBT+ pay audits and action plans into future legislation as research confirms this must be included in any action on pay inequality
- v. continue to commit to include outsourced workers as a comparator, regardless of length of service, as contracting out has too often been used by employers to avoid paying equal pay.

Unite

09 Tackling the far right

Congress recognises the critical role trade unions play in creating a fairer and more equal society. At the same time, Congress acknowledges the significant challenges, both now and in the future, facing the anti-racist and anti-fascist movements.

Unions are busy working with the Labour government to undo the damage done to our society by 14 years of Conservative rule. However, the scale of this task, both industrially and economically, is huge.

Over a decade of neglect and underinvestment has left millions of working people across the country struggling to pay their bills and access basic services. Many are feeling that nothing in the country works the way it should and are disillusioned with national politics.

These very real frustrations are being exploited by the far right to fuel their politics of hate and division.

The Employment Rights Bill recognises that focussing on re-balancing the economy, strengthening union organising and extending collective bargaining will promote racial justice and tackle inequality.

Congress congratulates both the TUC on the publication of their strategy to tackle the far right and affiliates for implementing the strategy and giving it such high priority, something which has built on previous work.

Congress calls upon the Labour government to be bold in its vision, to push back on rather than pander to far-right narratives and to commit to delivering for working people quickly. The surest way to defeat grievance politics is to improve jobs, raise living standards and invest in our public services and communities.

Union of Shop, Distributive and Allied Workers

AMENDMENT

At the end of the fourth paragraph add new sentence:

“This also enabled Reform to take control of 10 councils and one mayoralty at the 2025 elections – with major implications for local government workers and the communities they serve.”

At the end of the fifth paragraph add new sentence:

“Delivering real change for communities is essential to turning the tide against the far right.”

UNISON

AMENDMENT

After the last paragraph, add:

“Congress calls upon the Labour government to be bold in its vision, to push back on rather than pander to far-right narratives – to include an end to the demonisation of migrants and refugees – and to commit to delivering for working people quickly.”

University and College Union

10 Challenging the far right in all its forms

Congress notes with alarm the continued rise of far-right ideologies across the UK and internationally. These ideologies foster division, racism, misogyny, ableism, homophobia and transphobia.

Congress also acknowledges the significant efforts by far-right groups to subvert public discourse, spread misinformation online, and exploit economic hardship by scapegoating migrants and other marginalised communities. Trade unions have a proud history of challenging fascism and the politics of division that serves the interests of the wealthy, and this Congress reaffirms its commitment to opposing the far right wherever it appears in the present.

Congress believes that all workers have a role in resisting the far right, with education workers having a critical role. Schools, colleges, and universities must be places where rights, democracy and equality are taught, practised, and safeguarded. Educators must be supported to counter hate, promote critical thinking, and create safe learning environments for all students. The teaching profession must also campaign to protect staff from intimidation and inclusive curricula from corrosive far-right influence.

Congress calls on the General Council to:

- a. continue to coordinate the trade union movement to counter far-right ideologies
 - b. update and promote the TUC's guidance on the rise of the far right
 - c. produce materials to support TUC accredited representatives to resist far-right ideologies
 - d. work with unions to help protect staff against far-right intimidation
 - e. lobby UK and devolved governments to fund the embedding of anti-racist education in curricula, together with political education, education for peace and digital literacy; and
 - f. collaborate with civic society organisations to resist the far-right organising.
-

Educational Institute of Scotland

AMENDMENT

In bullet point c., delete "TUC accredited representatives" and replace with "union workplace representatives"

After bullet point c., insert new bullet point:

"d. ensure union equality reps have statutory paid time off to negotiate with employers as part of new facility time legislation"

Renumber existing bullet points.

Unite

AMENDMENT

In bullet e. delete "political education"

National Association of Head Teachers

11 Challenging the misogyny, misogynoir and anti-feminism of the far right

The union movement has a vital role in tackling the politics of the far right, in the workplace and in our communities.

We recognise the TUC's work to support union reps and members in having those difficult workplace conversations that are vital in combatting the politics of hate.

This work could be strengthened with a sharper focus on the misogyny, misogynoir and anti-feminism that act as golden threads, connecting the contemporary far right.

The far-right shares inextricably intertwined agendas – it seeks to defend the dominance of whiteness, and also the dominance of patriarchy.

This produces particular risks for Black women. We know from the NHS Staff Survey that black women are the most likely to experience discrimination from colleagues.

The far rights' project seeks to universalise this discrimination, harassment, and sexualised behaviours that our members face daily.

Congress calls for the TUC to:

- i. review its leading union education courses, to highlight the misogyny, misogynoir and anti-feminism that is foundational to the contemporary far right

- ii. compile information on how affiliate unions have acted on the recommendations contained in its groundbreaking *And Then it Clicked...* report on Black women's experience of sexual harassment in the workplace
 - iii. through political lobbying, continue to support the union movement's workplace and community organising against the far right.
-

Chartered Society of Physiotherapy

12 Tackling misogyny, sexism, the rise of incel culture and the far right

Conference recognises the publication of the National Police Chiefs Council's report on violence against women and girls (VAWG) and its description of online influencers driving misogyny.

Conference also recognises the 37 per cent rise in VAWG-related crimes between 2018/19 and 2022/23. These crimes are becoming more complex and proliferated, with online incidents of harassment, revenge porn and stalking becoming more common.

Conference recognises that some online influencers are increasingly producing harmful content. Alleged sex trafficker and rapist Andrew Tate has been increasingly cited as an influencer, with his content easily accessible online and unrestricted on platforms.

Conference is concerned about the rise of the 'incel' movement in the UK. The term 'incel' stands for 'involuntary celibate', who are primarily men, who struggle to form romantic or sexual relationships despite wanting to. The movement is an online subculture where misogyny is promoted by individuals who blame women for their lack of sexual activity.

Conference acknowledges that the incel movement has been linked to several high-profile incidents of violence in the UK and globally. Further almost 1,000 references to dehumanising misogyny or violent action against women are recorded each day in the 'incelosphere'.

Conference notes a large rise in the number of young men referred to the prevent scheme over the women-hating incel ideology resulting in it being described as an 'emerging risk'.

Conference notes with concern that much of the political dialogue running up to the general election last year moved further to the right and that whilst the Tories may have lost the general election, this was in part because their vote was split by traditional Conservatives and the emboldened far right in the shape of the Reform Party.

The far-right riots in this country and the rise of the far right across the globe are a concern for female trade unionists because a covenant of the far-right ethos is 'a woman's place is in the home'.

Old-fashioned views are setting back in. Women are openly mocked in the workplace, rights to abortion are under constant attack and sexual harassment is still prevalent.

Conference notes that:

- i. right-wing ideology is directly fuelling racism, misogyny, and hatred across the country
- ii. 2024 Police Chiefs' Council reported, two million women a year are victims of male violence

- iii. the impacts of misogynoir faced by Black women
- iv. the rise of the Incel movement and its appeal to young men
- v. too often gender stereotyping is still prevalent in all sectors, including in the creative industries.

Conference commends government plans to introduce peer-to-peer influencers in schools to help counter the misogynistic content presented to young males online.

Trade unionists must lead with education and have important conversations with fellow employees to make them aware that misogyny and the far right go hand in hand.

Conference calls on the TUC:

- a. to raise awareness of the incel ideology and the dangers it presents to women and girls
- b. Women's Committee to continue to campaign against sexual stereotyping in all its forms
- c. to call on members to monitor the extent and influence of incel/misogynist ideology in UK workplaces and communities
- d. to formulate recommendations to challenge misogynist/incel culture in workplaces, and communities
- e. to lobby the Labour government to add misogyny to the definition of hate crimes
- f. develop strategies to counter the widespread escalation of misogyny on social media platforms
- g. campaign for the implementation of stronger regulation to ensure misogynistic content or content/users that encourage VAWG are banned from social media platforms in the UK.
- h. lobby government to provide the necessary resources and guidance to support schools to play their part in tackling misogyny, misogynoir and VAWG.
- i. invite a speaker from one of the organisations who specifically tackle incel culture and violence, such as Hope Not Hate, Refuge or the NSPCC to address the 2026 TUC Women's Conference
- j. to enable and support TU Representatives to produce recommendations that challenge current portrayals of women in media images and combat stereotypical storytelling of women's lives
- k. affiliates to share and discuss the report commissioned by TUC Black Women and Sexual Harassment Advisory Group on the sexual harassment experienced by Black Women and to take action to address this
- l. assist with sharing best practice on the production of guidelines and talking points that reps can use to counter misogyny in the workplace
- m. support the work of the NUJ in educating and supporting journalists and communications professionals to improve the ethical and accurate reporting and portrayal of women.

TUC Women's Conference

13 And Then it Clicked...

Conference notes with concern that racialised sexual harassment and misogynoir in the workplace goes unreported and unacknowledged.

Conference commends the groundbreaking TUC report on sexual harassment of Black women in the workplace.

Conference also notes that hair discrimination and cultural bias are firmly rooted in systemic racism, which is not only an everyday issue for Black women but a form of violence.

We call upon Congress to:

- i. ensure misogynoir is recognised as violence and racialised sexual harassment of Black women
- ii. actively adopt the term misogynoir
- iii. build an industrial response to misogynoir
- iv. campaign against hair discrimination in the workplace including education establishments
- v. look into producing resource/ information on misogynoir for workplace reps to identify, tackle and better understand representing those who are subjected to racialised sexual harassment
- vi. campaign for zero tolerance on racialised sexual harassment in the workplace
- vii. consider an anonymised reporting mechanism for Black women to share, discuss and, access appropriate support and healing services
- viii. replicate the reporting of racialised sexual harassment in the same way as the anti-racism task force tracker.

TUC Black Workers Conference

14 Immigration white paper

The government's white paper heralds significant changes to the UK's immigration system. It will end overseas recruitment in the NHS and social care for any role below degree level, double the qualifying period for Indefinite Leave to Remain (ILR) for work visas, and reshape and limit immigration for work.

Congress asserts that migrant workers are not responsible for poor pay or exploitation within the labour market. Exploitation was rampant in social care before overseas recruitment started. Restrictions on migrant workers do not protect against exploitation; it makes exploitation more common.

Congress believes that scapegoating migrant workers for the ills of our labour market doesn't tackle the far right, it encourages them. The creation of more short-term rights-restricted schemes risks creating super-exploitation of precarious groups of migrant workers.

Migrant workers have kept vital services running. Congress opposes any moves to retrospectively extend the qualifying period for ILR from five to 10 years. This would breach trust and leave workers trapped in exploitation for another five years, rendering them second class citizens in the UK for longer.

Congress therefore calls on the TUC and its affiliates to campaign for:

- i. a sector wide visa scheme in social care, enabling migrant workers to challenge bad employers without the threat of dismissal and removal
 - ii. retention of the five-year route to ILR, and a commitment not to apply any change retrospectively
 - iii. greater protections for migrant workers from exploitation and strengthened access to trade union rights
 - iv. a rights-based visa system for migrant workers.
-

UNISON

AMENDMENT

Add new paragraph after paragraph 4:

“Congress believes that the rhetoric of some ministers and further immigration legislation legitimise the arguments of Reform UK and other far-right parties.”

At the end of the motion, add:

“Congress calls on the TUC to work with partners, including Stand Up to Racism, to oppose the scapegoating of migrants in areas with Reform UK MPs and councils.”

National Education Union

15 Skilled Workers Visa

Congress recognises that the Skilled Workers Visa scheme, introduced in the aftermath of Brexit, has consistently failed to meet its intended objectives. While the policy was designed to facilitate the entry and retention of essential workers to address skill shortages across the UK, its rigid criteria and income thresholds have instead exacerbated labour gaps in critical sectors.

The current framework has led to the unjust deportation of workers – many of whom are Black and from marginalised communities – simply because their earnings fall below arbitrary thresholds. Alarming, this includes dozens of civil servants employed by the government itself, highlighting the contradiction of a state that underpays its workforce while penalising them for it.

Congress condemns this policy failure and calls for the immediate repeal of the existing legislation. Any replacement must be developed in full consultation with the Trades Union Congress (TUC) and include robust protections for all current visa holders, particularly those already contributing to public service.

Until such reforms are enacted, Congress commits to supporting all workers facing deportation under this flawed system. We further demand an immediate suspension of all deportation proceedings related to the Skilled Workers Visa until a fair and humane alternative is implemented.

Public and Commercial Services Union

Amendment

After paragraph 2, insert new paragraph:

“Closing the Social Care Visa scheme to new applicants while increasing income thresholds for renewals leads to vital care workers being deported and care homes with unsafe staffing levels.”

In paragraph 4. sentence 2, after “until a fair and humane alternative is implemented”, insert:
“, to lower visa renewal thresholds and address staffing crises through raising wages and establishing minimum staffing level requirements in care.”

GMB

16 Sustainable recruitment and retention of overseas trained allied health professionals (AHPs)

Short-termism and underinvestment created the NHS’s workforce crisis. Insufficient allied health professionals (AHPs) have been trained to meet current and future demand, whilst terms and conditions contribute to a retention crisis. Nowhere is this more evident than radiography, with staff shortages the root cause of excessive waiting lists for diagnosis and cancer treatment.

The government is investing more, including funding more radiography equipment and staff, but it will take many years to close the gap between demand and supply. The UK is reliant upon successfully competing in the global marketplace for skilled AHPs into the 2030’s, regardless of how many new student and apprenticeship places government fund.

The NHS has pockets of excellent practice but for a majority of new internationally recruited AHPs the offer is insufficient and uncompetitive. Proposed changes to immigration rules are also counter-productive, particularly doubling the qualifying time to secure a right to remain to 10 years, actively discouraging women with young families from choosing the UK.

Congress calls on the TUC to:

- i. champion the importance of international recruitment in sustaining an NHS recovery
 - ii. actively oppose any immigration rule changes that make it harder to recruit and retain internationally trained AHPs
 - iii. press government to fund competitive recruitment and retention offers so the NHS can compete internationally
 - iv. assist AHP unions in identifying and promoting best practice in recruiting, onboarding and retaining any overseas professionals.
-

Society of Radiographers

17 Employment Rights Bill

Congress recognise and welcome the Employment Rights Bill which in many cases strengthen the right of workers in the workplace. The POA broadly welcome what is contained within the Employment Rights Bill but are concerned about what is missing, most notably any recognition that prison officers lack the basic human right to withdraw their own labour as a last resort.

Congress notes that since a Labour government have been in power they have informed the POA that they do not intend to restore the right to strike for prison officers in England/Wales or Northern Ireland and they are prepared to defend Tory legislation in the European courts. This was after the general secretary of the TUC wrote a letter offering a potential way forward

on a without prejudice basis to ascertain whether agreement could be reached with government and employers that would mean there was no need to rely on Section 127 of the Criminal Justice Act 1994 which restricts prison officers from taking any form of action.

Congress condemns government for not exploring potential avenues of agreement with TUC intervention and Congress vows to continue the campaign to bring government to the table for negotiations on a without prejudice basis.

POA

18 Strengthening the Employment Rights Bill

Congress notes the Employment Rights Bill introduced by the new Labour government. We welcome any real improvements to workers' rights and conditions, including the commitment to repeal some of the most recent Tory anti-union laws, such as the Minimum Service Levels Act 2023 and the undemocratic ballot thresholds introduced by the Trade Union Act 2016.

However, Congress believes the Bill prioritises individual rights over collective ones, leaving in place many anti-union laws that continue to limit workers' ability to organise, take action and win improvements through collective strength – especially the continued ban on solidarity action.

There is also insufficient commitment to strengthening collective bargaining, which is vital to reversing the long-term decline in wages and conditions. The Bill further leaves dangerous loopholes around 'fire and rehire' practices and zero-hour contracts that employers will continue to exploit. Congress is concerned about delays in implementing even the limited reforms promised.

Congress therefore calls on the TUC to:

- i. implement 2024 TUC policy by convening a special Congress to review and push for a strengthened Bill.
- ii. draft a comprehensive workers' rights package of amendments, including:
 - immediate repeal of all anti-union laws
 - a full ban on 'fire and rehire' and zero-hour contracts
 - a £15/hour minimum wage with no age exemptions
 - a statutory right to collective bargaining for all workers
- iii. work with the Socialist Campaign Group, Independent Alliance and suspended Labour MPs to table these amendments.
- iv. coordinate a national campaign, including opposition to austerity and industrial action if necessary.

Bakers Food and Allied Workers Union

19 Enhancing maritime employment protections

This Congress welcomes the specific seafarer protections included in the Employment Rights Bill and congratulates this government on seeking to deliver a generational shift in UK maritime employment protection.

However, offshore employment contracts persist in the shipping industry and have the effect of denying many UK resident seafarers full UK employment and social protections. These issues are compounded by the widespread use of 'flags of convenience' (FOCs), which undermine good governance and effective control of ships by bona fide flag states such as the UK.

Therefore, Congress calls upon the TUC General Council to support Nautilus International's campaign for:

- i. delivery of legislation that will support and protect the employment of UK resident maritime professionals through the enactment of cabotage and/or domestic employment quotas that will help revitalise coastal communities and regenerate coastal community wealth building
- ii. a review of 'offshore employment' practices to ensure UK seafarers benefit from full UK employment and social protections
- iii. the enforcement of Articles 91 and 94 of UNCLOS, which mandate a 'genuine link' and 'effective control' of ships to eradicate flags of convenience and to seek to tackle this on the international stage.

These actions are essential to promote employment of UK seafarers ensure better regulation and enforcement in the shipping industry and decent working conditions for all maritime professionals.

Nautilus International

AMENDMENT

In the third paragraph after "Nautilus International's" and before "campaign" insert "and RMT's".

Add new bullets after bullet iii.:

"iv. strengthening the Employment Rights Bill (ERB) Mandatory Seafarers Charter to contain further protections and provisions including holiday and sick pay, pensions and crewing levels, as pledged by Labour."

"v. the fullest possible application of the ERB for seafarers."

In the final paragraph, after "seafarers" and before "ensure", insert "to".

In the final paragraph after "professionals" replace full stop with comma and insert "including ratings."

National Union of Rail, Maritime and Transport Workers

20 Action against assaults on public-facing workers

Congress is concerned at the continued endemic of workplace violence and abuse against public-facing workers.

For example, a recent RMT survey of 6,000 public transport workers found:

- i. two-thirds experienced workplace violence in the past year, the vast majority experienced violence multiple times

- ii. three-quarters informed their employer, but only a third were satisfied with their employer's response. Over two-thirds who did not report said it was because such incidents are now considered 'part of the job'
- iii. over three-quarters would take industrial action if they felt their employer was not doing enough to protect their safety.

Congress believes far more needs to be done by employers and government to prevent assaults and support workers.

Congress welcomes that some unions have secured greater legal protections for many workers and agrees to campaign for similar legislation for public transport workers and collate any evidence that identifies where legislation can be improved.

Congress is concerned that whilst there can be no excuse for assaults, there can be wider underlying causes that must be addressed, including cuts to staffing levels, austerity, worsening public services, the normalisation of violence through social media, cuts to law enforcement and growing misogyny, racism and LGBT+ and disability related violence.

Congress believes assaults should never be considered 'part of the job' and agrees to hold a day event with unions no later than Congress 2026 to discuss strategies to assist the General Council in producing an action plan to support affiliates in their campaigning against workplace assaults.

National Union of Rail, Maritime and Transport Workers

AMENDMENT

After paragraph 8, add:

"Congress applauds the union-led campaigns to tackle assaults and protect the health and safety of workers, through legislation, regulation, education and community engagement."

Fire Brigades Union

21 Dignity for train drivers

Congress recognises the work that train drivers do to transport people and goods across our country.

Congress notes that many transport workers, particularly those in rail freight and the wider logistics sector, lack many basic necessities like clean, safe fully functioning toilets and washing facilities, as well as the ability to access them.

Congress commends the work of ASLEF and its *Dignity for Drivers* report which highlights the issues that train drivers face every day.

Congress notes with the alarm that nearly 70 per cent of drivers who responded said their employer does not provide safe, clean, accessible toilets that they can easily use at work, and nearly 80 per cent said they were expected to work over four hours before having a suitable break.

This leads to drivers deliberately dehydrating or using make-shift methods to relieve themselves.

Congress recognises the long-term health issues that could be caused by an inability to use the toilet and the mental health stress of worrying about this while at work.

These issues are compounded for people with disabilities such as Crohn's disease, and also for people who are menstruating or going through the menopause.

Congress therefore calls on the general council to:

- i. convene a roundtable of relevant trade unions from the transport and logistics sector to discuss the issue of welfare facilities and breaks, building on the TUC's current campaign
- ii. lobby the government to deliver the promised health and safety review as part of the make work pay agenda.

Associated Society of Locomotive Engineers and Firemen

22 Protecting transport workers from harmful dust, fumes and poor air quality

Congress notes with serious concern the growing reports that transport workers, particularly those working on stations and platforms, are being exposed to dangerously high levels of airborne dust, harmful fumes, and poor air quality. Numerous studies, including those on the underground and rail networks, have revealed particulate matter and toxic fumes from train braking systems, diesel engines, and maintenance activities at concentrations significantly above recommended health limits.

This prolonged exposure places our members at increased risk of respiratory illnesses, cardiovascular problems, and other long-term health complications. Workers are often confined to poorly ventilated environments with limited protection or monitoring in place.

Congress believes every worker has the right to a safe and healthy working environment. The current lack of enforceable air quality standards, effective ventilation, and real-time monitoring on stations and platforms is unacceptable.

Congress calls on the TUC to:

- i. lobby government and transport authorities to introduce legally binding, higher quality air quality standards for dust and fumes in transport environments, in line with recommendations from the WHO and the Institute of Occupational Medicine
- ii. demand urgent investment in ventilation, air purification, and monitoring systems
- iii. ensure trade unions are fully consulted in safety planning and environmental health reviews.

We must act now to protect the health and safety of all transport workers.

Transport Salaried Staffs Association

AMENDMENT

Add "Workers including" after "protecting" in title

In the first paragraph, add "workers including" after "reports that"

After "exposure places" delete "our members" and add "transport workers"

In the 4th paragraph after "real-time monitoring", add "in workplaces including"

In bullet i. delete "transport environments" and replace with "workplaces"

In the final paragraph, after "safety of all", add "workers including".

Royal College of Podiatry

23 Championing inclusive support for neuro-diverse patients and staff

Hospitals can be stressful and intimidating places for anyone to visit or work. This can lead to poor communication which contributes to increased patient risk and inefficient treatment. These risks and costs are amplified for patients and staff with neuro-diversities.

There is growing research showing the cost and risks of not developing inclusive practices. There is also encouraging research showing how cost-effective and neuro-diversity sensitive changes can improve productivity and outcomes for all staff and patients. These include:

- i. autism friendly waiting areas
- ii. virtual department or hospital tours
- iii. patient experience videos
- iv. testing processes so they're accessible
- v. awareness training for whole teams.

Investing time to ensure clear communications about expectations, simplifying systems, and adopting inclusive spaces benefits all patients as well as those healthcare staff with neuro-diversities. Likewise, considering neuro-diverse needs in work design, training and development for students and staff also reduces burnout and stress and improves retention – supporting better productivity and outcomes for patients.

Congress therefore calls on the TUC to:

- a. work with unions and relevant charities to champion inclusive practice as part of a safer and more productive NHS
- b. develop focussed modules for health and safety reps to conduct audits for inclusive spaces, systems and practice
- c. actively promote examples of good practice and how these benefit all service users and staff
- d. support training for unions' representatives in understanding and championing inclusive spaces, systems and practice across NHS and other public service settings.

Society of Radiographers

AMENDMENT

In bullet b., insert "and equality reps" after "health and safety reps"

Chartered Society of Physiotherapy

24 Advancing neurodiversity rights in the workplace

Conference recognises the growing number of neurodivergent workers, including those with autism, ADHD, dyslexia, dyspraxia and other conditions. Despite protections under the Equality Act 2010, many still face discrimination, inaccessible recruitment processes, and lack of workplace support.

Conference welcomes increasing awareness of neurodiversity across unions and employers but believes national action is urgently needed.

Conference calls on the General Council to campaign for:

- i. strengthened equality legislation that explicitly protects neurodivergent workers and mandates neurodiversity training for employers
- ii. statutory timelines and legal rights to reasonable adjustments, including for those awaiting a formal diagnosis
- iii. recruitment reform requiring accessible processes, clear role descriptions and inclusive assessment methods
- iv. mandatory neurodiversity workforce reporting, particularly in large employers and the public sector
- v. investment in inclusive apprenticeships and tailored work experience for neurodivergent young people
- vi. a national neurodiversity strategy, with union involvement, and the appointment of a dedicated minister for neurodiversity
- vii. inclusion of neurodivergent needs in workplace health and safety law, including manager training and sensory risk assessments.

Conference resolves to support unions in promoting workplace neurodiversity and campaigning for legislative reform that ensures equity, dignity and opportunity for all workers.

Aegis

AMENDMENT

Add new bullets after bullet vii.:

“viii. “support for parents and carers of neurodiverse individuals”

“ix. the commission of research into the experiences of and challenges facing neurodiverse workers, to ensure that this strategy is grounded in their lived experience and informs the work unions and the TUC are doing going forwards.”

Union of Shop, Distributive and Allied Workers

AMENDMENT

In the first paragraph, after “recruitment processes”, add “inflexible approaches to hybrid working, inconsistent use of reasonable adjustment passports”

In bullet vi., after “neurodiversity strategy”, add “co-created with disabled people and”.

FDA

25 Paid worktime for nursing parents

This Congress demands that nursing parents are paid when they feed their child during working hours.

For example, whilst the NHS in England and Wales will provide facilities to breastfeed in work time, some are refusing to pay a parent for the actual time that they feed their child.

This Congress believes that in all workplaces parents should be given paid time off to feed their child – especially when space has been provided for this purpose. Although breastfeeding breaks to express milk in a private space are typically included in policies across most organisations, the act of feeding a child during work time often is not.

Supporting nursing parents in the workplace is essential for promoting family wellbeing and child health. Paid time off to feed children not only facilitates better work-life balance but also contributes to improved employee morale and retention.

We call on all workplaces to ensure that nursing parents have the option for paid time off to feed their child without facing stigma or penalties.

We therefore urge the TUC to actively campaign to remove barriers for parents in their workplaces and to promote policies that ensure that parents and their children are treated with the respect and dignity they deserve.

Royal College of Podiatry

26 Player workload and wellbeing

Congress supports the work being undertaken by the Professional Footballers' Association to address the damaging impacts on its members of increased player workload.

The PFA is working with stakeholders and fellow international player unions to ensure there is decisive action taken to address the development of a global calendar that has resulted in a cycle of year-round football for the most in-demand players.

Congress notes the worrying impact that this is having on the mental and physical wellbeing of PFA members, the lack of meaningful rest and recovery afforded to players, and the potential issues the current calendar causes with the fulfilment of players' contractual rights to properly protected breaks.

Congress also notes the wider impact of competition expansion at international level and the changes already being forced on domestic competitions in the English game.

Professional Footballers' Association

SECTION 3

A FAIR ECONOMY AND STRONG PUBLIC SERVICES

27 School support staff deserve better

Congress commends GMB and other National Joint Council (NJC) unions for securing Labour's 2024 Manifesto commitment to reinstate the School Support Staff Negotiating Body (SSSNB).

Congress notes that:

- i. support staff are predominantly women, are not always classroom-based and nearly half in England work in academy schools.
- ii. years of academisation has fragmented pay, terms and conditions for support staff.
- iii. NJC unions reject the government's 3.2 per cent pay offer for local government and school staff as a real-terms pay cut after years of poverty pay and pensions.

Congress believes:

- a. support staff provide an essential, highly professional and distinct role in schools to help children get the best start in life, especially children with special educational needs and disabilities (SEND)
- b. addressing the staffing crisis in schools and delivering high quality, inclusive education requires the SSSNB to set nationally agreed decent terms, conditions and pay rates, not minimum 'floors' that allow variation between local authorities
- c. the government must collectively consult support staff members of NJC unions when reviewing funding and delivery of SEND provision in schools.

Congress calls on the government to work with NJC unions to:

1. ensure the SSSNB delivers a national terms and conditions handbook and nationally agreed fair rates of pay, training and career progression routes for all support staff, including in academies
2. ensure pay awards for support staff negotiated under the SSSNB are fully funded and implemented
3. bring outsourced support staff workforces back in-house
4. fully consult support staff on reforming term time only contracts to end low pay and pension poverty.

GMB

AMENDMENT

Add new bullet after bullet d.:

"e. excessive salaries for multi-academy trust CEOs divert resources from classrooms and frontline staff. Fair school funding must not prioritise inflated executive pay at the top."

Add new bullet after bullet 4.:

"5. promote the status and recognition of school support staff as essential education professionals contributing to pupils' success and wellbeing."

UNISON

28 Tax wealth to fund public services

Conference knows that workers and their families can see every day that the economy is broken. Real wages are now lower than in 1997. After 15 years of austerity, our public services are collapsing.

The deepening crisis in public services across the UK, from the NHS to local government, education, transport and social care. The 7.4 million people on hospital waiting lists, to the dozens of local councils facing bankruptcy. Years of underinvestment and austerity have left vital services overstretched, understaffed and unable to meet the needs of our communities.

Congress notes that we are the sixth richest economy in the world but the way that wealth is divided is increasingly unequal

The UK is home to a record number of billionaires, and the top one per cent hold more wealth than the entire bottom 50 per cent. In 1990, there were just 15 billionaires in the UK, but since then their number has jumped to 156. Yet wealth is taxed at far lower rates than income, and in many cases not taxed at all.

The wealth of the richest in society continues to soar. The richest 50 families are worth about £500bn, the same as half the entire UK population.

So, there is a choice. If we taxed the richest one percent just one percent, that would generate about £25bn. That is a choice. We need a wealth tax now.

This is a political choice. Ordinary workers are paying more through income tax, council tax, and VAT, while the super-rich hoard wealth and benefit from outdated, unfair tax rules.

We call on the TUC to:

- i. campaign for the urgent introduction of a progressive wealth tax
 - ii. oppose austerity and promote tax justice as a means to fund public services
 - iii. press the Labour government to commit to taxing wealth, not just work.
-

Unite

AMENDMENT

Add new bullet after bullet iii.:

"iv. call on the Labour government to remove the punitive welfare policies introduced during Tory austerity, including the two-child benefit cap and for the government to commit to protecting benefits for disabled and vulnerable people."

Communication Workers Union

AMENDMENT

After paragraph 2, add:

"Congress is appalled by the recent findings of the Public Accounts Committee that HMRC does not know how many billionaires pay tax in the UK or how much they contribute overall."

Fire Brigades Union

29 Funding for public services and infrastructure

Congress condemns the austerity policies of the Conservative-led Westminster governments between 2010 and 2024. They created a profound crisis affecting all public services and the staff delivering them.

Congress notes the harm caused by fourteen years of substantial real-terms cuts which continue to impact adversely on children's life chances and on the living standards, morale and wellbeing of our communities. In 2024, the country voted for real change and to end austerity.

Congress is dismayed that too many public buildings, including schools and hospitals, are in a dire state of repair.

Congress further asserts that real-terms cuts to spending on our public services and welfare system will reduce opportunity for our children and young people, further damaging life chances and hit the poorest hardest.

Congress calls on the General Council to:

- i. campaign for full funding of our public services to ensure that schools, colleges and other frontline services can recruit and retain the staff needed to deliver the high-quality services that the public expects of the welfare state
 - ii. support the removal of opportunities for CEOs and corporations to exploit our public services for profit and to line their own pockets
 - iii. support a crack-down on tax avoidance and tax evasion
 - iv. campaign for the implementation of a progressive programme of wealth taxes
 - v. campaign to restore and expand welfare support for children and families in need
 - vi. campaign for capital budgets to be increased across the whole public sector to ensure buildings are safe and well-maintained.
-

NASUWT

AMENDMENT

Add new bullet after bullet vi.:

"vii. organise a national demonstration against austerity in spring 2026."

National Education Union

30 A new approach to public services

The recruitment and retention crisis in the NHS is deepening, with serious consequences for patient care.

Low pay remains a leading factor driving physiotherapists and other health professionals out of the service.

Recruitment freezes are worsening the situation.

Nearly half of CSP workforce reps are reporting recruitment freezes or delays in filling vacancies. One in ten members are saying their organisation has frozen all clinical recruitment.

This impacts the quality, safety, and the sustainability of care. Two-thirds of NHS physiotherapists report unsafe staffing levels – at a time when demand for physiotherapy has never been greater

We urgently need workforce investment. The decision-making that sits upstream from this crisis needs a reset.

Congress calls on the TUC to press government for a new approach to public sector pay, with the government committing to:

- i. pay restoration across the public sector over the lifetime of the current parliament, with annual pay rounds settled by the start of each financial year from 2026
- ii. that future pay rises are funded with additional public expenditure, so that public services and the UK's devolved nations are not forced to freeze recruitment or cut access to services
- iii. a funding plan for the workforce and service-transformation commitments in the NHS 10-Year Plan.

Chartered Society of Physiotherapy

31 UK resilience

Congress welcomes the government's intention to review of UK resilience.

The national risk register identifies vulnerabilities related to national security, natural and environmental hazards, transport infrastructure, and human, animal and plant health.

These risks are intensified by further public sector budget cuts, attacks on public-interest regulation, and long-term failure to invest in the skilled staff who are essential to maintain and operate these essential systems and services.

The frontline of scientific resilience work has rarely looked so vulnerable. Whether deployed in research, monitoring and warning systems, or emergency response, this capacity needs to be protected and enhanced as we meet and increasingly complicated and dangerous array of threats.

Congress therefore calls on the General Council to press for government action to:

- i. ensure that all relevant bodies, including incident responders, are fully resourced and invest to retain and develop their skilled staff.

- ii. redress the balance between core and competitive funding for research and innovation and provide longer-term budget certainty.
 - iii. enhance cross-departmental collaboration to ensure that knowledge and good practice are shared effectively.
 - iv. lead a national debate about the importance of this work and counter the rising tide of misinformation in the public domain.
-

Prospect

AMENDMENT

Add to end of first sentence:

“and the publication for the first time of a version of the Chronic Risks Analysis, including climate change, along with guidance on how this can be used by policy makers, resilience practitioners and businesses.”

FDA

32 Public sector productivity

Congress recognises that measuring productivity in the public sector is inconsistent, with no clear definition due to the complex nature of what public services deliver and how outcomes are measured and attributed. Too often, the debate on productivity simply focusses on reducing input.

Similarly, the government’s approach to digital and AI has been driven primarily by cost-cutting, as we saw in the recent spending round with cuts of 15 per cent to the government departments admin budgets by 2030, expected to deliver “leaner, more productive, and more efficient public services”.

Congress welcomes the opportunity that AI and digital can play in transforming public services. Research conducted by the FDA showed that most members were positive about better use of technology. Done well, innovation could make public service jobs more fulfilling, improve services, and deliver better value for money. However, implementation is crucial.

Congress recognises that a strategy only to deliver short term savings would not realise the long-term benefits provided by new technology and could lead to disengagement and opposition from public servants. FDA’s survey revealed that 90 per cent of respondents had not been consulted about the use of AI and 70 per cent had not received any training.

Congress calls on the General Council to:

- i. work with affiliates, academics and Govt to help develop a more robust methodology on measuring public sector productivity
 - ii. continue to combat myths around productivity and hybrid working
 - iii. ensure that worker involvement and consultation remain at the heart of the TUC approach to digital and AI.
-

FDA

33 Standards in government

Congress welcomes the 30th anniversary of the establishment of the Committee on Standards in Public Life. The work of that committee, and creation of the Seven Principles of Public Life, or Nolan principles as they're known – honesty, integrity, objectivity, accountability, selflessness, openness and leadership – have helped shape the standards landscape over that period.

Congress recognises that the final principle, leadership, is vital in government and the Prime Minister sits at the apex of the standards regime. Congress further recognises that where this fails, as it did with a series of previous prime ministers, relying on the “good chap” principle to enforce standards can have disastrous consequences for public servants, as well as for public confidence in government.

Congress calls on the prime minister to demonstrate that final Nolan principle of leadership, not limited to how he himself acts as prime minister, but in establishing a robust ethics regime across government and public service.

Congress therefore calls upon government to:

- i. set a firm timetable for establishing their promised Ethics and Integrity Commission to deliver consistent and coherent standards across public service
- ii. consult widely, including with trade unions, to determine the scope and powers of the Ethics and Integrity Commission
- iii. establish a principle of regulatory rather than voluntary standards across government and public service,
- iv. ensure all regulatory bodies on standards are fully independent with powers of enforcement.

FDA

34 Restructuring the economy to shift wealth and power in favour of working people

Congress is dismayed the government has attempted to cut welfare benefits as a direct result of the continued acceptance of self-imposed fiscal rules and refusal to tax wealth.

Furthermore, while the government's industrial strategy and Employment Rights Bill are welcome first steps they don't go far enough to tackle the legacy of decades of weak business investment, offshoring, outsourcing, privatisation and austerity.

Congress is concerned this approach is leaving the door open to the far-right Reform, who offer no solutions and only sow more division.

Congress believes Labour should adopt policies that begin to restructure the economy to improve productivity and investment and bring about a fundamental and irreversible shift in the balance of wealth and power in favour of working people. This is to include devolving power to workers through:

- i. extending mandatory sectoral collective bargaining throughout the economy to enhance cohesion in our communities through improved living standards, job security and embedding trade union values of solidarity and equality
- ii. creating conditions to allow unions to negotiate the delivery of Labour's pledge to oversee the "biggest wave of insourcing in a generation", to reduce inequality and improve public services:
 - a new economic strategy which removes restrictive and arbitrary fiscal rules and raises day-to-day public spending
 - an improved industrial strategy to create a new generation of publicly owned or supported industries
 - wealth taxes so revenue raising powers are levied on those most able to pay.

Congress agrees to launch a high-profile and constructive campaign in support of the above.

National Union of Rail, Maritime and Transport Workers

AMENDMENT

After "an improved industrial strategy to create a new generation of publicly owned or supported industries", insert: ", with particular consideration to water, mail, telecommunications, steel and energy industries, ensuring there are stable universal services and utilities across the country."

Communication Workers Union

35 Taxation

Trade unions support progressive taxation. We agree with a system that ensures we all contribute to the revenues the government needs to improve our public services, reduce poverty and grow our economy – but where those with higher incomes, who are better able to afford a higher contribution, pay a larger share.

But our current system is broken and the UK tax system needs urgent reform.

After years of falling living standards working people's family budgets remain under huge pressure. But those at the top have seen their wealth grow – while paying far lower tax rates than many whose incomes come from earnings.

Fairer, better taxes can deliver a stronger economy, reduce poverty, fund better public services and national defence.

The government must urgently explore how the UK's tax system could be reformed, including to ensure that wealth and the highest incomes are taxed more fairly. This should focus on changes including:

- i. increasing capital gains taxes
 - ii. introducing an annual wealth tax
 - iii. reforming pensions tax relief
 - iv. a windfall tax on highly profitable banks.
-

Accord

36 Welfare

Congress notes the UK economy has the sixth highest GDP of any nation on Earth, but our economy has deep inequalities: with the richest 10 per cent owning 50 per cent of personal wealth, while the bottom 50 per cent hold just 9 per cent.

The UK has greater wealth inequality than most developed economies. Last year's report by The Fairness Foundation found the UK's wealth gap has grown by 50 per cent in eight years, while the Joseph Rowntree Foundation found that destitution had increased by 150 per cent in the last seven years.

Poverty isn't just morally wrong, it's bad for the economy; so tackling poverty, inequality and lack of opportunity should be a key government priority.

Congress considers that the UK welfare system – both the state pension and working age benefits – is one of the least generous among comparable nations; and notes that poverty has considerable economic and social costs.

Congress believes that the money is there to address this. HMRC estimates the UK tax gap to be £46.8bn, and outside tax experts estimate it to be more than twice that – around £100bn. Congress therefore believes that politicians must make the case for redistributive taxation and a more equal society.

Congress therefore agrees to campaign to:

- i. increase taxes on wealth and on those with the highest incomes
- ii. boost social security spending – and the incomes of the unemployed, disabled people, and pensioners
- iii. invest in HMRC's workforce to go after tax avoiders and evaders
- iv. end punitive sanctions and invest in DWP's workforce, to provide essential help and support.

Public and Commercial Services Union

37 Wages not weapons

Congress recognises:

- i. that Britain's public services, public goods, and core infrastructure – including education, healthcare, local government, mail, and transport – continue to suffer from chronic neglect and underinvestment
- ii. this harms working people, holds back unions and compounds national decline.

Congress further recognises that:

- a. rearmament is not a suitable standalone foundation for national renewal
- b. moreover, there can be no meaningful national security in the absence of massive public investment to rebuild the social and economic fabric of working-class communities
- c. political pressure from Trump continues to ratchet up expected levels of spending on defence, potentially climbing to 5 per cent of gross domestic product

- d. in the current political context, ever-higher expenditure on arms will inevitably mean less money for our education, health, and councils, and the green transition.

Congress believes:

1. we should stand, in our best traditions, for peace and against militarisation
2. that actively campaigning for ever-higher spending on arms risks signalling approval of a wider drive to war, in the dangerous context of renewed great-power rivalry
3. that British participation in the F-35 programme implicates it in Israel's grave violations of international law in Gaza.

Congress resolves to:

- I. reverse policy, dating from 2022, of support for immediate increases in defence spending
 - II. prioritise campaigning for public investment in Britain's public realm, decimated by austerity
 - III. commit to a safe, liveable planet
 - IV. reaffirm that our movement's priority is welfare and wages, not weapons and war.
-

University and College Union

38 Disabled workers oppose welfare reforms

This conference notes with anger the government's spring statement, published on 18 March 2025, which attacks disability benefits (proposed significant welfare changes to Personal Independence Payments (PIP) and Universal Credit (UC)) this will force disabled workers into unemployment.

This conference condemns the UK government's plans to cut £5bn from PIP, which represents an unacceptable attack on disabled people.

Disabled people use PIP to pay for extra disability-related costs, including therapies not available on the NHS, to help them continue working.

These proposals reduce disabled people's choice and autonomy and will create more poverty and isolation. The government has ignored disabled people's advocacy organisations' evidence on the damage this will cause and instead followed the same "blame" narrative as the Tories.

Conference recognises that:

- i. PIP and UC are claimed by thousands of disabled workers
- ii. PIP is not an out-of-work benefit but a lifeline that helps disabled people manage the additional costs of their conditions – in work or not
- iii. attacking PIP will make it even harder for people to meet the extra costs of having a disability, including those already in work
- iv. employers will lose experienced, loyal workers. The treasury will lose tax and NI contributions potentially worth more than a disabled worker's PIP, disabled workers will contribute less to the economy and unemployment benefits claims will increase

- v. analysis by the New Economics Foundation on the impact of the proposed cuts shows £6.7bn would be taken directly out of the pockets of disabled people
- vi. up to 1.2 million disabled people will lose between £4,200 and £6,300 a year by 2029–30. Plus, the carers who will lose carer's allowance
- vii. £23bn in benefits and passported entitlements go unclaimed annually
- viii. over half of the 16 million people living in poverty have a disability
- ix. cutting support under the false pretence of boosting employment is unjust and economically incoherent
- x. leading disability organisations have warned that the planned cuts will have catastrophic consequences for disabled people
- xi. these changes include blocking under 22s from claiming.

The benefits system isn't perfect but reform cannot be used to fill the budget deficit left by the Tories. Disabled people must be involved in designing a welfare system that is fit for purpose now and in the future.

Conference believes:

- a. it is unjust that disabled people are forced to bear the burden of government spending choices
- b. PIP is an essential non-means-tested benefit recognising additional costs of living with a disability/ long-term health condition
- c. the proposed reforms attack disabled people's rights and dignity, risking deepening discrimination/social exclusion.

Conference calls on TUC Disabled Workers Committee to work with the General Council, and other trade unions to:

1. lobby government to stop the proposed changes and work with disabled people and workers on any proposed welfare changes
2. campaign for a fully resourced, supportive social security system
3. demand that instead of these regressive changes government provides a fair social security system providing dignity/respect, genuine consultation on policy with disabled people and investment in independent living, inclusive employment and accessible services
4. publicly condemn proposed changes, demanding immediate withdrawal
5. oppose all cuts to PIP and disability benefits and campaign for the expansion of financial support for disabled people
6. challenge the government and demand immediate assurances that PIP will not be cut or frozen
7. launch coordinated campaign against the cuts, highlighting their impact on disabled people
8. mobilise trade union members to stand in solidarity with disabled people through public campaigning, lobbying, and direct action

9. organise a demonstration and lobby of parliament in support of disabled workers as a launchpad for sustained trade union action in defence of workers and young people
 10. organise a weekend demonstration against Labour austerity as a launchpad for sustained trade union action in defence of workers and young people
 11. organise an accessible static protest against the proposals in Parliament Square before changes are implemented
 12. campaign against the proposals including lobbying individual MPs and the government
 13. work with disability rights organisations to resist these attacks and push for policies that genuinely support disabled people's rights, independence, and inclusion in society
 14. work closely with unions to challenge the implementation of this policy
 15. collaborate with disabled people's organisations - amplifying opposition
 16. reaffirm their commitment to the TUC Welfare Charter.
-

TUC Disabled Workers Conference

39 Oppose disability benefits cuts emergency

This conference notes the Labour government's spring statement published 18 March 2025 attacking disability benefits.

This conference recognises:

- i. up to 1.2 million disabled people will lose between £4,200 and £6,300 a year by 2029–30. Plus, the carers who will lose carer's allowance.
- ii. recent NEF analysis of the impact of the planned cuts shows £6.7bn would be taken directly out of the pockets of disabled people
- iii. £23bn benefits and passported entitlements goes unclaimed annually.
- iv. over half of the 16 million people living in poverty have a disability
- v. attacking PIP will make it even harder for people to meet the extra costs of having a disability including those already in work.

This conference instructs the TUCJCC to campaign to oppose the attacks on disability benefits to demand:

- a. a fully resourced, supportive social security system
- b. opposition to government scapegoating of claimants and shift the focus onto employment rights and tackling employers' discrimination, low pay and poor working conditions as set out in the TUC Welfare Charter
- c. full support for young people's right to access disability benefits
- d. removal of assessments from fat-cat providers and return to public sector delivery in the DWP with a complete overhaul to support claimants
- e. opposition to government plans to make entitlement to the health component of UC totally dependent on the award of PIP removing the specific support which addresses the impact of disability on being able to work

- f. opposition to the four points requirement for PIP which will slash entitlement for new claimants and at the review stage
 - g. a completely voluntary approach for disabled claimants to access fully staffed support to find work
 - h. a halt to target-driven approach in DWP and put the emphasis on getting a quality decision right at the outset to reduce the hardship and lengthy time taken to dispute and appeal decisions
 - i. investment in public services including the NHS, social care and crisis services to alleviate the impact of poverty and highlight how the disability benefit cuts will increase pressure on these vital services
 - j. to build support for the TUC Disabled Workers Committee to organise a demonstration and lobby of Parliament in support of these demands and for the TUC to organise a weekend demonstration against Labour austerity as a launchpad for sustained trade union action in defence of workers and young people.
-

TUC Trades Councils Conference

40 Subsidiary companies

Congress condemns the call from the NHS England chief executive for NHS trusts to outsource swathes of functions to SubCos (subsidiary companies) in order to make financial savings.

Congress asserts that the use of SubCos in the NHS – and trading companies in local government – has often been associated with downward pressure on staff terms and conditions.

Congress notes that savings through SubCos have only come through diluting pay and conditions or by avoiding tax – which just means there is less funding available for public services.

Congress further notes that this is why NHS England guidelines have until now actually restricted the use of SubCos, prompted by strong union campaigning.

Congress is alarmed that NHS England's new push for SubCos runs directly contrary to Labour manifesto commitments on insourcing, but Congress believes that government ministers cannot hide behind this being an NHS England policy – these decisions are being taken on their watch.

Congress recognises the success that unions have had in fighting off SubCos in the past and welcomes the strong local and national response that unions have made to the resurrection of this divisive policy.

Congress therefore calls on the General Council to:

- i. support unions in their national campaigning against subsidiary companies
- ii. support local union organising campaigns to prevent the transfer of NHS staff to SubCos
- iii. work with unions to develop and promote evidence of the negative impact SubCos have on the NHS

- iv. campaign for the insourcing of staff who have already been transferred to these companies.
-

UNISON

AMENDMENT

In paragraph 2, sentence 1, after “downward pressure on staff terms and conditions” insert:

“, creating unfair two-tier workforces across public services and entrenching inequality in our country.”

Add new bullet after bullet iv.:

“v. call on the Labour government to deliver its insourcing and procurement manifesto commitments in full, including applying the scope of a reinstated and strengthened two-tier workforce code and public interest test to wholly owned subsidiaries.”

GMB

41 Inequalities in maternity care

Congress notes with grave concern the continuing inequalities apparent in maternity services, including that:

- i. the risk of maternal death for Black women in England is three times that of white women
- ii. Black babies are more than twice as likely to be stillborn as white babies
- iii. women in England’s most deprived areas had a maternal mortality rate nearly twice that of women in the least deprived areas
- iv. stillbirth and neonatal mortality rates for babies born to mothers in the most deprived areas remain significantly higher than those born to mothers in the least deprived areas
- v. a recent review found that disabled mothers had a 44 per cent higher chance than others of having a stillbirth.

Congress welcomes:

- a. the commitment in last year’s Labour election manifesto that in government the party would “set an explicit target to close the Black and Asian maternal mortality gap”
- b. the promise by the secretary of state for health and social care in June to take “the challenge of tackling inequalities across pregnancy and birth head on”.

Congress notes the national maternity investigation in England, to report by Christmas.

Congress, therefore, calls on:

- 1. the investigation to include recommendations aimed at eliminating inequalities in maternity care
 - 2. the UK government to implement those recommendations
 - 3. the governments of Scotland, Wales and Northern Ireland to consider which recommendations would be effective in their territories
 - 4. all the governments of the UK to cooperate in eliminating these inequalities.
-

Royal College of Midwives

42 Supporting student midwives and newly qualified midwives

Congress welcomes that:

- i. places on UK midwifery courses have risen, increasing the domestic supply of midwives
- ii. we are seeing more midwives in post, as increasing numbers qualify from these courses.

However, Congress notes that:

- a. many midwifery students across the UK face significant financial hardship
- b. fatigue and burnout caused by staff shortages undermine safety
- c. NHS midwives and maternity support workers across the UK work an estimated 140,000 unpaid hours' overtime per week, according to 2024 Royal College of Midwives (RCM) surveys.

Additionally, Congress is concerned at the findings of a UK-wide RCM survey, from May, of its final-year midwifery student members, that 84 per cent were not confident of securing a job as a midwife post-qualification.

Congress notes that many student midwives take on large amounts of debt to support themselves during their studies and that UK health services invest in them through clinical placements, and all that is for nothing if, faced with no offer of midwifery employment, newly qualified midwives start working in unrelated jobs out of financial necessity.

Congress therefore calls on UK governments to:

1. implement the recommendations of the RCM's 2024 'State of UK midwifery student finance report'
2. ensure that all newly qualified midwives are offered employment as midwives
3. ensure healthcare workforce planning is improved to avoid stop-start training and recruitment.

Finally, Congress resolves to support the RCM's work for properly staffed maternity services in all parts of the UK.

Royal College of Midwives

43 Invest in allied health professionals

This Congress notes with concern the growing pressures on university finances and the serious impact this is having on their capacity to deliver sufficient courses for allied health professionals (AHPs), including podiatrists. We call on the government to urgently intervene before long-term damage is done.

The government's own 10-year plan rightly highlights the need for the NHS to focus more on prevention to reduce demand on acute services. AHPs are ideally placed to deliver this preventative agenda, yet funding for those wishing to train in these critical roles, including through apprenticeships, is being cut. This makes it increasingly difficult for prospective students to access courses, undermining the workforce pipeline.

Smaller professions such as podiatry are disproportionately affected. As a field already experiencing a worrying decline in numbers, the continued erosion of training opportunities will have devastating consequences for patient care, particularly in areas like diabetes management, falls prevention and maintaining mobility and independence.

We therefore call on Congress to support efforts to secure sustainable funding for universities and for AHP education. We also call for increased bursaries, grants and apprenticeship support to remove financial barriers for those wishing to pursue these essential careers.

Finally, we urge the TUC to work with health unions, professional bodies and student organisations to lobby the government to safeguard and expand training places, ensuring our communities continue to benefit from high-quality, preventative healthcare delivered by well-trained AHPs.

Royal College of Podiatry

AMENDMENT

In paragraph 2, after "...undermining the workforce pipeline.", insert:

"When AHP students are able to graduate, they are now facing widespread recruitment freezes and delays in filling vacancies.

Chartered Society of Physiotherapy

44 Retaining and valuing the NHS workforce to deliver the NHS 10-Year Plan

Congress welcomes the ambition of the NHS Long Term Workforce Plan but warns it will not succeed unless the government takes immediate action to retain existing staff. The NHS faces over 121,000 vacancies in England alone. Poor pay, work-related stress, and limited progression opportunities continue to drive staff out of the service, undermining delivery of the 10-year plan.

The ambition to prevent illness and tackle inequality must be matched with the investment, workforce planning and infrastructure needed to deliver it. Many of the services mentioned, from personalised care planning to community rehabilitation, require a properly resourced dietetic workforce. Yet right now, vacancies across the profession remain high, and there is insufficient capacity in many areas to meet existing demand, let alone expand provision.

Workforce retention must be a national priority. The latest NHS Staff Survey showed 44.8 per cent of respondents had felt unwell due to work-related stress. Over the past 16 years, many NHS staff have seen a real-terms loss exceeding 20 per cent, fuelling record vacancies and undermining safe staffing.

Congress calls on the UK government to:

- i. commit to a funded strategy for fair, above-inflation pay and restore NHS pay to competitive levels
- ii. remove barriers to career progression across Agenda for Change, including for allied health professionals
- iii. embed flexible working, CPD access, and wellbeing support to reduce burnout and improve job satisfaction

- iv. engage in meaningful consultation with recognised trade unions during the implementation of the 10-year plan whilst retaining experienced staff across the NHS.
-

British Dietetic Association

AMENDMENT

Add new bullet after bullet iv.:

“v. ensure that shift of focus from sickness to prevention is properly funded and utilises the skills of the whole NHS workforce and improve working lives.”

Royal College of Podiatry

45 Reducing health inequalities through nutrition and prevention

Congress notes with concern the deepening health inequalities across the UK, driven in large part by unequal access to affordable, nutritious food. As of January 2025, 7.3 million adults were experiencing food insecurity, disproportionately affecting children, disabled people, and single-parent families.

Congress acknowledges the publication of the NHS 10-Year Plan and its stated focus on prevention and population health. For this vision to succeed, the strategy must tackle the root causes of dietary inequality, including poverty, access, and education, through coordinated cross-government action and long-term public health investment.

Programmes such as Healthy Start remain essential lifelines but continue to be underfunded and poorly promoted. Community-led initiatives that improve access to nutritious food must be scaled up, particularly in areas of high deprivation.

Dietitians, as the only regulated health professionals specifically trained in nutrition, have a critical role in delivering this agenda. Their expertise should be embedded across multidisciplinary teams working in community settings to reduce health disparities and ease pressure on NHS services.

Congress calls on the government to:

- i. expand and properly resource food access schemes including Healthy Start
 - ii. invest in local nutrition support targeted at areas of high need
 - iii. ensure the NHS 10-Year Plan delivers measurable action on diet-related health inequalities, backed by a well-resourced workforce including dietitians.
-

British Dietetic Association

46 Protecting the public and healthcare professionals from role substitution in health care

Congress believes that clear role definition within health and social care settings helps reduce risk, improves patient outcomes, and enhances the quality of care provided while improving worker wellbeing, along with improved work environment and culture.

Congress believes that patients must be protected from the potential harm from situations where there is confusion about roles of healthcare team members

Congress believes that every patient should receive safe and effective care from the NHS, private providers and healthcare regulators to ensure that:

When a patient is speaking to any member of the healthcare team it must be mandatory to ensure the patient is clear of the role that person performs, so that the patient's expectations, confidence and reliance on the information, advice or care provided is appropriate. Roles must be clearly defined.

No healthcare workers should be encouraged or coerced into taking on additional activities or responsibilities that are beyond their training, competence and capability to provide safely. Staff must not be encouraged to perform beyond the bounds of their current competence and training.

Workers who are developing their competence must have the requisite education, training and support available to build skills and knowledge before being required to undertake new activities. Credentialed, quality checked training must be available to support professional development and achieving additional qualifications is necessary for some development.

Where an individual is learning new skills there must be appropriate supervision from a suitably registered health professional, ensuring support and guidance is available whenever needed.

Hospital Consultants and Specialists Association

47 Local government funding crisis

Congress is alarmed by the ongoing financial crisis facing local government. Over a decade of austerity has devastated vital services. One in four councils are at risk of financial failure by 2026/27, with many already cutting services and staff.

Local government workers have borne the brunt of these cuts, enduring job losses, real terms pay reductions and overwhelming workloads, while continuing to deliver essential services to communities, from social care and housing to education and public health.

Despite recent additional funding from the Westminster government, this falls short of addressing the £8.5bn gap councils face. Years of underinvestment have left authorities unable to meet demand, especially in areas with the highest levels of deprivation. Council tax rises cannot compensate for a broken funding model that punishes areas with the greatest need.

Congress believes a fair funding settlement for local government is essential to rebuild services and restore dignity to local government work. There is money in the economy – local government must be a political and economic priority.

Congress calls on the General Council to:

- i. stress how pivotal councils are to helping deliver all aspects of the government's Plan for Change
- ii. support coordinated campaigning for urgent reinvestment in local government
- iii. highlight the social and economic costs of cuts and the value of restoring council services
- iv. press the UK and devolved governments to reform local authority funding
- v. consider all appropriate campaigning tactics including industrial action to win a new settlement, including mobilisations that visibly demonstrate public support.

UNISON

AMENDMENT

Add new bullet after bullet v.:

"vi. call on the government invest and fully rebuild children's services to support children and ensure families get the best start."

NASUWT

48 Fair funding for local authorities

Conference notes with deep concern the mounting debt crisis facing local authorities across the UK. This was caused by years of Tory government underfunding but is now being perpetuated by the failure of the Labour government to restore fair and sustainable funding.

Wages are under attack. We are still losing libraries, youth services, community centres, and timely repairs to homes and roads. Social care, children's services, and public health are not addressing people's needs. This is austerity by another name.

Councils are being forced to borrow more and more heavily just to meet statutory obligations. Most of this debt is owed to the Westminster government, which charges inflated interest rates above standard gilt rates. As of 2024, local authorities hold £122bn of debt. This number is growing.

To meet these mounting costs and pay for past mistakes bankrupt councils are slashing services and attacking workers through job cuts, below-inflation pay offers, and fire-and-rehire tactics – as seen in the ongoing Birmingham bin workers' dispute. Workers should not be made to pay the price for the failure of politicians.

Conference believes that workers and communities must not bear the burden of a crisis they did not create. Cuts to services and pay are political choices, not inevitabilities.

We call on the TUC to campaign urgently for:

- i. restructuring or cancellation of local government debt to future-proof local authorities
- ii. a new, fair, multi-year funding settlements based on need
- iii. an end to imposed pay cuts by local authorities

Unite

49 Fund our fire and rescue service

Congress condemns 14 years of damage to the fire and rescue service under Conservative-led governments. This included politically driven austerity, cutting 20 per cent of the workforce, along with pay freezes, pay caps and pension attacks.

Congress rejects the deregulatory agenda of successive governments over many decades, which the public inquiry found was central to the causes of the Grenfell Tower fire.

Congress opposes efforts to privatise the fire and rescue service and opposes handing over fire authorities to police and crime commissioners.

Congress welcomes the pledges made by the Labour government to establish national standards for the fire and rescue service, providing a better service for the public and to further professionalise the workforce.

Congress welcomes the Ministerial Advisory Group on Fire and Rescue, with the key role for the FBU. Congress supports its development into a statutory advisory body.

Congress is disappointed that central funding for fire and rescue services in 2025–26 increased by only 1.4 per cent, lower than the current rate of inflation.

Congress notes that the June 2025 Spending Review did not set out the sustained level of investment necessary to renew the fire and rescue service.

Congress resolves to support the FBU's campaign to:

- i. lobby the Westminster government and devolved governments for sustained investment
 - ii. lobby fire employers, boards and mayors on fire budgets
 - iii. organise a programme of meetings and lobbies both nationally and locally
 - iv. make the case for sustained investment in the fire and rescue service to all politicians.
-

Fire Brigades Union

50 Zane's Law

Congress believes that the current UK regulations regarding toxic waste disposal from historic and currently approved landfill sites are dangerously inadequate.

Congress is appalled by contaminated land, which risks human life and our environment.

Congress is saddened by the death of seven-year-old Zane Gbangbola and his father's paralysis from hydrogen cyanide poisoning, during catastrophic flooding in 2014. Flood water passed through an historic landfill site, known to the authorities, carrying hydrogen cyanide into Zane's home.

Congress notes that firefighters are on the frontline of the climate crisis, seeing a significant increase in flood and wildfire incidents. Specialist HAZMAT firefighters detected high levels of hydrogen cyanide gas in Zane's home.

Congress wholeheartedly supports the Truth About Zane campaign, which is fighting to address the crisis of contaminated land.

Congress further supports the introduction of Zane's Law, which demands:

- i. every local authority must keep a regularly updated register of land that may be contaminated
 - ii. the Environment Agency must keep a national register of contaminated land
 - iii. all registers must be accessible to the general public
 - iv. local authorities must fully inspect all registered contaminated land and enforce remediation
 - v. inspection and remediation must include previously closed landfill sites
 - vi. the Westminster government must provide the necessary funds for local authorities to meet these requirements
 - vii. ministers must follow the 'polluter pays' principle: to recover costs as appropriate where those responsible for the pollution can be identified.
-

Fire Brigades Union

51 For national renewal: a national education service

Congress notes:

- i. across the UK, post-16 education faces an unprecedented crisis
- ii. one in two universities are making job and course cuts and up to 15,000 job losses are predicted in 2025
- iii. pay for further education (FE) workers remains significantly below that of schoolteachers, creating severe recruitment and retention issues
- iv. young people and adult learners are being denied access to high-quality, inclusive education vital for social mobility, regional development, and a fair transition to a green economy
- v. marketisation has undermined the democratic and public essence of higher education (HE), elevating financial imperatives over educational ones.

Congress believes:

- a. education is a quintessential public good.
- b. post-16 education has a key role in tackling inequality, mitigating climate change, and rebuilding our communities, and is essential to national renewal
- c. it must be properly publicly funded, accessible, and democratically governed
- d. trade unions are vital in defending the rights of post-16 education workers and learners.

Congress resolves to:

1. campaign for a fully funded national education service ensuring decent pay, secure employment, and professional autonomy
 2. lobby the government to reverse HE funding cuts, abolish student fees, and introduce a new system underpinned by public funding and equitable distribution of students between institutions
 3. demand pay parity between FE and schoolteachers, backing coordinated industrial action where needed
 4. support joint campaigns resisting cuts, closures, and mergers
 5. produce, by next year's Congress, a TUC report outlining a bold, progressive vision for a national education service, free at the point of use from cradle to grave.
-

University and College Union

AMENDMENT

Add new bullet after bullet d.:

"e. the cut in arts subjects is detrimental to the health and careers of individuals, and damaging to communities"

Add new bullet after bullet 5.:

"6. campaign for the restoration of all arts subjects."

Artists' Union England

52 Stand up for quality education

Congress affirms the following principles:

- i. the central importance of a quality education system that provides all young people with the knowledge, skills, and confidence that they need to succeed in life, both personally, within their communities, and in workplaces
- ii. that a quality education system is resourced to meet the individual needs of all students
- iii. that a quality education system should be a safe place of work with sufficient support and resources for staff to work in a long-term, sustainable manner.

Congress notes its concern that education throughout the UK is underfunded and that this has contributed to:

- a. unsustainable and increasing workloads for teaching staff
- b. rising ASN/SEND pupil needs not being met as stretched professional support services and overworked school staff are unable to properly respond to pupils' needs
- c. more violence and aggression in schools, both between pupils and towards staff.

Congress notes that these issues are interrelated; many young people do not get the support that they need to support their learning, and that this unmet need can lead to increased disruption and violence in schools. Furthermore, that education staff are finding it increasingly difficult to maintain quality education.

Congress calls on the General Council to support and amplify affiliates' campaigning:

1. to outline the benefits to individuals and society of a well-funded, quality education system
 2. for increased ASN/SEND funding and resources
 3. for zero tolerance of violence in our educational establishments
 4. for increased funding to deliver quality education with reduced class sizes and weekly class contact time.
-

Educational Institute of Scotland

AMENDMENT

In paragraph 3, sentence 1, add:

“Properly” resourced “and funded”

In paragraph 6, sentence 1, add:

“and all classroom staff”

Add new bullet after bullet 4.:

“5. to reform the curriculum so that it better meets the needs of a 21st century education system.”

Community

53 Scrap audition fees and other hidden costs for arts courses in higher education

Congress notes that:

- i. applicants for performing arts courses in higher education generally have to audition: 94 per cent of Equity student members had to audition for their course
- ii. over half of those members (57 per cent) had to pay a fee, typically between £40 and £80 for their audition, and 75 per cent of working-class respondents to an Equity survey said they had been prevented from applying for a course because of audition fees
- iii. audition fees are the tip of the iceberg in terms of barriers facing working-class performers building a career in the performing arts, alongside low pay, precarity and inadequate social security.

Congress calls, therefore, on the TUC to:

- a. support Equity’s demand of education institutions to scrap audition fees, following the example set by the Liverpool Institute for Performing Arts, who scrapped such fees in 2022 in an “effort to increase access and diversity”
 - b. urge arts education institutions to further remove hidden course costs – such as for materials and equipment – and cover expenses for attending auditions
 - c. encourage the government to make it a condition of public funding that arts education institutions must not charge audition fees.
-

Equity

54 Inclusivity in our schools

Conference notes education is vital in creating a society rooted in equality and justice for all people. An exclusionary education system will mould the minds of future generations, perpetuating existing discrimination throughout society. Education must reflect the needs of all pupils, school staff and school leaders.

Congress believes:

- i. the national curriculum and qualification specifications must promote further inclusivity for all students.
- ii. all school students deserve the right to access to a high quality and inclusive sex education, and as such the parental right to withdraw children from sex education must be revoked
- iii. the government must mandate anti-racism training for all school staff as part of Keep Children Safe in Education (KCSIE) training.
- iv. government must develop high-quality training specific to schools and educational institutions to support all education staff in spotting the signs and identifying the current risks associated with far-right and misogynistic extremism
- v. reasonable adjustment passports hold the potential to make all workplaces more inclusive for disabled members of staff.

Conference calls on the TUC to build on and further develop their work:

- a. challenging discriminatory rhetoric in wider society, which inevitably influences school children
 - b. supporting unions to challenge all forms of discrimination in the workplace
 - c. ensure fighting discrimination is a core tenant of all union workers, within all professions, and across society as whole.
-

National Association of Head Teachers

55 Ending Physical Punishment of Children (EPOCH)

Congress notes that:

- i. corporal punishment of children remains legal in England and Northern Ireland, despite overwhelming evidence of its harmful impact
- ii. the UN Convention on the Rights of the Child, ratified by the UK, affirms every child's right to protection from all forms of physical violence
- iii. many countries, including Scotland and Wales have already legislated to prohibit all corporal punishment, setting a progressive example
- iv. research consistently shows corporal punishment to be an ineffective behaviour strategy for children, with links to increased aggression and negative impacts on both mental health and educational outcomes.

Congress believes that:

- a. all children have the right to grow up free from violence in all settings, including in the home.
- b. corporal punishment undermines the development of safe, respectful and nurturing environments for children.
- c. trade unions play a key role in advocating for all children's rights and welfare.

Congress resolves to:

1. urge the UK government to legislate against all forms of corporal punishment, including at home, in England, in line with international human rights standards – and to call on the Northern Ireland Assembly to follow suit
2. support public education campaigns that promote positive, non-violent forms of discipline and parenting
3. work with affiliate unions, child welfare organisations and community groups to advocate for a cultural shift away from physical punishment
4. ensure union-affiliated training and professional development for those working with children includes guidance on positive behaviour strategies.

Association of Educational Psychologists

56 Knife crime and social media

Congress notes with deep concern the growing role that social media plays in escalating violence among young people, particularly in relation to knife crime. Online platforms are increasingly used to promote gang rivalries, glamorise violence, and spread fear in communities already suffering from austerity driven cuts to youth services, education, and policing.

Congress believes that social media companies have a responsibility to monitor and remove harmful content that incites or glorifies violence. The failure of tech giants to act swiftly and transparently is putting lives at risk and fuelling a public health crisis.

Congress further notes that the root causes of knife crime, including poverty, inequality, exclusion, and lack of opportunity, must be tackled alongside any action on online content.

Congress calls on the General Council to:

- i. campaign for stronger regulation of social media platforms, including mandatory reporting, faster removal of violent content, and meaningful penalties for failure to comply
- ii. support trade unions representing workers in tech and content moderation, ensuring that digital safety is a public good, not just a corporate responsibility
- iii. lobby for urgent investment in youth services, education, mental health support, and community policing to address the underlying drivers of knife crime
- iv. work with community organisations to develop education and outreach initiatives that counter violence, promote digital citizenship, and give young people hope and alternatives.

57 Safer Inside Prisons Charter

Congress supports the Joint Unions in Prisons Alliance (JUPA) Charter to address the urgent and growing concerns around safety, wellbeing and working conditions for staff across the prison estate. JUPA is a coalition of 10 national trade unions representing most workers in prisons. The charter sets out a clear and actionable framework to tackle the key health and safety issues facing prison workers. Three of the most pressing issues facing prison workers today are:

- i. violence in the workplace – the charter calls for robust preventative measures, improved incident response and a zero-tolerance approach to staff assaults
- ii. exposure to psychoactive substances – the widespread use of psychoactive substances poses serious health and safety risks. The charter demands enhanced detection, intervention and support systems to protect staff from the harmful effects of these substances
- iii. condition of the prison estate – many prison facilities are outdated, overcrowded and in disrepair. Specific examples include the presence of asbestos in a large proportion of the prison estate. Rat infestation which is a health risk to prisoners and staff. There have also been recent concerns about the lack of infrastructure investment and concerns around radon levels particularly in HMP Dartmoor.

Congress therefore calls on the General Council to campaign with government and respective employers in the Prison Service to work collaboratively with JUPA in resolving these issues of health and wellbeing for workers.

POA

AMENDMENT

Add new bullet after bullet iii.;

“iv. Congress notes that these issues are exacerbated by chronic prison overcrowding, which makes rehabilitation less effective.”

Add a new paragraph at the end of the motion:

“To campaign for measures to reduce overcrowding in prisons. This should include more investment in the public sector prison estate and the recruitment of the professional and specialist prison staff needed for prisoner rehabilitation.”

Prospect

58 Probation workload crisis – a danger to public safety

Congress notes the serious position in relation to the workload crisis in the Probation Service.

Government ministers agree that the Probation Service does the 'heavy lifting' in terms of trying to supervise an increased number of clients in our communities yet has failed to recognise the imperative of stemming the loss of both highly experienced staff and newer workers.

This situation threatens to undermine the broadly welcomed initiatives in the Sentencing Review to reduce the reliance on short term prison sentences and break the cycle of

recidivism. Moreover, it presents a serious threat to public safety and requires bold spending decisions to boost the morale of a beleaguered workforce and attract, and better retain, new employees.

Congress therefore commits to explore opportunities to publicise the crucial role that probation workers have in our communities and supports the campaign objectives of their recognised trade unions to:

- i. secure a realistic pay increase for Probation Service staff, which properly recognises these exceptional circumstances
 - ii. achieve safe and sustainable workloads
 - iii. achieve these objectives a campaign of industrial action maybe required.
-

Napo

59 Where next for Cafcass?

Congress recognises that the family justice system is in a markedly worse state than at any time in its history.

This has been presided over by the previous government whose austerity policies have had a deleterious impact on Cafcass staff as they have tried to deal with massively unrealistic workloads and record numbers of private and public law applications from families facing desperate times.

Whilst it is true that some reductions of workload have been recorded in some Cafcass regions, and that the pathfinder mediation project is demonstrating early positive results, it needs to be recognised that this is largely due to the selflessness of Cafcass staff, many who continue to carry unreasonable caseloads and work unpaid hours.

Congress therefore calls for the government to:

- iv. initiate an urgent review into the operational status of Cafcass to determine whether it's current placement under the auspices of the Ministry of Justice best serves the taxpayer and the children and families who rely on its services
 - v. establish an urgent independent review into Cafcass workloads underpinned by time and motion studies. This will help determine measures to identify a safe individual workload figure to protect staff from burn out or exploitation and provide safe and adequate staff, so that a higher quality of service can be offered to future children and families.
-

Napo

SECTION 4

MEETING THE CHALLENGES OF THE FUTURE

60 Back Britain's potteries

The Stoke-on-Trent potteries are the historic home of the UK ceramics industry, providing highly skilled, decent and unionised jobs in working-class communities. However, global undercutting and failure to provide UK energy security has left the potteries in crisis.

Congress notes that:

- i. ceramics sustains tens of thousands of jobs through using local supply chains, the gas network and supplying goods to many sectors in the economy
- ii. illegal 'dumping' of ceramic goods from competitors abroad and high energy costs in the UK threaten what is left of this world-leading industry.

Congress believes that:

- a. government support for ceramic manufacturers with electricity costs must be matched with support for costs of gas as the industry's main form of energy supply and key to its lower-carbon future through investment in hydrogen and carbon capture technologies
- b. leaving unionised UK industries to collapse while importing what they make from other countries with lower labour standards is against trade union values
- c. public procurement rules must ensure more contracts are awarded to UK suppliers who utilise domestic supply chains and unionised workforces.

Congress calls on:

1. the TUC and affiliate unions to pledge support for GMB's campaign to save Britain's pottery industry by signing The Potters' Pledge petition
 2. the TUC and affiliate unions to commit to purchasing a share of their ceramic needs from unionised UK manufacturers, approved by The Potters' Pledge campaign
 3. the government to urgently take further action called for by Britain's pottery workers to save their industry and put ceramics at the heart of UK industrial strategy.
-

GMB

61 Securing our steel industry

Congress recognises the vital importance of the UK steel industry to our national economy, resilience, and security, as well as its central role in supporting regional economies across the country. Congress notes that steel provides thousands of high-quality, skilled jobs and is a cornerstone of our industrial base.

Congress acknowledges the Labour government's commitment to delivering for steelworkers through the development of a steel strategy and deployment of the £2.5bn steel investment fund. Congress welcomes the decisive steps the government has already taken in support of our steel sector, including measures to ensure more UK steel is used in public procurement, action to protect our markets from cheap imports, and partially addressing the longstanding issue of uncompetitive energy costs. Congress also celebrates the government's historic intervention to seize control of British Steel which prevented the closure of the blast furnaces and mass job losses.

Congress recognises, however, that UK steelmaking remains under huge pressure and more must be done to deliver the level playing field we need to be internationally competitive. Moreover, Congress strongly believes the government must stand ready to intervene to protect our strategically important steel assets wherever they are at risk.

Congress calls on the General Council to work with the Labour government to:

- i. continue championing and supporting the steel industry at every level
- ii. ensure the government uses all available levers to lower wholesale energy prices for UK steelmakers
- iii. collaborate on developing and delivering the steel strategy
- iv. safeguard the UK's strategic steel assets and primary steelmaking capability.

Community

AMENDMENT

In paragraph 1, sentence 1, after "central role in", insert: "UK infrastructure projects and maintenance"

In paragraph 2, sentence 3 after "job losses", insert:

"at the site and in the supply chain. Further, Congress celebrates the £500m contract to provide British Steel for the UK's railways."

In paragraph 3, sentence 2, after risk, insert:

", including in the supply chain where rail freight is essential for the delivery of the raw materials and finished steel products"

Associated Society of Locomotive Engineers and Firemen

62 Generative AI and creative workers' rights

Congress notes that:

- i. creative workers are the backbone of the UK's world-leading performing arts and entertainment industry, yet often find themselves in precarious working conditions
- ii. generative AI continues to transform work in the industry, as engagers turn to AI to create, for example, synthesised voice content, a digital replica of a performer or to train foundational AI models
- iii. artists frequently find that their image, likeness or voice has been used in generative AI without consent or remuneration, for uses beyond those originally agreed, and for which engagers rely on broad transfers of intellectual property rights
- iv. meanwhile, the government intends to weaken the protection provided by the copyright regime, by introducing an exception to copyright where content is used for the purpose of training AI.

Therefore, Congress calls on the TUC to:

- a. campaign for the implementation in full of *AI for Creative Workers: a TUC manifesto*
 - b. lobby government to introduce a regime of personality rights, under which artists could better protect and licence their voice, likeness and other aspects of their personal image
 - c. work with the government and its newly created Information Commissioner to push for improved enforcement of data protection rights in respect of generative AI
 - d. campaign against the government's intended introduction of a "text and data mining exception" to copyright protection.
-

Equity

AMENDMENT

In bullet i., insert "industry" after "creative".

Add new bullets after bullet d.:

"e. ensure ethical guidelines are developed for backstage, technical and other non-performing roles on use of generative AI tools and content"

"f. advocate for protections for backstage, technical, and support workers whose skills, labour or roles are impacted by generative AI, including where no IP or copyright protections apply."

Prospect

63 AI and the future of work

Congress acknowledges the transformative impact of AI in the workplace, and the opportunities that it presents for innovation and efficiency in the finance sector. However, as AI becomes more integrated into our daily lives, we must harness its benefits whilst ensuring responsible use and safeguarding the interests of the workforce.

Congress recognises the importance of preparing workers for the challenges and opportunities AI presents. Accessible training and retraining programmes delivered during working hours, as well as maintaining transparency around the use of AI in work, are vital to ensure employees can adapt to technological change, without fear of AI undercutting jobs.

Congress believes that AI should enhance work – not replace it. We must ensure that AI is used to free up staff time, increase productivity and maintain high-quality employment, rather than undermine job security.

Congress, therefore, calls on the TUC to:

- i. work with employers to ensure that AI does not limit entryways for young people into the sector, and that apprenticeships incorporate AI to prepare workers for the future
 - ii. encourage employers to offer retraining opportunities on AI and new technologies, to ensure that workers can fully engage with the changing modern workplace
 - iii. call for companies to adopt responsible AI policies, ensuring that new technologies are not used for undue surveillance activity or to impinge upon workplace protections
 - iv. lobby the government to work in partnership with unions and employers to develop frameworks for responsible AI use, ensuring workers' voices are heard and their rights safeguarded.
-

Community

AMENDMENT

At the end of the first sentence in the first paragraph, delete the word "the" in between "in" and "finance".

At the end of the first sentence in the first paragraph, after the word "finance" delete "sector" and replace with "and other sectors".

In bullet i., delete "the sector" and replace with "employment".

Insert new bullet after bullet iii.:

"iv. lobby the government to ensure that employers are required to undertake, and act upon the findings of, equality impact assessments before implementing AI"

Re-number subsequent bullet as bullet v. and insert new final sentence:

"This must include strong protections against the use of algorithmic management decisions throughout recruitment and employment processes."

Union of Shop, Distributive and Allied Workers

64 Copyright reform

Congress calls on the TUC to lobby parliament to ensure musicians are fairly paid in relation to AI and music streaming.

The upcoming artificial intelligence (AI) bill is a historic opportunity to change copyright law and ensure musicians get a fair deal from both AI-generated music and music streaming.

In 2024–25, the Musicians' Union and Council of Music Makers took part in government-convened negotiations with major labels for fair pay and contract terms. Despite intense government pressure, the major labels refused to pay a greater share of streaming revenue to musicians. Session, or backing, musicians still receive no streaming royalties and many featured artists are stuck on outdated royalty rates negotiated before streaming became the main way that people consume music.

Congress calls on the TUC to lobby Parliament to ensure that:

- i. the AI Bill provides appropriate and proportionate remuneration for musicians from both AI-generated music and music streaming
- ii. AI developers training on copyright works are required to report which works they trained on and that AI-generated works are appropriately labelled for consumers

- iii. musicians are given the right to contract adjustment, which would allow old royalty rates to be increased to modern digital royalty rates
 - iv. featured artists, songwriters and composers can claim their rights back from record labels and music publishers after a certain period of time, like in the US.
-

Musicians' Union

65 Artificial intelligence in journalism

Congress notes the rapid developments in artificial intelligence technologies in recent years, with decisions taken by publishers on the deployment of technologies within newsrooms. AI policies developed by organisations must be produced in conjunction with unions through meaningful engagement that ensures the voices of journalists are considered.

Congress recognises that the use of AI within journalism must only ever be as an assistive tool with human oversight, to ensure safeguards including on the protection of public trust and confidence in journalism. As mis/disinformation is promoted by AI technologies, government can play a crucial role through sustainable funding of the BBC World Service, to ensure it has the necessary resources to combat harmful rhetoric.

Congress is alarmed by approaches adopted by big tech seeking financial gain at the expense of rightsholders. Across sectors including books and photography, breaches to legal protections afforded journalists have occurred, leading to the use of protected works without express consent or fair remuneration. Freelance journalists face an uphill battle with limited resources to oppose the unlawful use of their content by AI developers to inform and train technologies. Developers must be mandated to reveal sources of their training data where breaches have occurred, to allow journalists to seek redress, and legislation must require rightsholders to opt-in, not out to the use of their works.

Congress instructs the General Council to:

- i. support the NUJ's AI campaign urging an end to rightsholders' copyright breaches by big tech
 - ii. campaign for AI generated content to be labelled as such
-

National Union of Journalists

66 Artificial intelligence and worker security in the finance sector

Conference notes the rapid integration of AI and automation in the finance sector—used in algorithmic trading, customer support, compliance, and back-office functions – with 75 per cent of firms already deploying AI and another 10 per cent planning adoption in the next three years.

Conference further acknowledges that a 2017 Opimas study estimated around 230,000 global finance sector jobs could be automated by 2025, particularly in asset management and junior analyst roles. Meanwhile, the Tony Blair Institute projects that one to three million UK private sector jobs may be displaced by AI over coming decades, with roughly 60,000–275,000 jobs

lost annually at peak, predominantly in banking, finance, administrative and customer-facing roles.

Conference believes AI must not be a threat to workers. It risks economic inequality, job degradation, and weakening of collective bargaining unless managed properly.

Conference calls on the TUC General Council to:

- i. lobby government for robust AI regulation in financial services, with mandatory employment impact assessments and oversight of job losses.
- ii. insist on union consultation before AI implementation in workplaces.
- iii. develop a just transition framework, including job security, retraining programmes, redeployment plans, and sector-specific upskilling.
- iv. secure representation for unions on AI ethics and governance bodies within the finance industry.
- v. equip finance-sector union reps with AI literacy and negotiating capacity.

Conference resolves to work with finance affiliates, regulators, and employers to safeguard jobs, defend workers' rights, and ensure AI-driven change benefits all, not just shareholders.

Aegis

67 AI and worker protection

Congress notes the development of the TUC pro-worker AI and innovation strategy.

Congress condemns the:

- i. absence of the government publishing the response to their consultation on copyright and AI, which closed in March 2025
- ii. government's delay in introducing a bill to regulate AI, which they announced would be before Christmas 2024, but which has still not been tabled
- iii. UK government in following the US by refusing to sign (in February 2025) a statement on inclusive and sustainable artificial intelligence for people and the planet signed by 58 other countries
- iv. UK government's decision in June 2025 to oppose an amendment to the Data Bill that would have forced AI companies to declare if and when they used copyrighted material.

Congress instructs the TUC General Council to:

- a. ensure the rights of all workers are protected from AI companies stealing their creative work and to actively campaign for the protection of creative workers' copyright
- b. campaign for transparency of production on all products, media and creative works created by AI
- c. collect data and information related to the numbers of jobs being lost to AI in the public and private sectors, and its effect on creative self-employed workers
- d. demand that the government monitors AI usage and properly limits its expansion

- e. work globally with other unions and campaigns to develop AI that is open, transparent, ethical, safe and trustworthy, in order to encourage positive outcomes for labour markets, ensuring AI is sustainable while also promoting international cooperation and governance.
-

Artists' Union England

68 Future-proofing UK maritime skills and training

This Congress notes with concern the continuing challenges in future-proofing and growing UK maritime skills and training. Currently, the government is falling short of the Maritime Skills Commission's (MSC) recommendation for 100 per cent funding, which creates disincentives for shipowners and financial barriers for young people, leading to dropouts and a lack of diversity in the Maritime Industry.

Congress notes that the fragmentation of maritime training and a lack of direct accountability for training providers to the Maritime & Coastguard Agency and DfT further exacerbate these issues.

Congress believes that inadequate investment in our Merchant Navy's skills base undermines national security and resilience.

Congress calls upon the TUC General Council to support Nautilus International's campaign for:

- i. 100 per cent SMarT funding and a minimum training allowance to support trainee maritime professionals, recognising the significant economic return (£4.80 to GDP for every £1 invested)
 - ii. the establishment of a single national maritime training provider accountable to the MCA and DfT to ensure consistent, high-quality training provision
 - iii. a comprehensive review and reform of the UK Tonnage Tax to incentivise shipowners to register vessels on the UK flag and provide quality onboard training and subsequent employment to British seafarers. These measures are crucial for securing a steady stream of highly skilled maritime professionals, supporting a just transition, and revitalising the nation's maritime industry and its contribution to the nation's security and resilience.
-

Nautilus International

69 Rail Freight Future

Congress reaffirms its commitment to lobby for the expansion of publicly owned rail freight with a view to re-nationalising the sector.

Congress commends ASLEF's Rail Freight Future campaign for highlighting the role that rail freight can play in delivering the government's missions and the need to address the current unlevel playing field between road and rail freight which encourages a race to the bottom between rail freight operators.

Congress notes the support offered by government to decarbonise road freight but understands that the most efficient mode to move freight in bulk inland is via rail and is concerned that the same level of support to decarbonise rail freight is not being offered.

Congress understands that supply chains are dependent on multiple modes of transport and that efficient and climate friendly supply chains work best with the use of different modes of transport.

Congress has concerns that the freight and logistics section of the industrial strategy focused heavily on road and not the whole sector and expects this to be addressed in the government's upcoming plan for the sector.

Congress therefore calls on the general council to:

- i. support ASLEF's Rail Freight Future Campaign
- ii. lobby the government to ensure that rail freight is part of the forthcoming freight and logistics plan
- iii. call on the government to address the unlevel playing field to ensure that efficient, climate friendly supply chains are affordable
- iv. lobby the government to invest in decarbonising the railways for freight by reducing the railway electric levy charge

Associated Society of Locomotive Engineers and Firemen

70 A just transition for railway workers

Congress welcomes that train operating companies (TOCs) will be brought into public ownership and, alongside Network Rail, brought under Great British Railways (GBR).

However, Congress notes with alarm that unnamed sources from the Department for Transport have suggested thousands of jobs may be lost in the transition due to duplication of roles; and further notes that terms, conditions and benefits have already been threatened in negotiations over TUPE from TOCs to the Department for Transport Operator.

Congress strongly believes that GBR is the opportunity to level-up pay and conditions for rail workers and should involve an expansion of investment in our railways, making them more efficient, more passenger friendly, and upgrading infrastructure – making redundancies unnecessary.

Congress resolves to campaign to:

- i. protect jobs and ensure there is a just transition for transport workers with access to training and redeployment where necessary.
- ii. level-up pay, terms, and conditions in the transition and implement collective bargaining arrangements for all workers, across the industry
- iii. invest in a safe and accessible railway for all – reducing violence and harassment on the network, reversing cuts to BTP, maintaining safety standards and adequate staffing levels.
- iv. put passengers and workers at the heart of GBR, integrating ticketing systems and timetabling across the entire transport network while simplifying fares and refunds, and putting worker and passenger representation on the board.
- v. expand investment in rail, putting it front-and-centre in plans to upgrade our infrastructure and make the whole-economy transition to net zero.

Transport Salaried Staffs Association

AMENDMENT

Add new bullet after bullet v.:

“vi. the London and Liverpool City Region mayors to take rail services they are responsible for into public ownership.”

Insert new paragraph at the end of the motion:

“Congress also agrees to support RMT’s ‘Better Jobs Better Services’ campaign which demands the ending of outsourcing of essential rail services including cleaning, station staffing, catering, security, infrastructure and engineering services.”

National Union of Rail, Maritime and Transport Workers

AMENDMENT

In paragraph 1, sentence 1, after “(GBR)”, insert:

“Congress also reaffirms the commitment to lobby for GBR to absorb open access operations and rail freight services.”

In paragraph 3, at the end of sentence 1, insert:

“Congress believes that this opportunity should extend to any future insourcing of operations and services into GBR.”

Associated Society of Locomotive Engineers and Firemen

71 The crisis in Palestine

Congress notes:

- i. Israel’s ongoing genocidal onslaught on Gaza has killed over 55,000 Palestinians, including 18,000 children. Key workers have been targeted by Israel, with 166 journalists and media workers, 120 academics, and over 224 humanitarian aid workers killed since 2023
- ii. alongside widespread destruction of vital infrastructure including homes, hospitals, schools, and universities, Israel is blocking food and humanitarian aid, causing starvation and the spread of preventable disease
- iii. threats by Israeli government ministers including Netanyahu, supported by Trump, to ethnically cleanse Gaza, while settler and army attacks on Palestinians have increased significantly in the occupied West Bank

- iv. despite words of condemnation, the British government continues to export weapons and military technology used by Israel in Gaza, including parts for F-35 fighter jets. Britain, as a party to the Genocide Convention, has obligations to prevent and punish genocide.
- v. on May Day, Palestinian trade unions reiterated their call for unions across the world to escalate campaigns “to end this shameful complicity in Israel’s illegal occupation, colonial apartheid and genocide”, through boycotts, divestment and sanctions.

Congress reaffirms its existing policy supporting Palestinian rights.

Congress urgently calls on the UK government to:

- a. take meaningful action to secure an immediate, complete, and permanent ceasefire with full access for food and aid delivery into Gaza
- b. immediately end all arms trade and military collaboration with Israel
- c. implement a total ban on all trade which aids or assists Israel’s violations of international law including with Israel’s illegal settlements.

National Education Union

AMENDMENT

In bullet i.. after “academics”, add: “1,580 health workers”

In bullet iii. at the end, add:

“where the demolition of Palestinian homes at record levels and planned construction of tens of thousands of settlement units are further contributing to annexation.”

In bullet a. at the end, add:

“, an end to the siege and the release of hostages.”

After action a. add a new action b. (and renumber accordingly): “Implement international court rulings and immediately recognise Palestine, contributing to a two-state solution.”

UNISON

AMENDMENT

In bullet b., delete “all arms trade and” insert “and all licences for arms traded” before “with Israel”. Then insert “, in line with international law” after “Israel”.

Unite

AMENDMENT

Add new bullet after bullet c.:

“d. repeal the authoritarian proscription of Palestine Action under counter-terrorism laws and uphold and strengthen the right to peaceful protest following the arrest of activists, including Ben Jamal, on peaceful Palestine Solidarity Campaign marches.”

Public and Commercial Services Union

AMENDMENT

Add new bullet after bullet c.:

“d. recognise immediately the State of Palestine

Artists’ Union England

72 International solidarity with journalists

Congress notes records held by the International Federation of Journalists (IFJ) indicate the killings of at least 122 media professionals globally in 2024. Around the world, journalists carrying out their professional duties have been targeted for their reporting and efforts exposing truths and injustices despite committing no crime. Palestinian journalists reporting from Gaza where no foreign media access has been granted by the Israeli authorities, continue to inform the world through their bravery in unimaginable conditions.

Congress believes the trade union movement must continue to be vocal in its solidarity for journalists worldwide, whether in Iran, Hong Kong, Afghanistan, Ukraine or elsewhere. This must extend too, to women journalists working under oppressive regimes in the face of abuse and hostility.

Attacks on journalists and journalism at home or abroad must never be accepted, and data-gathering of incidents help build an evidence base to lobby for change.

Congress notes the NUJ's Journalists' Safety Tracker collating anonymous submissions of abuse, harassment, legal threats and proceedings brought against journalists to stymie their reporting, aims to capture incidents and counter the perception that abuse is simply part of a journalist's job.

Congress instructs the General Council to:

- i. continue to stand in solidarity with journalists globally, condemning attacks against media workers wherever they occur
- ii. support the proposal of a UN convention on the safety and independence of journalists and other media professionals developed by the IFJ and backed by the NUJ.

National Union of Journalists

73 Europe matters

Congress notes that international developments have brought into sharper focus the importance of co-operation with the EU on defence and security.

It also notes the continued significance of UK trade with the EU, and the potential for this to boost domestic economic growth.

Congress considers that the upcoming review of the Trade and Co-operation Agreement will have direct consequences for working people including for employment and social protection, environmental safeguards, energy security and carbon markets, and cross-border mobility for creative workers and scientific research teams. Trade union representation on the Domestic Advisory Group can make an important contribution to the outcome of that review.

In addition, Congress welcomes continuing work and solidarity with the ETUC, including on strategies to counter the far right.

Congress therefore calls on the General Council to:

- i. promote the importance of the UK's relationship with the EU across the economy

- ii. assess the impact of emerging political developments and ensure that the interests of working people are at the heart of decision-making
 - iii. critically evaluate proposals to change the Trade and Co-operation Agreement and press trade union priorities through the Domestic Advisory Group.
-

Prospect

AMENDMENT

Add new bullet after bullet iii.:

"iv. lobby the UK government to fully rejoin Erasmus+, bringing benefits to both university students and staff and enriching our country."

University and College Union

74 Touring artists

Touring artists and musicians have now been struggling with the impacts of Brexit on touring in the EU for several years, with their opportunities severely impacted.

Conference welcomes the recent government discussions aimed at improving post-Brexit cultural and professional mobility but notes that while initial agreements were reached on security, defence, and the fishing industry, it remains uncertain whether a firm agreement can be secured for touring artists.

Conference calls on the TUC to:

- i. maintain pressure on the UK government to make good on their manifesto commitments and remove barriers for musicians touring in the EU as part of the reset of the UK-EU relationship
 - ii. request that the ETUC establishes a dedicated forum to discuss touring artists, the creative industries and vital cultural exchange, with view to establishing UK/EU working parties to address barriers including carnets, cabotage, VISA and work permits.
-

Musicians' Union

75 Year of trade union climate action 2025–2026

Congress welcomes the 2024 TUC motion recognising that the climate emergency is a trade union issue impacting all jobs and workers. Congress reaffirms its support for climate-related workplace action, including heat strikes, and the call for a year of trade union climate action 2025–2026, now also national policy for several affiliated unions.

Congress recognises:

- i. workers are already suffering from extreme weather, flooding, and unaffordable fossil fuel energy
- ii. the UK is unprepared for escalating climate disasters
- iii. a rapid, just global transition from fossil fuels is essential to avoid catastrophic climate breakdown.

Congress calls on the TUC and affiliates to:

- a. support and organise a workplace day of action on 14 November 2025 and support protests on the global day of solidarity on 15 November 2025, during COP30 in Brazil.

Congress resolves to:

1. promote green bargaining in all union training, campaign for facility time for green reps, build national and regional green reps' networks
2. encourage unions to organise outreach events, including workplace discussions and joint actions with other unions and civil society on climate, housing, health, fuel poverty and anti-racism during 2025–2026
3. support global solidarity initiatives including the Fossil Fuel Non-Proliferation Treaty and climate justice finance such as Brazil's proposed two per cent tax on billionaires
4. promote and support mobilisation around the workplace day of action on 14 November 2025 and global day of solidarity on 15 November 2025, during COP30 in Brazil
5. instruct the TUC Just Transition team to produce and coordinate publicity and promotion to support affiliates throughout the year.

Bakers Food and Allied Workers Union

AMENDMENT

In bullet 3., after "billionaires" insert:

" , while understanding that future fossil fuel production can only be ended when and where a fully funded workers' plan for jobs has been agreed and delivered in full"

Unite

SECTION 5

A STRONG AND SUSTAINABLE TUC

76 Reform of the TUC

Despite the election of a Labour government and the positive first step of the Employment Rights Bill, the trade union movement faces historic challenges and obstacles to growth. It is clear the challenges that working-class people face cannot be resolved without innovative and radical thinking on how the TUC carries out its industrial and political work.

Therefore, Congress agrees that it is time for a top to bottom review of the TUC, including its overall structures, role and purpose in the wider labour movement.

The review will be undertaken through a General Council working group, reflecting the diversity of the members we represent, with a report and recommendations being published to the General Council and voted on at the 2026 TUC Congress.

As a minimum, the review must recommend an enhanced democratic structure for the TUC and therefore, Congress agrees that the recommendations must include:

- i. a five-year term for the elected general secretary of the TUC
- ii. a deputy general secretary elected for a five-year term
- iii. proposals for reform of TUC structures so it is driven by harnessing the power of trade unions and expanding collective rights in every workplace in the UK
- iv. a plan to unite and raise the living standards of working-class people, across ethnicity and gender, in response to the changing political landscape and to counter the rise of the far right.

Communication Workers Union

NOMINATIONS

General Council

Section A

Unions with more than 200,000 members

UNISON (6)

Christina McAnea
Liz Snape
Catherine McKenna
James Anthony
Debbie Rowden
Ash Silverstone

Unite (6)

Sharon Graham
Sarah Carpenter
Peter Hughes
Andy Green
Angela Duerden
Maggie Ryan

National Education Union (3)

Daniel Kebede
Colleen Johnson
Louise Regan

GMB (3)

Barbara Plant
Gary Smith
Farzana Jumma

Union of Shop, Distributive and Allied Workers (2)

Joanne Thomas
Joanne Cairns

NASUWT (2)

Matt Wrack
Rashida Din

Section B

Unions with between 30,000 and 200,000 members

Chartered Society of Physiotherapy

Claire Sullivan

Communication Workers Union

Dave Ward

Community

Alasdair McDiarmid

Educational Institute of Scotland

Andrea Bradley

Equity

Paul W Fleming

Fire Brigades Union

Steve Wright

Musicians' Union

Naomi Pohl

National Association of Head Teachers

Paul Whiteman

National Union of Rail, Maritime and Transport Workers

Eddie Dempsey

POA

Steve Gillan

Prospect

Mike Clancy

Public and Commercial Services Union

Fran Heathcote

Royal College of Midwives

Robbie Turner

Society of Radiographers

Dean Rogers

University College Union

Jo Grady

Section C

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

Accord

Ged Nichols

Associated Society of Locomotive Engineers and Firemen

Simon Weller

Bakers Food and Allied Workers Union

Sarah Woolley

BALPA

Amy Leversidge

FDA

Dave Penman

Professional Footballers' Association

Nick Cusack

Royal College of Podiatry

Martin Furlong

Section D

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

British Dietetic Association

Annette Mansell-Green

Communication Workers Union

Kate Hudson

Musicians' Union

Alice Angliss

Prospect

Sue Ferns

Section E

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

Unite

Susan Matthews

Section F

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

Napo

Ian Lawrence

Section G

Member representing black women

UNISON

Gloria Mills

Section H

Member representing trade unionists with disabilities

Unite

Martyn Gwyther

Section I

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

Communication Workers Union

Maria Exall

Section J

Member under 27 years of age

General Purposes Committee

Five to be elected

GMB

Sharon Wilde

National Union of Rail and Maritime Staff

Alex Gordon

UNISON

Michelle England

Unite

Linda McCulloch

Union of Shop, Distributive and Allied Workers

Rab Donnelly

INDEX: UNIONS AND MOTION NUMBERS

Accord 03, 35
Aegis 24, 66
Association of Educational Psychologists 55
Associated Society of Locomotive Engineers and Firemen 21, 69
Artists' Union England 06, 67
British Dietetic Association 44, 45
Bakers, Food and Allied Workers Union 18, 75
Chartered Society of Physiotherapy 11, 30
Community 61, 63
Communication Workers Union 02, 76
Educational Institute of Scotland 10, 52
Equity 53, 62
Fire Brigades Union 49, 50
FDA 32, 33
GMB 27, 60
Hospital Consultants and Specialists Association 46
Musicians' Union 64, 74
National Association of Head Teachers 54
Napo 58, 59
NASUWT 29, 56
Nautilus International 19, 68
National Education Union 01, 71
National Union of Journalists 65, 72
National Union of Rail, Maritime and Transport Workers 20, 34
Professional Footballers' Association 26
POA 17, 57
Prospect 31, 73
Public and Commercial Services Union 15, 36
Royal College of Midwives 41, 42

Royal College of Podiatry 25, 43
Society of Radiographers 16, 23
TUC Black Workers Conference 13
TUC Disabled Workers Conference 38
TUC LGBT+ Conference 07
TUC Trades Councils Conference 39
TUC Women's Conference 12
TUC Young Workers Conference 05
University and College Union 37, 51
UNISON 14, 40, 47
Unite 08, 28, 48
Union of Shop, Distributive and Allied Workers 04, 09

Published by
Trades Union Congress
Congress House
Great Russell Street
London WC1B 3LS

motions@tuc.org.uk

30 September 2025