



Changing the world  
of work for good

CONGRESS 2017

# CONSOLIDATED MOTIONS AND COMPOSITE MOTIONS

**The 149th Annual Trades Union Congress**  
10–13 September 2017, Brighton

## **C01 A strong economy that works for all**

### **Motions 1 and 2 and amendment**

Congress affirms that austerity has failed and that a new economic model is needed to ensure a strong economy that works for all.

Government policy and action need to address the fundamental problems in our economy – lack of investment, endemic short-termism in business, inequality and stagnating pay.

Congress believes that investment is the engine of sustainable economic growth. Congress acknowledges that the need for infrastructure investment is one of the few areas of consensus across British politics today yet regrets that successive governments have failed to deliver the much needed funding it requires. Investment is needed in infrastructure (including transport, communications, energy and housing), research and development and public services. Investment will also provide the necessary revenue and resources for the public services and social security system the country deserves.

Congress notes that the latest World Economic Forum report ranked the UK 24th out of 138 countries in the world on the perceived quality of its infrastructure and further notes that the UK invests less in infrastructure as a share of GDP compared with similar countries, spending around 17 per cent of GDP compared to about 23 per cent in Japan and 21 per cent in France.

Congress believes that public investment in infrastructure pays for itself as evidenced by a report by the OECD which showed that investing 0.5 per cent of GDP in UK infrastructure could boost overall GDP by almost 0.6 per cent as well as reducing the nation's debt as a share of GDP by 0.2 per cent. Congress further believes that infrastructure investment can improve the quality of jobs, skills and training and enhance the lives of citizens through improvements to housing, transport and the digital economy as well as reducing carbon emissions.

Congress welcomes the Labour Party's pledge to create a National Investment Bank to support infrastructure investment, rebuild Britain's industry and provide support for SMEs.

This must be coupled with measures to ensure that investment delivers good quality, decent work. The transition to a high skill economy is best achieved by delivering security for people – stronger employment and trade union rights and representation, earnings and job security with training and development.

Congress acknowledges the role that government has in ensuring the economy delivers prosperity for all and calls on the General Council to campaign for an active industrial strategy to create new, good-quality jobs and better lives for the people of Britain and includes:

- i. greater investment in infrastructure, equipment, services, skills and innovation
- ii. positive procurement to support UK manufacturing and services to ensure that industrial supply chains across the UK can extract maximum benefit from all infrastructure investment and that is designed and used more effectively to support our home industries and UK jobs and promote fairness and a sustainable environment
- iii. policies that ensure the positive potential of automation is realised for all
- iv. corporate governance reform to end the endemic short-termism in business
- v. support for worker voice, strong trade unions and collective bargaining.

**Mover: Unite**

**Secunder: ASLEF**

**Supporter: Community**

---

### **03 Building a new housing consensus**

Congress notes that 38 years after Thatcher's government began dismantling public housing, creating instead markets that allowed developers and private landlords to profit from public subsidy, while millions of people were denied their basic human right to a home, the tide of public opinion is turning.

Decades of failed housing policy has resulted in:

- i. 1,500,000 fewer homes available at rents people on low incomes can afford than 38 years ago, despite a growing population
- ii. partial privatisation of building control in 1984
- iii. insecurity and excessive rents in the private rented sector
- iv. house price inflation that exceeds wage growth making home ownership available to an ever-declining share of the workforce
- v. new homes with the lowest space standards in Europe
- vi. 1.8 million disabled people struggling to find accessible homes.

Congress calls on the General Council to work with affiliates, civil society, and elected politicians to forge a new long-term housing consensus based on the principle that a home is a basic human right and to secure:

- a. a sustained local authority and registered provider building programme, at post-war period levels, of high-quality, energy efficient, accessible homes, that people on low incomes can afford to rent and that meet all citizens' needs
- b. an end to the privatisation of building control

- c. the redirection of public funds from revenue subsidy to capital investment
- d. an end to insecurity in the private rented sector, homelessness and the trend of driving low-income families from city centres.

---

## **UNISON**

### **04 Grenfell Tower fire**

Congress is appalled by the Grenfell Tower fire on 14 June 2017 and stands in solidarity with the victims, survivors and residents displaced by it.

Congress agrees to fight to ensure such a tragedy can never happen again.

Congress applauds the response of emergency fire control staff, firefighters, ambulance, local government and other workers to the fire and its aftermath.

Congress notes the scale of cuts to the fire and rescue service, local government and other sectors, which contributed to the scale and severity of this fire and its aftermath.

Congress notes that over 11,000 firefighter jobs (19 per cent) have been cut since 2010, including specialist fire safety inspectors.

Congress notes that fire safety inspections have fallen by 25 per cent since 2010.

Congress notes the warnings given by the FBU and other unions to MPs about the dangers of cladding and other alterations to buildings.

Congress condemns the long-term drive from central government towards deregulation and privatisation, particularly in relation to public housing and local government.

Congress resolves to build a major campaign to:

- i. ensure the public inquiry addresses the concerns of residents, survivors and those workers who responded to the fire
- ii. highlight the impact of privatisation, casualisation and deregulation on public safety
- iii. end and reverse the cuts to fire and rescue services and to local government
- iv. build a movement of tenants in the public and private sector and of owner occupiers for the provision of decent and safe housing for all.

---

## **Fire Brigades Union**

## 05 School buildings (safety)

Congress expresses its deepest sympathy with those affected by the Grenfell Tower disaster, and commends those brave men and women in the emergency services for their selfless actions on that day and on every day.

Congress calls for all lessons to be learned from Grenfell Tower, including around the safety of all public buildings, including schools. Congress notes that the government and local authorities must be made aware of the safety of school buildings regarding fire safety, the existence of asbestos and the condition of the school building itself.

Congress calls on the government to:

- i. undertake an urgent audit of all school buildings to determine whether they meet fire safety regulations, and to determine the existence of cladding similar to the type used on Grenfell Tower
- ii. undertake an audit of all schools to determine the existence of asbestos, and the likelihood that it could become harmful to children and those working in the school
- iii. initiate an action plan to ensure that issues identified through fire safety and asbestos audits are dealt with appropriately and safely.

Congress calls on the General Council to lobby the government to:

- a. ensure that the safety of all school buildings is assessed, and issues are addressed as soon as is practicable
- b. set out capital investment plans to ensure that all schools are safe and that children are taught in a satisfactory environment.

---

### National Association of Head Teachers

#### AMENDMENT

- In paragraph 2, insert new second sentence:

“Congress calls for a review of safety regulations for schools, in particular to require sprinkler systems in all new and refurbished schools, safe compartmentalisation and cladding of limited combustibility.”

- In paragraph 3, add at the end of sub-paragraph iii.:

“including via a phased removal of all asbestos in schools, starting with the most dangerous first.”

*National Education Union (NUT)*

---

## **C02 The safety risks of light-touch regulation**

### **Motion 6 and amendments**

Since the 1980s consecutive governments have argued for the need to reduce regulation on industry under the guise of promoting entrepreneurship and employment. This has culminated in the gradual weakening of safety regulators in most sectors of the economy and the replacement of high quality standards and safety with 'light touch' regulation.

Essentially, this means firms being allowed to regulate themselves. In aviation, the most severe effects of this are seen in the area of pilot fatigue. Pilots are not just shift workers, they are shifting shift workers; their start times can vary drastically from day to day, these duties are very difficult to rest for. Pilots are also being presented with last minute additions to their duties and are then unlawfully pressured by the airline to fly. This all goes on with the full knowledge of the regulator who is apparently unable to intervene.

More widely, weak regulation and dwindling resources for enforcement agencies such as the HSE has been at the heart of many, if not most, disasters, the banking crisis, industrial accidents, care failings and operator fatigue accidents in the road, rail and maritime sectors. It also militates against a culture of continuous improvement to safety standards in the offshore oil and gas industry, including in offshore helicopter transport which has seen a series of fatal accidents in the last decade and remains offshore workers' primary safety concern. Regulators work more intensively but their capacity to respond to major incidents is under threat e.g. the HSE has one third fewer staff than 10 years ago. Accordingly Congress is concerned that government will use 'Brexit' as an excuse to water down or remove valuable health and safety legislation.

Congress regrets the conflicts of interest and lack of transparency among regulatory bodies within the transport industry and asserts that the government must take a robust, direct and impartial approach to regulation in safety-critical industries such as transport.

Congress believes that 'light touch' regulation is inherently unsafe and puts the public and employees at risk. We call on the government to:

- i. scrap the dangerous experiment of 'light touch' regulation – Congress also agrees that we will campaign widely to protect and preserve existing legalisation from indiscriminate removal under the guise of being "better for business" and work with trade unions to return to the proper setting and enforcement of safe standards in all sectors
- ii. provide additional funding to urgently address the decline in the HSE's capacity.

**Mover: British Air Line Pilots Association**  
**Seconder: Communication Workers Union**  
**Supporters: Prospect; RMT; ASLEF**

---

## 07 Save our Steel

Congress notes the transformation of the UK steel industry that has taken place over recent years, which has brought significant changes in ownership of major UK steel assets. Congress acknowledges the vital importance of the multi-union Save our Steel campaign throughout this period of uncertainty and its success in winning guarantees on jobs and investment. Congress further notes the campaign's impact in gaining the attention of government, securing concessions for energy-intensive industries, improvements to procurement rules, and some action against Chinese dumping. However, Congress is disappointed at government's continued failure to deliver the decisive tangible support the UK steel industry needs to safeguard the future. In particular, Congress regrets the lack of action on sky-high energy costs and business rates which continue to damage the competitiveness of UK steelmakers. Furthermore, to protect our industries from Chinese dumping after we leave the European Union, Congress recognises the critical importance of the UK developing a tough and efficient trade defence regime.

Therefore, Congress calls on the TUC to:

- i. continue to support the Save our Steel campaign
- ii. lobby government to remove plant and machinery from business rates calculations and bring forward a long-term plan to slash energy costs for UK steelmakers
- iii. lobby for a tough and efficient trade defence regime that does not mandate the application of a lesser duty rule
- iv. campaign to ensure that the UK steel industry is the foundation of a comprehensive government strategy for manufacturing.

---

### Community

#### AMENDMENT

- In paragraph 1, delete final two sentences, from "In particular" to "regime" and replace with: "We must take control of this vital industry to secure jobs and build the infrastructure needed for the future."
- In paragraph 2, delete sub-paragraphs ii. and iii. and replace with:  
"ii. campaign for a publically owned steel industry to supply UK needs and reinvest profits  
"iii. campaign against TTIP and treaties which interfere with sovereignty"
- Add at end of sub-paragraph iv. "and an essential part of a low-carbon economy."

TSSA

---

## **C03 Rebuilding the finance sector**

### **Motions 8 and 9**

Since the financial crisis of 2008, a lot of public trust in the UK finance sector has been lost. While millions of people are paying for the crisis through the government's austerity agenda, it's not clear that any lessons have actually been learned by those at the top.

Congress notes that in the banking sector large scale branch closures and job losses are becoming the norm, leaving workers facing insecurity. The financial industry is seeking to cut costs by outsourcing, offshoring and disengaging from the communities it is meant to serve.

Financial activities are central to the political and economic debate in the aftermath of the EU referendum. Congress is naturally concerned about the loss of high value jobs to other countries. The majority of workers in the finance sector do not earn huge salaries and had nothing to do with the crash. Yet since 2008 they are the people who have lost out. They have seen their working conditions deteriorate and their terms and conditions eroded. Like many other sectors in the UK our members are feeling the strain daily from constant restructuring, ever changing regulation, unrealistic targets and performance management processes, dwindling resources and the constant threat of redundancy. With job losses already the norm in UK banking, this is the right time to ask how the financial industry can best serve the British economy and working people.

Ten years after the start of the global financial crisis, banks are still reluctant to lend to businesses. Lending is available to support a housing market that is increasingly out of reach of working people, and over the past year there is growing alarm at the scale of consumer credit. But lending to businesses has been negative in six out of the last eight years.

Congress has reported that conditions for working people are still dismal, facing the most severe real earnings crisis in at least 150 years. The financial industry should be supporting high quality work that delivers productive growth and decent wages.

We want to restore the trust in our industry and the pride our members had in their sector whilst ensuring they are treated fairly and adequately rewarded. Congress therefore encourages the TUC to examine the policy recommendations that would support a better financial system, providing decent jobs within the sector and in the wider economy.

Congress calls on the TUC to work with bodies like the Banking Standards Board and others to raise standards of behaviour and competence in the UK sector, to facilitate change and help the sector deliver better outcomes for employees as well as customers. Congress recognises that this would create a beneficial and positive impact on the working environment of the members we represent and society as a whole.

**Mover: Accord**

**Seconder: Aegis**

---



## **C04 Climate change**

### **Motion 10 and amendments**

Congress notes the irrefutable evidence that dangerous climate change is driving unprecedented changes to our environment such as the devastating flooding witnessed in the UK in 2004.

Congress further notes the risk to meeting the challenge of climate change with the announcement of Donald Trump to withdraw the US from the Paris Climate Agreement. Similarly, Brexit negotiations and incoherent UK government policy risk undermining measures to achieve the UK carbon reduction targets.

Congress welcomes the report by the Transnational Institute Reclaiming Public Service: how cities and citizens are turning back privatization, which details the global trend to remunicipalise public services, including energy, and supports efforts by unions internationally to raise issues such as public ownership and democratic control as part of solutions to climate change.

Congress notes that transport is responsible for a quarter of the UK's greenhouse gas emissions and believes that a reduction in carbon dioxide levels must be the basis of the UK's future transport policy in addition to building public transport capacity and moving more freight from road to rail.

Congress believes that to effectively combat climate change and move towards a low carbon economy we cannot leave this to the markets and therefore need a strong role for the public sector in driving the measures needed to undertake this transition. Congress notes that pension schemes invest billions of pounds into fossil fuel corporations.

To this end, Congress calls on the TUC to:

- i. work with the Labour Party and others that advocate for an end to the UK's rigged energy system to bring it back into public ownership and democratic control
- ii. advocate for a mass programme of retrofit and insulation of Britain's homes and public buildings
- iii. lobby to demand rights for workplace environmental reps
- iv. lobby for the establishment of a Just Transition strategy for those workers affected by the industrial changes necessary to develop a more environmentally sustainable future for all, and develop practical steps needed to achieve this as integral to industrial strategy
- v. consult with all affiliates to seek input into the development of a cross sector industrial strategy that works towards delivering internationally agreed carbon emission reduction targets
- vi. investigate the long-term risks for pension funds investing in fossil fuels, promote divestment, and alternative reinvestment in the sustainable economy.

**Mover: Bakers, Food and Allied Workers Union**

**Seconded: Communication Workers Union**

**Supporters: Fire Brigades Union; ASLEF; TSSA**

---

## **11 A safe, secure, accessible, publicly owned railway**

Congress reiterates its support for public ownership of the railways.

Congress welcomes the Labour Party Manifesto commitment to public ownership of the railways and buses.

Congress also welcomes the manifesto commitment that rail franchises can be taken back into public ownership before they expire with franchise reviews and also the commitment to publicly owned rail freight and rolling stock.

Congress welcomes the manifesto commitment to a safe, accessible railway and opposition to the expansion of Driver Only Operation (DOO) and pays tribute to the determination of rail workers who have taken strike action against DOO on Southern, Northern and Merseyrail.

Congress resolves to maximise support for these and other rail workers taking action to keep the guarantee of a guard on the train.

Congress wholeheartedly and unequivocally condemns government transport ministers who have backed private train operators in the dispute and refused to meet the railway unions.

Congress believes that as well as protecting safety and providing service and security the guarantee of a guard on every train is also vital for access for disabled and elderly passengers.

Congress notes this is also the view of the Association of Train Companies / Rail Delivery Group's own internal report On Track for 2020? The future of accessible rail travel and Congress condemns these organisations for suppressing this report.

Congress welcomes the support for an accessible railway from disabled and pensioner campaigners and organisations (such as DPAC and NPC) and resolves to continue campaigning with them in the future.

---

**RMT**

## **12 British shipping**

Noting that it is now two years since the government published the Maritime Growth Study, Congress expresses concern at the absence of tangible new measures to support British shipping and seafarer employment since the policy paper was delivered.

Congress notes that, as an island nation, the UK continues to have a strong economic, social and strategic reliance upon shipping. However, British seafarer numbers are continuing to decline and on current trends their numbers will diminish by a further 30 per cent over the next decade. Congress also notes that the number of UK-owned and registered ships has fallen from 712 in 2009 to 452 last year, and that there continues to be extensive evidence of substandard, often flag of convenience, shipping operations in UK waters posing unfair and often illegal competition to quality operators.

Congress therefore calls for the government to:

- i. act urgently to implement the cross-industry proposals for improvements to the Support for Maritime Training scheme
- ii. properly enforce national minimum wage and work permit requirements for all seafarers working on UK domestic shipping services and in offshore services
- iii. introduce cabotage legislation to protect British jobs in coastal shipping and offshore services from unfair competition from ships with substandard safety and working arrangements
- iv. ensure that the Maritime & Coastguard Agency is properly staffed and properly resourced to enforce critical national and international standards for safety and working conditions on all ships operating in and around the UK.

---

**Nautilus International**

**AMENDMENT**

- In paragraph 3, sub-paragraph iii., insert after “British”: “Officer and Rating”

*RMT*

---

## **13 The superyacht sector**

Congress notes the massive growth of the superyacht industry and the thousands of new jobs which have been created in the sector – many of them being British workers.

However, Congress also notes that there are strong grounds for concern about employment conditions in the sector. Research has produced evidence of excessive working hours, bullying and harassment, job insecurity, stress, and health and safety problems.

A number of cases involving death or serious injury of crew members have highlighted a disturbing lack of accountability, compounded by the use of flags of convenience and complex contractual arrangements.

Congress therefore calls for the TUC to support work to ensure that this expanding sector is properly regulated and that workers in the industry are not denied the rights that shore-based staff would be entitled to. In particular, Congress calls for action to get effective enforcement of the Maritime Labour Convention for superyacht crews and for the UK government to do more to deliver rigorous application of national and international standards on all vessels using ‘Red Ensign Group’ registries.

---

**Nautilus International**

## 14 Transport policy – bus services

Congress is concerned that the Local Government Association has noted that, in the year leading up to November 2016, supported bus services have decreased by 12 per cent outside London.

Congress is also concerned that there has been a considerable decrease in commercially operated services.

Congress also notes a report by Greener Journeys that the loss of affordable and accessible bus services has a direct social impact.

Congress is aware that having good public transport enables people to improve their lives by connecting them with shops, services and importantly, employment and education.

Congress recognises the importance of the bus pass to retired people as it enables them to contribute directly into their local economy.

Bus users create more than £64bn worth of goods and services in the UK, and contribute to the economic benefit to towns and cities. New analysis has shown that buses are an important means of social inclusion, and are associated with a reduction in deprivation.

Congress understands that any government should note the importance of everyone having a chance of a decent and secure life but should be particularly aware of the social, economic and environmental impact of transport policies, not just in towns and cities, but in rural areas as well.

Congress instructs the General Council to lobby the Department for Transport and devolved administrations to support bus services outside London by reviewing its approach to social impact assessments for all investment decisions and to call for the re-regulation of bus services.

---

### TSSA

#### AMENDMENT

- ◆ In the final paragraph, after “General Council to”, insert:  
“campaign with bus and transport unions to overturn the outrageous ban on local authorities setting up publicly owned bus services in the 2017 Act, implement the legal right for the union to be consulted before franchising is introduced and the TUPE and pension protections for bus workers achieved, and to”

*Unite*

---

## 15 Valuing entertainment workers

Congress notes that thousands of entertainers perform in working men’s clubs, pubs, circuses, care homes, theme parks, in public spaces and many other venues around the UK. These performers, many of whom are self-employed workers, often face huge challenges in the course of their working lives including night-time and lone working, withholding of payments, closure of venues, lack of enforcement of agency regulation, low and no pay work and health and safety risks.

2017 is the 50th Anniversary of the amalgamation of Equity and the Variety Artistes' Federation (VAF) which has been marked by a year-long campaign to recognise the work of variety performers. 2018 is the 250th anniversary of the establishment of the first circus ever. It is a year of significant and high profile activity for circus supported by the Arts Councils and local authorities around the country.

Congress recognises the challenges faced by live entertainment workers and resolves to support unions organising in the sector. Congress will also support unions campaigning to protect venues placed under threat from development projects and will assist unions lobbying for change to the licensing law framework in order to gain recognition for music and entertainment venues as a valuable part of the cultural landscape.

---

## **Equity**

### **16 1% for Art**

Congress agrees that one per cent of the budget of any new-build construction, renovation, conversion or major refurbishment by an affiliate member be spent on buying or commissioning public art. And that artists are made aware of these funds through widely publicised and transparent announcements, and that the funds are distributed fairly.

The 'Percent for Art' is an established scheme in USA and Europe, endorsed by local and national public bodies. The UK does not have a per cent for art scheme – although some regional and municipal bodies have developed something similar. Such schemes have been eroded over time due to budgets cuts. Compounding this is a culture of artists working for free and not being aware or organised, who are not challenging this culture and not speaking out and insisting on being paid for the artwork that they produce.

The GFTU's recent commitment to purchase artwork for Quorn Grange Hotel and its endorsement of '1% for Art' at its recent Biennial General Council Meeting is an example of support and solidarity with creative workers. Congress wants to pave the way forward in establishing a progressive and bold approach to the environments we want to work in as well as supporting the work of artists in the UK.

Congress agrees this is an opportunity to show that AUE is part of the trade union family, a family that backs a growing trade union and values the contribution of its members and is prepared to support it. This will send a clear message to our membership and future members.

Congress calls for the TUC to agree to:

- i. endorse the principles behind 1% for Art
- ii. agree that fair and transparent mechanisms are in place for distribution of the funds to one or more commissioned artists.

---

## **Artists' Union England**

## **17 Defence, jobs and diversification**

Congress welcomes the 'Lucas Plan' 40th Anniversary Conference held in Birmingham in November 2016 and agrees that the Plan was an idea from which we can learn much today.

The Plan was a pioneering effort by workers at arms company Lucas Aerospace to retain jobs by proposing alternative, socially useful applications of the company's technology and their own skills. Forty years afterwards, we are facing a convergence of crises – militarism and nuclear weapons, climate chaos, and the destruction of jobs by automation – which mean that we have to start thinking about technology as political, as the Lucas Aerospace workers did.

However, in the four decades since the Plan was drawn up Britain's manufacturing industry has shrunk from 25 per cent to 14 per cent of GDP, with the 'defence' industry now representing 10 per cent of all manufacturing. Britain cannot afford to lose any more manufacturing skills and capacity, and 'defence' workers are rightly concerned about the potential loss of jobs, for example if Trident replacement is cancelled.

In line with the outcomes of the Lucas Plan Conference, Congress therefore calls on trade unions and the TUC to lobby the Labour Party to establish before the next general election a 'shadow' Defence Diversification Agency, to work closely with the Shadow Department for Industry in developing an overall national industrial strategy including the possibility of conversion of 'defence' capacity. The first task of this Agency would be to engage with plant representatives, trades unions representing workers in the 'defence' industry, and local authorities, to discuss their needs and capacities, and to listen to their ideas, so that practical plans can be drawn up for arms conversion while protecting skilled employment and pay levels. A key means for developing the national industrial strategy would be the National Investment Bank proposed by the Shadow Chancellor.

Congress also urges trades union councils, trade unions and the General Council of the TUC to assist the work of such a 'shadow' Agency if set up.

---

**TUC Trades Union Councils Conference 2017**

## **C5 Brexit, the Single Market and workers' rights**

### **Motions 18 and 19**

Congress agrees that the minority Tory government has no mandate for a hard Brexit, understood to mean the severing of all ties with the commercial, political, judicial and regulatory institutions of the European Union without first establishing a new relationship.

Congress believes the economic fallout of hard Brexit would be disastrous for working people and that nobody voted to be made poorer by the Tories' disastrous mishandling of the negotiations.

Congress calls for a new approach to the Brexit negotiations with the aim of achieving a just settlement, including barrier-free access to European markets as an alternative to EU membership, and the protection of jobs, investment and workplace rights alongside environmental and consumer protections. Further, any settlement must include UK participation in all mutually beneficial cross-border agencies and agreements such as Euratom and Erasmus.

Congress notes that full access to European markets can only be achieved if the UK government abandons its ideological approach to a hard Brexit.

Congress affirms its support for European nationals working within the UK and supports full protection for such workers post-Brexit.

Congress notes that the trade union movement can play a vital role in ensuring such an outcome to the mutual benefit of all workers through our unique relationships with sister trade unions and governments in Europe.

Congress notes that negotiations for the UK's new trading relationship with the EU will be held in succession to the Brexit negotiations and calls for an agreement covering both a transitional period and future UK-EU trading relationship.

Congress recognises that many of the UK's employment laws derive from directives emanating from the European Union, and that these employment laws have underpinned and extended workers' rights in the EU, including the UK.

Congress commits the TUC to vigorously defend workers' rights under attack with the government's European Union (Withdrawal) Bill.

Congress notes that while European Court of Justice judgements have generally confirmed and improved workers' rights by setting legal precedents, a post-Brexit UK will no longer need to implement EU directives and will no longer be bound by the European Court of Justice.

Congress resolves to campaign to seek to ensure that:

- i. employment protections deriving from EU directives while the UK was an EU member are not lost or weakened by any post-Brexit UK legislative changes
- ii. employment protections and workers' rights arising from judgements of the European Court of Justice while the UK was an EU member are enshrined into UK legislation, or where appropriate the devolved legislatures, if the UK leaves the EU.

Congress further resolves to monitor EU directives and European Court of Justice judgements produced in the area of employment law, and to campaign for any improvements in employment law or workers' rights emanating from EU directives to be considered for incorporation into domestic legislation.

**Mover: Unite**

**Seconder: Educational Institute of Scotland**

---

## **C06 Influencing the Brexit deal**

### **Motion 20 and amendments**

Congress notes that the recent UK general election has delivered a government with no overall majority, seriously weakening our country's negotiating position with the EU over Brexit. The government has also failed to articulate what a good deal looks like.

The trade unions and the Labour Party, therefore, have an opportunity to influence the type of 'Brexit' that will eventually be applied. Congress calls on the General Council to make a series of demands including:

- i. the protection of all existing workers' rights emanating from the EU by their inclusion in the Great Repeal Bill
- ii. continuation of free movement of people from the current EU Member States so that those workers whose skills and hard work keep our economy motoring should, along with their families, be treated as equal citizens when they choose to make their home in Britain
- iii. rejection of a neo-liberal free trade agreement with no democratic accountability or one that undermines the right to keep public services public – we should support the best deal to protect living standards, employment rights, equalities, manufacturing, public services and jobs, now and for future generations
- iv. the protection of the NHS by it continuing to have the ability to recruit and retain staff from other EU countries; and it continuing to comply with the regulated definitions of professional roles such as midwives and remaining a universal service that is free at the point of use.

The mechanism to achieve tariff-free trade is less important than safeguarding our jobs, our economy and our prosperity but the logic is that any failure to reach a deal that secures these safeguards must lead to the UK remaining in the EU as a possible option.

**Mover: TSSA**

**Seconder: UNISON**

**Supporter: The Royal College of Midwives**

---

## **21 Implication of Brexit for STEM**

Congress is concerned that the process of Brexit will have significant and challenging implications for science, technology, engineering and mathematics (STEM) funding, collaboration and skills. Science is an international endeavour and continued free movement of people is vitally important both to the public interest and the wider economy.



EU nationals working in STEM professions make a critical contribution to their employing organisations without which capacity, operational delivery and reputation will all be jeopardised, but four in ten believe that their jobs have become less secure since the EU referendum.

The relocation of the European Medicines Agency from the UK will put at risk around 1,500 skilled jobs and will impact on speed of access to new drugs and the current £30bn life sciences export market.

UK exit from the Euratom Treaty risks the movement of nuclear fuel, equipment and trained staff as well as removing the basis for the UK hosting the Joint European Torus (JET) project, the UK's national laboratory for fusion research.

Congress calls on the TUC to campaign for:

- i. decisions taken during the process of negotiating the UK's exit from the EU to be informed by evidence, expertise and experience, necessitating investment in skills and capacity of those working to deliver a successful Britain outside of the EU
- ii. no cliff-edges, regulatory or policy vacuums that would impact negatively on investment, productivity or employment
- iii. an early end to uncertainty and its damaging consequences for employment security and forward planning.

---

#### Prospect

##### AMENDMENT

- Insert new paragraph 2:

"The ERASMUS programme underpins deep links among European universities that are essential to continued growth and strength in STEM professions. If lost in Brexit negotiations, it will make future UK cohorts of STEM professionals more insular, with knock-on risks for UK-based modern languages provision."

*University and College Union*

---

## C07 Free movement of labour and EU workers

### Motions 22 and amendment, 23 and amendment, 24 and 25

Congress is united in defending the rights of our EU colleagues.

EU workers in Britain face an uncertain future and government set on using them as bargaining chips in Brexit negotiations. At the same time workers from non-EU countries face increasing difficulty in gaining and maintaining permission to work or bring family members.

Congress believes:

- i. that any restrictions on freedom of movement of labour, and right to work without discrimination based on nationality, puts increasing competitive pressure on European Economic Area (EEA) workers, thus affecting all workers

- ii. the policy of austerity has caused falling wages and rising workloads and that the current crises in vital services result from the impact of continued under-investment in our infrastructure and public services by successive governments.

With increasing pressures on the UK's health and social care systems and rising concerns about workforce shortages, now, more than ever, we need to recognise the immense contribution that EU national staff make. The NHS alone currently employs nearly 60,000 EU staff. This rises to 165,000 across the entire health and social care sector.

Congress welcomes the establishment of the Cavendish Coalition – an amalgam of trade unions, employers, professional bodies and skills and learning organisations. Congress upholds its belief that EU citizens working in the UK health and care sectors should have the right to remain. These essential staff need and deserve certainty for the future. They do not deserve to be targets of xenophobia and hate crime, as has sadly been all too apparent since the EU referendum. We cannot afford to lose their skills, talents or the wider contribution they bring.

Congress recognises that, as self-employed workers in an industry that is notorious for high unemployment and which is not considered to be in the “highly-skilled” category, EU national creative workers are in a particularly vulnerable position. Home Office rules that require either proof of continuous employment or proof of private comprehensive sickness insurance may mean that many performers who have been here for years will be forced to leave, sacrificing careers and uprooting families.

Most professional musicians and performers rely on touring and travelling as part of their careers. Many work in Europe either on a freelance basis with orchestras, touring as an individual or group, or working for theatre producers or orchestras on touring productions.

Some performers can be working in several different European countries over the course of a few days, and gigs or tours are sometimes arranged at very short notice, so the possible introduction of work permissions and/or visas for British performers touring and working in Europe could be extremely detrimental. Individuals without representation or financial backing are likely to struggle the most with the extra costs and admin that this might entail.

The vote to leave the EU is already having an impact in this area: the European Union Baroque Orchestra has already left the UK for Antwerp, in part due to concerns over restricted freedom of movement for working musicians.

Brexit also presents creative workers on both sides of the Irish border with an uncertain future, with no real assurance from the government in Westminster whether existing freedoms will continue after the UK has formally left the EU.

Congress supports the campaign to ensure that professional musicians and performers continue to be able to travel easily across Europe post-Brexit for time-limited activities such as touring and performing with minimum administrative burdens.

The NHS will also need to be able to continue to recruit staff from other EU countries post-Brexit. Congress calls on the TUC and its affiliates to support and promote the work of the Cavendish Coalition and ensure that the UK maintains employment policies and practices that continue to attract EU nationals to work in the sector.

We also call on the government to ensure that staff who have come to work in the UK more recently are not disadvantaged when the cut-off date for accruing the right to remain is set.

Congress calls on the General Council to defend existing free movement of labour within the EEA and publicise the benefits of migrants from across the globe, and to campaign:

- a. to oppose points-based immigration schemes
- b. for an up-front guarantee for existing EU/EEA citizens in the UK to stay, live and work after the UK withdraws from the EU
- c. for improved rights for all workers and for full recognition of safety, equality and workers' rights throughout EU withdrawal negotiations
- d. for substantial investment in our public services and an end to the deeply damaging and divisive economics of austerity
- e. to highlight the contribution of EU nationals to the UK, and to the creative industries
- f. for removal of international students from net migration figures
- g. for protection for EU research funding and EU students
- h. for reciprocal free movement for musicians and performers across the EU's 27 member states, in the form of an exemption from visa and work permit rules for performers
- i. for Northern Ireland to continue to have an all-Ireland agreement in respect of freedom of movement and the right to work with no restriction on either nationality
- j. for the retention of investment that the EU has put into both sides of the Irish border for film and television production.

**Mover: University and College Union**

**Seconder: Chartered Society of Physiotherapy**

**Supporters: Equity; Musicians' Union; NASUWT; The Royal College of Midwives**

---

## **26 Convention on International Trade in Endangered Species (CITES)**

The Convention on International Trade in Endangered Species (CITES) has for some time now been concerned with the illegal trade of endangered flora and fauna such as Brazilian rosewood, African ivory, mother of pearl and abalone. These species have for many years been used in instrument manufacture, and some musicians have seen their instruments seized by the authorities whilst travelling.

Although an amendment exists which means that instruments made, sold or transferred before February 2014 are exempt, musicians have still needed to carry supporting documentation detailing the purchase and/or transfer details of the instrument.

The Musicians' Union (MU) has successfully worked alongside European partners to ensure that a European Musical Instrument Certificate is available for musicians to use to allow safe passage for their instrument, but we have concerns about how Brexit may impact on this agreement.

Congress supports all efforts to ensure that musicians travelling across borders with endangered species built into older instruments continue to be able to travel with their instruments, and backs the MU demand that the European Musical Instrument Certificate be supported by the UK during and post Brexit so that UK musicians continue to be able to use it.

---

**Musicians' Union**

## **C08 Great jobs**

### **Motions 27, 28, 29, 30, 31 and 32 and amendments**

Insecure employment and the growing pressure workers are under to work harder and faster for less, are the defining issues of our time for the trade union movement. The gig economy is one aspect of exploitation, but across the economy we see the scale of exploitation: zero-hours contracts, over-reliance on agency workers, bogus self-employment and short-hours contracts. The growth of insecure work is not an accident or oversight. It is a business model deliberately used by companies to make more and pay less.

Underemployment is widespread in the economy with workers on short-hours contracts relying on additional hours that are not guaranteed from one week to the next. Part-time work fits the needs of many workers but 2.6 million part-time workers want longer hours and over one million workers work part-time only because they cannot find suitable full-time jobs.

Research indicates that these contracts disproportionately impact on young and ethnic minority workers.

Congress acknowledges that in some parts of the economy, for example the professional services and media sectors, the flexibility offered by atypical employment can work to the benefit of both workers and engagers, and supports the right of those workers to opt for flexible employment provided it is their genuine and informed choice, and there is no threat of detriment, or denial of engagement, should they refuse.

Willingness to enter flexible working arrangements should not, however, undermine employment rights. We believe that any worker who is providing labour or services to someone else's business should have basic rights and protections, to include rights to holiday and sick pay, rights to trade union representation and recognition, and rights to the minimum wage.

Congress also notes the benefits that improving technologies can bring. However, we now live in a 24/7 world where we are 'always on' and connected to devices. The pace of living is faster than during any previous era but it is estimated that UK employers are losing over £30bn a year due to mental health issues, as the work/life boundaries become increasingly blurred. According to some predictions new technologies driving the automation of work could lead to a third of British jobs being lost by 2030. 'Self-service' technologies in the banking and retail sectors are being presented as a reaction to changes in customer behaviour but the reality is that banks, retailers and others are driving the changes on to often unenthusiastic customers to save costs by shedding jobs.

The crucial question now facing the union movement is what are we going to do about it? The exploitation of workers through the misuse of zero-hours contracts, agency work, bogus self-employment and short-hours contracts needs to be challenged. The government-commissioned Taylor report failed to address the need to enhance individual and collective rights to protect workers and bring about a real upturn in terms and conditions. Notably, the report recommended making it legal for employers to roll up holiday pay, potentially denying workers the ability to access holidays and undermining the health and safety benefits of decent holidays and rest time.

Congress agrees it is time to make greater demands on behalf of all workers and develop a new model of trade unionism that can organise workers everywhere, reverse the decline in overall UK trade union membership and counter the predicted impact of the gig economy. Bad employers will not suddenly find a moral compass because they are asked nicely. They have already made their choice: profit for shareholders, insecurity and low pay for their workers.

Specifically, Congress calls on the General Council to:

- i. develop the TUC's 'Great Jobs Agenda' as a common bargaining agenda to tackle insecurity and publish a trade union manifesto on what constitutes a new deal for workers
- ii. follow New Zealand and ban exploitative zero-hours contracts
- iii. start to deal with the problem of short-hours contracts by giving workers a statutory right to contracts that reflect the hours that they normally work
- iv. demand employers give workers the hours they need and tackle the growth of short-hours contracts in their businesses

- v. agree that many UK workers are engaged in genuine self-employment and are operating micro-enterprises in their own right, but government should take action to increase funding for enforcement of employment legislation and end bogus self-employment
- vi. close the loopholes in the Agency Workers Regulations to ensure that agency workers get equal treatment from day one of their placement
- vii. remove restrictions on access to workplaces where workers want trade union representation.
- viii. continue lobbying for protection of workers whose atypical employment status has led to exploitation by employers and ensure that any atypical workers who may be re-categorised as employees enjoy full workers' rights from day one of their engagement
- ix. demand government work with unions to develop clear policies on the employment impact of new technology, including a new industrial strategy that looks beyond the Taylor Review of Modern Employment Practices and addresses the employment needs of the UK population as technology and innovation disrupt organisations and employment models – the TUC should research the practicalities of a new tax for employers on any job lost to robotic automation to pay for retraining, upskilling and redeployment of those whose jobs are impacted
- x. mobilise for a national demonstration for a new deal for workers to be held no later than the first half of 2018.

To facilitate the above, the General Secretary will bring forward documentation for agreement at the Executive Committee and General Council. This will also include how we build support for a major campaign and reach a consensus on deliverable action.

**Mover: GMB**

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

**Supporters: Communication Workers Union; Prospect; National Union of Journalists;**

**Accord; Unite; Equity; Community**

---

### **33 Trade union rights restriction**

Congress recognises the further restrictions on trade unions by the Trade Union Act, which places unfair and unnecessary processes when balloting its membership for industrial action. A high-profile campaign during this legislative process took place and whilst not getting rid of the major restrictions it diluted some draconian measures.

Congress notes the POA as an independent trade union is the only affiliate within the TUC for a large section of its membership both in the public and private sector to not have the right to take any form of industrial action under the restrictions of the Criminal Justice Public Order Act 1994 (since amended) Section 127.

Congress asks the General Council to mount a similar high-profile campaign for the repeal of Section 127, as it is an unnecessary restriction on an affiliated trade union.

---

## POA

### AMENDMENT

► Insert new paragraph 3:

“Congress condemns threats made by the current government to further restrict trade union rights, including the right to strike, of workers in particular sectors, such as firefighters, rail workers and other workers.”

*Fire Brigades Union*

---

## 34 Wage protection

Congress recognises the damage done to the earnings of thousands of workers by unscrupulous employers who have used the government’s living wage to undermine premium pay rates, such as overtime payments.

Congress calls on the TUC to use all avenues to pursue protective legislation to stop exploitative practice and to stop the downward spiral of many workers into poverty.

---

**Bakers, Food and Allied Workers Union**

## 35 Worker representation on public sector boards

Congress notes the prime minister’s statements that workers’ voices should be heard in the boardrooms of Britain.

Congress recognises that workers in any organisation can provide unique insights into its operation and have a shared interest in its success. Whilst this cannot replace meaningful engagement with trades unions, worker representation on decision-making boards would be a welcome development.

Congress further recognises that trade unions are the only democratic organisations that are truly representative of the workers’ voice and can provide the full support that a board representative would require in order to carry out their responsibilities properly. Any development on boardroom representation therefore must ensure that trade unions form an integral part of the process.

Congress calls on the General Council to challenge the government to take action now to turn these vague intentions into meaningful action and bring forward legislation to require worker representation on boards.

Congress further calls on the General Council to hold government to account for its claims on worker engagement by demanding it immediately ensures that all public bodies act now to ensure worker representation on decision-making boards, or equivalents, through their recognised trade unions.

---

## FDA

## **36 Expanding auto-enrolment**

Following the Brexit vote, the UK government's attention has been almost entirely focused on how to negotiate the UK's exit from the EU and not on domestic pension policy. Congress argues that the pressure needs to be kept on government to make sure the outcome of the current review of auto-enrolment makes pensions simpler, fairer and open to all.

This review should include addressing the 4.8 million low-income workers who are excluded from auto-enrolment as they earn less than £10,000 a year, the auto-enrolment trigger. Many work part-time and have more than one job, which means their total income is more than £10,000. However they miss out on an employer pension contribution because of the way the pension rules work.

Congress calls on the TUC to campaign to stop the low-paid falling through the cracks of auto-enrolment by developing it in a way that helps low earners save for a decent retirement. This means bringing together low income multiple jobs for the purpose of automatic enrolment, enabling more workers on low incomes to benefit from an employer contribution, rather than exempting all employment where earnings from separate jobs are below the £10,000 threshold.

---

**Aegis**

## **37 Organising against racism in the workplace**

Congress welcomes the work of unions and the TUC to keep the issue of race equality on the agenda by employing a number of different strategies to counter the myth that racism is no longer an issue.

Congress welcomes recent research by the TUC exposing structural racism within the labour market, persistent discrimination in employment and the everyday reality of racist abuse and harassment in the workplace. Despite decades of UK legislation aimed at tackling racial discrimination and inequality in the workplace, racism remains a stubbornly persistent feature of British society and in some workplaces it has never been effectively tackled.

Recent events have lent a new urgency to the need to tackle racism in the workplace. Congress understands that tackling racism at work requires constant vigilance and an ongoing commitment by unions, employers and government to addressing the structural discrimination that gives rise to racism at work.

Congress agrees that the TUC, in consultation with the TUC Race Relations Committee, will:

- i. explore with affiliates new ways of campaigning and organising against racism in the workplace that puts the experiences of Black workers centre stage
- ii. continue to foster links with campaigning organisations and communities to build a broad coalition against racism and xenophobia



- iii. continue to press government to adopt and resource a meaningful race equality strategy that makes a practical difference to the lives of Black workers, their families and communities.

---

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

##### **AMENDMENT**

- ▶ Add at end of paragraph 3: "Unions have a key role in challenging workplace racism."
- ▶ Add new sub-paragraph iv. at end:  
"iv. challenge racism in the workplace through developing a collective bargaining action plan and strategy; prioritise eliminating racism on the bargaining agenda; and produce guidance on dealing with race discrimination cases and training trade union representatives in representation on race discrimination."

**UNISON**

---

## **38 A better deal for black workers in the labour market**

Congress deplores the high levels of unemployment, the marginalisation and discrimination Black workers experience in the labour market. It also deplores the entrenched barriers and structural and institutional racism manifest in grinding levels of poverty, economic exclusion and income inequality in Black communities. Pay inequality remains largely unrelated to qualifications. Alongside evidence of an ethnic pay penalty, Black workers are over-represented in casual, temporary and minimum wage jobs with high levels of in-work poverty.

Congress calls on the government to bring about a step change in culture, policy and practice by:

- i. using its procurement and purchasing power to close the racial inequality gaps in Britain
- ii. introducing specific measures to close the racial gaps in employment, pay and pensions
- iii. extending the statutory equality duty to private companies bidding for public services contracts
- iv. removing employment tribunal fees of up to £1,200 that have allowed discrimination to flourish and restricted access to justice in employment and discrimination cases
- v. ensuring adequate funding of the Equality and Human Rights Commission to enforce protection from discrimination at work.

Congress urges the TUC Race Relations Committee to produce an action plan and proactive campaign strategy for a better deal for Black workers in the labour market.

---

#### **TUC Black Workers Conference**

## **39 De-criminalisation of sex work**

Congress notes that austerity measures since 2010 have led to an increase in the number of people working in the sex industry and is concerned by examples such as Doncaster, where on-street prostitution has risen by 60 per cent, an increase primarily attributed to the impact of benefit sanctions.

Congress recognises that many people would not choose to work in the sex industry and that they do so because of economic necessity rather than criminal coercion. It further asserts that 74 per cent of off-street prostitutes work in the sex industry to pay household expenses and support their families.

Congress regrets that current UK legislation forces sex workers to work alone, leaving workers vulnerable to crime and the threat of losing access to their families.

Congress believes sex workers should have the same rights as those in other industries.

Congress acknowledges the 2016 Home Affairs Select Committee report which recommended that sex work in the UK should be decriminalised and Amnesty International's decision to adopt the same policy.

Congress further supports the New Zealand model of full de-criminalisation which would give sex workers protections as workers in law.

Congress calls upon the TUC to adopt a policy in favour of full de-criminalisation and to campaign alongside appropriate organisations to achieve this.

---

**ASLEF**

## **40 Ending the gender pay gap**

Traditionally, 'women's work' has been paid at a lower rate than men's. This was challenged by the Equal Pay Act and the Dagenham strikers. However, 45 years on we still have unequal pay, and stunted progression. The pay gap stands at 13.9 per cent for those in full-time employment and, according to the Fawcett Society, from 10 November 2016 women effectively worked for free until the end of the year. Based on the tiny reduction in the pay gap for 2015 it will take more than half a century for women to achieve pay parity.

Congress acknowledges that this situation is even worse for those who suffer double discrimination. Fundamental to this is the value placed on women's work. Congress believes we need to have equality in society and our homes and workplaces. A serious fightback is needed on the intersecting issues that affect women's pay and progression.

Congress welcomes the principle of mandatory gender pay gap reporting but is disappointed that the legislation is not robust enough. The method of calculating the hourly rate of pay for staff on guaranteed hours, annualised hours, term-time hours and those on zero-hours contracts will hide the real gender pay gap. The employee threshold excludes hundreds of employers in the public sector from the duty to provide gender pay gap information.

We believe that an independent and properly resourced Equality and Human Rights Commission will continue to improve working conditions for women by ensuring compliance with the new gender pay gap regulations. However, the regulations provide no mechanism for enforcement.

The budget for the Equality and Human Rights Commission has been slashed by 75 per cent since 2010. This is only possible because the Commission's budget is set by government and its activities are regulated via a Framework Agreement with the government Equalities Office. The Secretary of State appoints the Board and the Chair, further undermining its independence.

Congress calls on the TUC Women's Committee to work with affiliates to campaign for:

- i. full pay transparency
- ii. legal requirements for companies to address pay inequality with serious penalties for those that fail to take action
- iii. a free tribunal system for gender pay and post-maternity job issues
- iv. a strategy of national campaigning, research and localised action to end the gender pay gap and casualisation
- v. the amendment of the Equality Act 2006, so that the Commission reports directly to Parliament in the manner that the Electoral Commission reports to the Speaker's Committee
- vi. the EHRC to be given the powers and resources to ensure compliance with the new gender pay gap reporting regulations.

Furthermore, Congress instructs the TUC to work with affiliates to press the government to:

- a. remind employers of their duties to provide information to recognised trade unions for the purposes of collective bargaining
- b. remind employers of their duties to comply
- c. issue explicit guidance to all schools and colleges on their statutory duties to collect, analyse and report information on the gender pay gap
- d. publish reports on all information that is collected nationally on staff in the education sector.

---

**TUC Women's Conference**

## **41 Northern Ireland same-sex marriage and the DUP**

Congress welcomes the decision of the German parliament on 30 June 2017 to approve legislation to allow full same-sex marriage, and is appalled that Northern Ireland is the only part of the UK and Ireland where same-sex marriage is still banned.

Congress stands in solidarity with friends and comrades in Northern Ireland who on Saturday, 1 July 2017, held a protest march through Belfast calling for legalisation of same-sex marriage.

Congress is concerned that the Democratic Unionist Party (the DUP) has vetoed the democratic will of the Northern Ireland Assembly by using a “petition of concern” and is committed to prevent legislation from reaching the statute books. Congress is also concerned about the voting record of the Tories, with the majority of Conservative MPs in the last parliament failing to support same-sex marriage. Congress deplores the prominence their agreement with the Conservatives gives the homophobic DUP in UK politics.

Congress calls upon the LGBT+ Workers Committee to work within the TUC and affiliated unions to oppose the alliance between the Conservatives and the DUP, and with the Irish Congress of Trade Unions to defend existing equalities legislation across the UK, and further their expansion in Northern Ireland.

---

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

## **C09 Public sector pay**

### **Motions 42 and amendments, 43, 44, 45, 46, 47 and amendment and 48 and amendment**

Congress notes the extremely volatile and uncertain political outlook confronting working people and the broader population across the UK. Congress notes the pay squeeze suffered by private and public sector workers since the 2007/08 financial crash.

Underlying this are deep fault lines in the way in which our economy and society work, that clearly deliver for the few and not the many. These fault lines can be seen in:

- i. the lack of decent, well-paid career opportunities, especially for young people, who studies show are comparatively worse off than previous generations
- ii. ongoing severe cuts to the services that our communities rely upon, which have been subject to close to one million job cuts since 2010 and now face further austerity
- iii. increased pay inequality, discrimination and exploitation as a result of the government’s pursuit of an agenda of deregulation, privatisation and attacks on workers’ rights

- iv. the continued squeeze on pay and living standards, including for public sector workers who stand to be an average of a further £1,700 a year worse off by 2020 if the Westminster pay cap continues.

Congress notes that public sector workers have suffered a real-terms cut in wages arising from a deliberate policy by UK, and devolved administrations, to implement a combination of pay freezes and pay caps for the majority of public sector workers.

Congress notes the government's imposed two-year pay freeze on public sector workers in 2010, followed by a one per cent cap on the pay of firefighters, nurses, teachers, civil servants and other public sector workers. Congress notes recent statements made by current ministers that "nothing has changed" on the one per cent pay cap, despite inflation of three per cent or more.

Congress condemns the government's attitude towards hard-working public sector workers, which has left many workers struggling to make ends meet and rely on food banks.

The government is too easily taking for granted the good will and dedication of the NHS' hard pressed staff, struggling to cope with overwhelming workloads at a time when recruitment and retention is becoming more and more challenging. There is currently a shortage of thousands of midwives in the UK and the NHS needs to ensure that they pay enough to retain and recruit enough midwives to give high quality, safe care to women and their families. Investment in staff is an investment in high quality, safe care.

Congress notes with concern the significant effects of this sustained real terms cut in wages, leading to less money being available to spend on food, clothing, and housing with a subsequent drop in living standards for large numbers of workers.

The pay cap has already had a devastating effect on the value of the incomes of our members. Research shows the effect of that policy will mean that average civil service pay will have fallen in value by over 20 per cent by 2020 and that the pay of an average midwife has dropped by over £6,000 since 2010. With inflation increasing rapidly the value of pay is set to drop even further.

Other professions have also suffered. For example, the recent report to the Office of Manpower Economics, looking into wage growth in pay review body occupations, found that radiographers have suffered one of the biggest declines in real wages.

Congress welcomes the TUC report, *Lift the Cap*, which explains the impact of the pay cap on living standards. Congress notes the TUC's estimate that public sector workers have lost between £2,000 and £5,000 in real terms as a result of the Westminster government's pay policy.

Congress strongly believes that society must recognise the real value of public service workers to their communities and the economy.

Congress further believes that public sector pay policy has contaminated the wider economy and eroded collective bargaining elsewhere. This is illustrated by recent disputes in the Bank of England, Serco at Bart's Health NHS Trust, and pensions disputes in the Nuclear Decommissioning Agency and Atomic Weapons Establishment.

Congress recognises that all public sector workers deserve a pay rise, and that a united public sector wide campaign is the best way to pressurise the chancellor to end the pay gap.

It is now urgent that the government not only ends its public sector pay cap but also properly funds our public services, including pay rises that reflect the rising cost of living and address the cumulative losses suffered by public servants over the last decade.

It is not enough to just end the policy of the public sector pay cap on paper – this must result in a real-terms pay increase for NHS staff and others. The government must reflect the change in policy in the evidence they submit to the NHS Pay Review Body and they must make the case for a fully funded real-terms pay increase for NHS staff. NHS staff will expect a pay rise if the cap is lifted and anything less will irrevocably damage industrial relations in the NHS.

The NHS needs a major injection of cash to ensure that it can provide the high quality care for patients that staff desperately want to provide. Above all we need that investment to ensure that a fair pay award is made to NHS staff who have suffered years of pay cuts as they've seen the value of their earnings steadily reduce.

Congress notes the conditional pay offer of two per cent made to firefighters in July through the National Joint Council. Congress welcomes the breach to the pay cap, but condemns the Westminster government for failing to fund such pay increases from central resources.

Congress notes that during and following the general election the issue of the public sector pay cap has been at the forefront of political debate, and that the electorate is increasingly concerned and angered by the government's insistence on pursuing its austerity agenda, regardless of the consequences. A number of Conservative MPs and government ministers have called for the pay cap to be lifted and the Labour Party sought to amend the Queen's Speech to end the cap.

We call on the TUC and all affiliates to harness the enthusiasm that we saw from the electorate – particularly younger voters – for a different approach. One in which public services are properly funded, public sector staff are properly rewarded and supported and the public are able to access the quality care and support they need from the NHS.

Congress calls on the General Council to continue its political campaign to mobilise public opinion behind a decisive break with the era of austerity and to campaign for a new social and economic settlement that prioritises decent work, fair pay, genuine equality of opportunity and quality of life for all – not just the few.

Congress resolves to campaign to remove the public sector pay cap policy from the whole public sector.

The first step is to end the public sector pay cap immediately and campaign for a minimum wage of £10 per hour and an end to in-work poverty and ensure pay review bodies are fully funded and independent with reserved seats for those with relevant employee representation experience.

Congress also resolves to support affiliates' campaigns to deliver restorative pay rises to members. Congress supports the 2018/19 pay claim submitted by the local government trade unions for restorative pay increases of at least five per cent and calls on the TUC to make the case that the government needs to fund catch-up pay to address the fall in value of NHS wages following seven years of pay restraint.

Congress welcomes the TUC public sector pay campaign. However, Congress also recognises that we need to step up our united campaign in advance of the Autumn Budget.

Congress calls on the General Council to:

- i. facilitate, organise and co-ordinate collective action and campaigns, including industrial action when required, on the part of affiliates to end public sector pay restraint across the UK
- ii. immediately step up the campaign for pay increases for workers in the private and public sectors: the government must drop its pay cap and provide funding to public sector employers for pay increases
- iii. seek a meeting with the chancellor to present a public sector wide demand to end the pay cap and provide adequate funding for above-inflation pay rises
- iv. organise a lobby of parliament, a large scale public meeting in Westminster, a national demonstration in support of our demands and convene rallies and other public events in major towns and cities across the country
- v. take immediate steps to develop a coordinated strategy of opposition to the pay cap within the public sector, including the sharing and coordinating of bargaining timetables and pay demands, campaign activities, tactics, ballots and industrial action.

**Mover: UNISON**

**Seconder: Public and Commercial Services Union**

**Supporters: Educational Institute of Scotland; Chartered Society of Physiotherapy; Fire Brigades Union; The Royal College of Midwives; POA; Unite; GMB; NASUWT; Society of Radiographers; FDA**

---

## **C10 Education funding crisis**

### **Motions 49, 50 and 51 and amendment**

Congress notes the devastating impact of real-terms cuts on schools, leading to redundancies, a narrowing of the curriculum, an inability to invest in vital equipment and a reduction in extra-curricular activities.

Congress praises the campaigning on school funding, undertaken by trade unions representing school leaders, teachers and support staff, as well as parents and school funding campaigns across the country.

Congress congratulates the NUT, ATL, NAHT, GMB, UNISON and Unite for setting up the School Cuts website, which made clear to millions of people the impact of funding cuts on their local schools and the difference in the party manifestos.

Congress also welcomes the work done by Fair Funding For All Schools and the many local parent and community groups set up to campaign against cuts.

Congress further praises head teachers willing to speak to parents about the impact of funding pressures, despite attacks from some in the media that they are politicising the issue.

All this campaigning helped make school funding a pivotal issue in the general election campaign, with over 750,000 voters changing the way they voted.

Instead of dealing with the funding crisis, ministers chose before the election to misguidedly expend resources on expanding selective education and free schools. Congress calls on the government to accept that people voted for an end to austerity, an end to public sector pay restraint and different priorities for education.

The problems facing education are real and immediate. School funding has fallen in real terms by £2.8bn since 2015. Class sizes have risen, subjects dropped from the curriculum, resources cut back and teacher and school staff jobs lost or left unfilled.

Congress calls on the government to:

- i. use the Autumn Budget to invest in education to reverse real terms cuts in education
- ii. work with unions, education professionals and parent groups to ensure the proposed national funding formula is fair for all schools
- iii. work collaboratively to ensure that the high standards everyone wants to see in education are backed by the resources to deliver
- iv. ensure that any pay awards are fully funded to protect already stretched school budgets.



Congress calls on the General Council to:

- a. lobby the government to address real terms cuts to school budgets
- b. work with unions and parent groups to ensure all schools have the funding they need.

Congress agrees that the TUC should prioritise work to secure an immediate increase of at least five per cent in funding for schools, sixth-form colleges, early years and high needs as a first step to unwinding education cuts.

Congress calls on the TUC to convene a meeting of relevant stakeholders, including education unions, to draw up plans for addressing education funding in the medium and long term.

Congress notes the rapid increase in the trading arrangements that schools and colleges have to put into place in order to be able to access educational psychology services, and the impact that this has on support for children and young people (CYP).

Congress further notes that the profession of educational psychology was developed in the UK to help ensure that all children have access to appropriate education.

Congress recognises that as local authority budgets decrease, one outcome is that CYP and their teachers can only have access to the advice of educational psychologists if their schools will pay for it. As school funding comes under increasing pressure schools and colleges have less ability to buy in the advice and support which their staff and children need.

Congress also recognises that without the specialist support offered by teaching assistants, higher level teaching assistants and other school staff members, some of the most vulnerable children would not have access to an inclusive education, and further recognises that these roles are increasingly under threat due to schools' budget pressures.

Congress believes that education for all, free at the point of delivery, is an important principle and that should include access to educational psychology services.

Congress calls upon government departments and local authorities to work together and ensure that all schools and colleges are able to have at least termly access to a local educational psychology service which is free at the point of delivery.

**Mover: National Education Union (NUT)**

**Seconder: National Association of Head Teachers**

**Supporters: Association of Educational Psychologists; GMB**

---

## **52 Excessive and unnecessary education workload: setting pupils a better example**

Congress notes the results from the government's Teacher Workload Survey. Classroom teachers and middle leaders work on average 54.4 hours a week and senior leaders 60 hours. Forty per cent of support staff separately report working, unpaid, through their mid-morning break.

Excessive workload is being exacerbated by funding cuts, high-stakes accountability and a bureaucratic system of performance-related pay. With the erosion in the value of salaries year-on-year, this forms a vicious cycle leading many to walk away from the profession for good. It feeds a severe recruitment and retention crisis.

All those working in education are struggling against all odds to deliver high-quality learning and prepare a generation of pupils for the most uncertain of economic futures. Unsustainable workloads in education set a poor example to young people. Congress believes society should aspire for better than over-worked and underpaid teachers and support staff.

Congress commends school-based action through which education staff across the UK, supported by their union, are collaborating to implement their own workload solutions. Nevertheless, the epidemic of paperwork, data and policy implementation at the root of excessive and unnecessary workload should be halted by government.

Congress calls on government to:

- i. introduce a workload impact assessment for all education policies and agencies
- ii. commit to an independent review of the workload impact of school accountability systems.

Congress calls on the TUC to work with education unions to lobby government to take immediate and significant action to address issues raised in its Workload Challenge and Teacher Workload Survey.

---

**National Education Union (ATL)**

## **53 Post-16 education**

Congress believes that:

- i. Education has a key role in creating a thriving UK economy and a civilised society; however our colleges and universities need proper investment to ensure that everyone can fulfil their potential.
- ii. Brexit and recent UK government legislation designed to open up the market in further and higher education is creating great uncertainty for students and staff alike.

Congress welcomes the Labour Party's proposal for a unified English National Education Service as a move towards cradle-to-grave learning free at the point of use. We welcome the Labour Party's manifesto commitment to abolish student tuition fees in England, restore maintenance grants in England and invest in further education there. Congress supports the Welsh government and Northern Ireland Assembly's continued support of the education maintenance allowance (EMA) to enable fair access.

Congress supports the alternative to marketisation shown by successive Scottish governments.

Congress calls on the General Council to campaign for:

- a. the abolition of student tuition fees in further and higher education wherever they exist in the UK
- b. the restoration of the English EMA and student maintenance grants in higher education
- c. proper investment in FE colleges and their staff, including access to teaching qualifications and action to tackle rising workloads and increasing use of insecure contracts
- d. investment in adult and community and prison education throughout the UK to guarantee meaningful lifelong learning opportunities
- e. high-quality apprenticeships for all, where apprentices are paid the UK national minimum wage.

---

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

##### **AMENDMENT**

➤ Add new final sub-paragraphs:

- "f. abolition of compulsory GCSE maths and English re-sits
- g. proper engagement of FE staff, through trade unions, in developing and implementing skills policy, including apprenticeship reforms and T-levels introduction
- h. a workforce development strategy that ensures FE professionals have the knowledge and skills to deliver the Skills Plan".

*National Education Union (ATL)*

---

## **54 Child poverty**

Congress deplores the government's shameful record of increasing the number of children living in households in poverty.

Congress condemns government policies which have resulted in the lives of many more children being blighted by debt and financial hardship.

Congress further condemns the government's failure to prevent schools from adding to the misery of children and families by:

- i. stockpiling billions of pounds in unspent reserves while cutting curriculum provision and axing teacher and support staff jobs

- ii. exploiting parents by charging for children’s education
- iii. asking parents to make voluntary financial contributions to school funds.

Congress welcomes the actions of affiliates in exposing the abuse by some schools of financial freedoms and flexibilities and undermining the right of every child to free, state education.

Congress commits the General Council to press the government to:

- a. end the misery of poverty and financial hardship on children and families
- b. protect the right of every child to a broad, balanced and free state education
- c. take action to prevent schools from contributing to increasing the stigma, hardship and misery on children and families.

---

## NASUWT

### AMENDMENT

➤ Insert new sentence at end of paragraph 2:

“Cuts to in-work welfare, such as the four-year freeze to working age benefits, mean that 60 per cent of British people in poverty live in a household with someone in work. Moving to Universal Credit means that 2.1 million working families will lose an average of a further £1,600 per year.”

*Union of Shop, Distributive and Allied Workers*

---

## 55 Joint working for the wellbeing of all children and young people

Congress notes a number of pieces of research published in recent months that have indicated that the wellbeing and mental health of children and young people (CYP) are matters for growing concern. One in ten CYP may have a mental health difficulty that might need professional help and three-quarters of people with mental health conditions develop them before they reach 18. Many young people with mental health difficulties don’t receive sufficient help at an appropriate early age – this help does not always need to be from health services but might be from a range of other services such as social care, education, housing etc. that may be able to alleviate some of the factors within the lives of CYP that are resulting in their poor mental health.

Congress further notes that this apparent decline in support for CYP and their mental health has coincided with the growing fragmentation of services provided for CYP, schools and communities. Congress further notes the decline in joint working between different local government and national government departments.

Congress calls on the government to develop a strategy that promotes interdepartmental working at both national and local levels to support improved mental health outcomes and wellbeing for all our CYP.

---

### Association of Educational Psychologists

## 56 Child health and wellbeing strategy

Congress calls for the development of a comprehensive child health and wellbeing strategy for the whole of the UK.

Congress welcomes the recent Royal College of Paediatric and Child Health report that makes it clear that obesity and overweight rates amongst children have made little improvement over the past decade. It also confirms that breastfeeding rates in England and Scotland have not grown significantly since data was first collected in 1975 and remains at one of the lowest levels in Europe.

Obesity leads to substantially increased risk of serious lifelong health problems, including Type 2 diabetes, heart disease and cancer.

Congress calls on each UK government to:

- i. develop a co-ordinated strategy to be implemented and evaluated across the nation
- ii. adopt a 'child health in all policies' approach
- iii. introduce a ban on the advertising of foods high in saturated fat, sugar and salt in all broadcast media before 9pm
- iv. develop cross-departmental support for breastfeeding to include a national public health campaign that includes employers to support women to breastfeed
- v. reverse public health cuts in England, which are disproportionately affecting children's services.

---

### British Dietetic Association

#### AMENDMENT

- Add at end of paragraph 3: "Physical activity is an essential element of good health and a vital aid to combatting obesity, but only a fifth of children are meeting the government guidelines of being moderately active for at least an hour every day."
  - At end of sub-paragraph v. add: "and storing up long-term health problems for the future."
- Chartered Society of Physiotherapy*
- 

## 57 Health and social care: transformation, integration and cuts

Congress notes the many initiatives seeking to transform the delivery of health and care services.

These include STPs in England, the 10-year vision based on the Bengoa report in Northern Ireland, and ongoing integration in Scotland and Wales.

Congress is deeply concerned that this is taking place against the backdrop of chronic underfunding for the NHS and social care.

Congress condemns austerity and the Conservative government's failure to provide the funding our health and care services need.

Congress notes that there are many challenges emanating from plans to transform/integrate services, including staff concerns in integrated workplaces, service cuts and the threat of privatisation.

Congress asserts that health and care staff have always been open to new ways of working and change that is in the interests of patients.

But when change is just a smokescreen for cuts, privatisation or attacks on staff, unions must respond decisively.

Congress further asserts that integration alone cannot resolve the problems of outsourced care, which include low wages, poor working conditions and high staff turnover.

Congress calls on the General Council to continue working across unions and campaign groups to:

- i. campaign for proper funding for health and social care
- ii. condemn any attempts to use integration/transformation as a smokescreen for cuts, privatisation or to undermine national collective agreements
- iii. demand that the public and workforce are involved from the start in the development and implementation of plans
- iv. demand publicly provided health and social care
- v. consider demonstrations.

---

**UNISON**

## **58 Social care for all**

Congress will be aware of the huge gulf in the provision of social care for those who can afford to pay for it and those who cannot.

Over the past several years, NHS podiatry departments have "re-profiled" their patient caseloads, discharging patients who simply require simple nail care as this is now considered a "social care need".

The government's vision for the Sustainability and Transformation Plans (STPs) is to deliver health care closer to home in a more efficient manner. The actions of the NHS podiatry departments, under the direction of CCG tenders, is in direct conflict with this ideal.

Evidence suggests a direct link between lack of social care, neglect and the development of foot pathologies. Foot pathologies can develop into ulcers, ulcers develop into amputations.

Statistically it is proven that those who develop ulcerations are more likely to die within five years, post-amputation.

Therefore it is imperative that these patients are looked after and influenced at the earliest opportunity, in order to reduce the financial burden upon the NHS, mirror the desires of the STP project and most importantly maintain mobility and life.

Congress therefore calls on the General Council to lobby government for a clear social care fund for all, not just for those that can afford it.

---

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

### **59 STPs**

As the NHS continues to go through major organisational and development changes, Sustainability and Transformation Plans (STPs) have been published in the 44 footprints across the UK. Whilst it is clear that the delivery of services can be improved to ensure the safe and effective care of patients, any changes must be driven by clinical need and with clinicians at the forefront of any proposals. Currently STPs are underfunded and this will lead to rationing of services, longer waits for treatment and, in some areas, ward closures. It has been estimated that the capital cost of STPs is around £10bn, yet government funding is set much lower. Concern has also been expressed about the veil of secrecy that has seen these plans develop with little or no consultation with NHS staff, the public and with the trade unions.

Congress is also aware that many of the STPs have yet to publish their workforce plans which could have an impact of future NHS posts. This means poor accountability and reduced governance. This at a time when morale in the NHS is at rock bottom due to staff shortages, critical levels of pressure and stress and the continued decline of real-terms pay. What is required more than anything else is the need to engage with staff and trade unions in an open and transparent manner. We call on NHS England to release all plans and to earnestly start the process of meaningful engagement with all trade unions and staff involved.

---

## **HCSA**

### **60 Public health – an investment in the future**

Congress calls on the General Council to help us make the case for investment in public health.

Around 12 per cent of women are recorded as smokers at their booking appointment and 20 per cent as obese. Pregnancy offers an opportunity to encourage these women and their families to make changes in the way they live their lives that will be good for them, good for the NHS and good too for the whole of society. Promoting breastfeeding would also give more newborns the best possible start in life.

Midwifery 2020 said that midwives' "unique contribution to public health is that they work with women throughout pregnancy, birth and into the first weeks of family life"; hence they have a vital role to play in "improving health and social wellbeing for all women".

The RCM is calling on the government to commit to invest in public health. Congress is clear that an investment in public health initiatives helps save the NHS money in the long run and is our best investment in the future.

---

### **The Royal College of Midwives**

#### **AMENDMENT**

► Insert new paragraph 4:

"A wide range of health professionals, including physiotherapists, make an essential contribution to the prevention of ill health by helping people to stay active, mobile and independent. This leads to long-term cost savings in health and social care and enhances quality of life for all, particularly for an ageing population."

*Chartered Society of Physiotherapy*

---

## **C11 Mental health funding**

### **Motions 61 and amendment and 62**

Congress is extremely concerned that Mental Health Trusts in England are still facing serious, real-terms budget cuts, with 40 per cent of the 58 trusts experiencing cuts in 2015/16. Funding of CAHMS is of particular concern with 25 CCGs planning to spend less than £25 per head on services for children and 10 less than £10 per head.

Congress notes recent Kings Fund survey of NHS finance directors found that 40 per cent of respondents from mental health and community trusts were planning to reduce the number of permanent clinical staff over the current financial year. Since the current government came to power almost 5,000 mental health nurses and over 1,000 mental health beds have been cut.

Congress notes that many cannot access care when they are in crisis. Registered dietitians provide expert services to patients with eating disorders and other mental health conditions. Eating disorders are more common in women than men, with young women most likely to develop one. 1.9 per cent of women and 0.2 per cent of men experience anorexia in any year. Between 0.5 per cent and one per cent of young women experience bulimia at any one time.

Congress notes that the charity Mind have evidenced crisis care's ability to save lives. Congress believes that all should have access to the care they need, whenever they need it. Furthermore, efforts should be made to raise awareness amongst all workers and employers in order to reduce the stigma and normalise conversations about mental health.

Congress believes all workers who deal with mental health in their day-to-day should be trained to spot signs of mental health issues and understand how to respond appropriately.



Congress notes Luciana Berger's campaign to expose how little the government knows about mental health and believes the government cannot provide a high quality, effective mental health service for this country when it does not understand the issues.

Congress calls on the TUC to:

- i. lead a national campaign calling for mental health workers to receive the recognition that they deserve and for parity of funding for mental health services and, in particular, crisis care services whether in the community or in our health and prison system
- ii. review the HSE Management Standards on Work-Related Stress
- iii. work with employers, whether government or private sector, to review their training and support for mental health and make the necessary changes to ensure the best quality support for all
- iv. call for the government to make its understanding of the UK's mental health problem a top priority by working with recognised organisations, employers, NHS trusts and community groups and review its funding following that exercise
- v. through facilitating the sharing of best practice and campaigning strategies, support unions in running mental health awareness campaigns that engage their membership and employers.

**Mover: Community**

**Seconder: British Dietetic Association**

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

---

## **63 Medical equipment shortages**

The Kings Fund has stated that the NHS is experiencing its largest ever sustained reduction in spending which has led to the UK contributing far less for healthcare as a proportion of Gross Domestic Product (GDP) than other comparable economies. The consequences are being felt across the NHS by NHS workers and patients with Simon Stevens, Chief Executive of NHS England, publicly stating that the NHS trails the rest of the EU for medics, beds and scanners as part of his evidence to the parliamentary select committee on health.

Congress therefore calls on the General Council to campaign vigorously to raise this aspect of the chronic under funding of the NHS with the aim of forcing government to address the shortages of all medical equipment essential for delivering world class patient care including the number of CT and MR scanners in radiology departments and the number and age of linear accelerators available in radiotherapy departments across the UK.

---

**The Society of Radiographers**

## **64 NHS breast screening programme: moving forward**

Congress notes that the essential characteristic of the NHS breast screening programme is that it is a single-sex service. Due to the nature of the role, there is a “genuine occupational qualification” for radiographers to be female, as an exception to the Equality Act 2010.

According to the Health and Social Care Information Centre’s statistics for 2013–14, 20.08 million women over the age of 45 were screened under this programme.

There is a national shortage of mammographers and Congress also notes that within the UK this is the only area of health practice where such a genuine occupational qualification applies.

No such qualification applies for example in gynaecology and obstetrics or within the foetal anomaly screening programme. Congress believes that this single-sex restriction is not justified and should be brought into line with all other areas of health practice. We continue to support patient choice which would include having a female radiographer if they wish.

Congress therefore calls on the TUC to work with the SoR and other like-minded organisations to lobby the NHS England, the Department of Health, the government, devolved administrations, and opposition parties to remove this requirement.

---

**The Society of Radiographers**

## **65 Development of mandatory allied health professional (AHP) workload and workforce planning tools**

Congress will be aware that Scotland has led the way with the development of mandatory workload and workforce planning tools for nursing and midwifery. The developed tools assist each Health Board in planning that they have the appropriate number of staff in order to provide the best possible safe care for their patients. The application of the tools has resulted in the creation of new posts within nursing and midwifery, with some having received additional investment.

Allied health professionals (AHPs) do not have access to similar mandatory workload and workforce planning tools.

Demands on the AHP services are increasing due to the projected increase in the population and also the projected increase in the population of those aged 65 and over.

Podiatrists are now regularly seeing double the numbers of patients in clinical sessions in efforts to maintain targets and KPIs, which is placing an increased burden upon staff affecting their health and wellbeing and placing the patient at greater risk.

Congress therefore calls on the General Council to assist in the development of mandatory AHP workload and workforce planning tools by:

- i. entering in to discussions with the government to develop mandatory AHP workload and workforce planning tools similar to those for nursing and midwifery
- ii. campaigning to raise the awareness of the government to the important role AHPs play in delivering the best possible safe care for patients
- iii. ensuring the health and wellbeing of the NHS' dedicated workforce
- iv. putting quality before quantity when it comes to patient care.

---

**The Society of Chiropodists and Podiatrists**

## **66 Whistleblowing**

The notion of a whistleblowing doctor having total protection from his or her employer if they speak out about a patient safety issue or any other wrong-doing for that matter seems obvious to all right-thinking, working people.

However, for a junior doctor such protection is complicated by contractual technicality which has led to some hospital doctors being victimised, bullied and in some cases may find themselves without work simply for having the courage to place their patients' safety above all else. A junior doctor's contract is held by the employing Trust, but it is Health Education England who have the responsibility to allocate a National Training Number, oversee the training and offer the rotational placements a junior doctor must fulfil to complete their training. In effect it is HEE who hold all the cards but with no contractual accountability.

This creates a flaw in the relationship that exists between all the parties involved. A flaw that leaves the junior doctor exposed and vulnerable. Congress agrees that junior doctors who have the courage to speak out about patient safety issues must be properly protected and have statutory rights embedded into their terms and conditions.

A junior doctor who blows the whistle on any wrong-doing should be celebrated and not victimised. Congress therefore calls on the General Council to send a clear message to all parties concerned in the welfare of junior doctors that nothing other than total protection for speaking out must be mandatory.

---

**HCSA**

## **C12 New settlement for the civil service**

### **Motion 67 and amendments**

Congress calls on the TUC to campaign for a new settlement for the civil service, recognising the crisis of resourcing in the civil service, the additional challenges posed by Brexit, more than 90,000 jobs lost and a government approach to pay and reward that has caused real-terms pay cuts of over 25 per cent for some civil servants.

This campaign should include lobbying the government to prioritise the good wellbeing and mental health of its workforce, 76 per cent of whom, an FDA survey uncovered, feel that excessive working hours are harmful to their health.

In common with other parts of the public and private sectors, civil servants need a pay rise; but the public also need a properly resourced, properly rewarded, impartial civil service. Yet 70 per cent of respondents to a Prospect survey reported difficulties in recruiting or retaining people with the appropriate skills. Governments come and go; the impartiality and effectiveness of the civil service is a vital feature of democracy to which this Congress gives full support.

New professional approaches are needed to deliver high quality services and ensure fair employment practices. They will not be achieved without strategic vision.

Congress calls on the General Council to:

- i. campaign for a new settlement for the civil service, securing its impartiality and proper resourcing and develop a positive future vision
- ii. campaign for an immediate end to planned cuts, staffing reductions and privatisation in the civil service and its related bodies
- iii. ensure full consultation with unions on the additional resources needed to prepare the civil service for Brexit
- iv. publicise the vital role civil servants have as deliverers of public services
- v. engage with government to ensure the civil service is properly equipped to deliver an exit from the EU that works for all industries and sections of society.

**Mover: FDA**

**Seconder: Public and Commercial Services Union**

**Supporter: Prospect**

---

## **68 Probation inspection and professional standards**

Congress welcomes and congratulates HMI of probation following the honest, clear and independent inspections reports across England and Wales since Chris Grayling's 'Probation Revolution', aka "Transforming Rehabilitation". These consistently highlight how probation is only continuing to operate because of the dedication, professionalism and commitment of staff at all levels – while also

highlighting the continuing instability of the operating environment, being highly critical of aspects of service delivery in community rehabilitation contracts and the national probation service.

Congress therefore notes the proposed new HMI Probation Inspection framework, published in July 2017, in particular the commitment to measuring performance against professional standards and including staff and service users' experience as measures in future reports. However, Congress recognises that professional standards and structures are currently poorly defined and unclear across probation. Without these staff will fear more frequent 'Ofsted style' inspections being conducted that are not compatible with the work of the service, with the inspection happening to them and not for them.

Therefore, Congress calls for:

- i. government to prioritise the development of clear professional standards and a professional framework covering all operational levels across all probation providers
- ii. the introduction of a probation licence to practice, to support a professional framework and give staff scope to protect themselves against employers exploitation and under-resourcing
- iii. these licences to be developed in full partnership with probation trade unions
- iv. for progress to be monitored and reported on by HMI Probation.

---

**Napo**

## **69 Probation crisis**

Congress notes that in 2014–15 the probation service was subject to an untested and deeply unpopular privatisation process. The aftershocks continue and the operating environment remains unstable. This presents dangers for staff, service users and the public, as evidenced in numerous reports from the probation inspectorate and the National Audit Office (NAO), highlighting:

- i. operational and performance failures across the privatised community rehabilitation contracts (CRCs)
- ii. total failure of the 'Through the Gate' initiative, meaning that prisoners leave custody with inadequate support
- iii. recruitment and workload problems undermining performance in the state-run national probation service (NPS).

Congress recognises the danger of catastrophic service failures and a major probation crisis – e.g. if a CRC contract fails, with the NPS unable to pick-up a failing contract because of its own operational difficulties; or the NPS not being able to recruit enough staff, especially to work in prisons.

Congress believes that the MoJ must acknowledge its mistakes and take urgent steps to start putting things right. Accordingly Congress calls for:

- a. a full parliamentary inquiry into the failed probation change programme, including evidence from the NAO, HMI probation and probation unions
- b. adequate investment to stabilise the current operational environment, including adequately funding probation pay awards across the CRCs and the NPS
- c. the MoJ to work in partnership with probation unions to design and pilot more sustainable operational models that minimise risk by maximising public ownership, multi-agency partnerships and local accountability – including commissioning services through other public agencies.

---

## Napo

### AMENDMENT

► In final paragraph insert new sub-paragraph b.:

“b. any failing CRC contracts to be brought back under public ownership and control” and re-number existing b. and c. as c. and d.

► Add new sub-paragraph e.:

“e. the MoJ to halt the ill-advised and dangerous privatisation of night-waking cover in NPS approved premises.”

**UNISON**

---

## 70 Social security

Congress condemns successive UK governments’ devastating welfare policies, including cuts in the value of benefits and increases to the pension age. Work Capability Assessments and sanctions are throwing thousands onto the mercy of foodbanks.

Congress rejects the government’s plans to close dozens of Jobcentres and support offices damaging services to local communities.

Congress condemns cuts built into Universal Credit, including cuts to tax credits, as an attack on the poorest workers, families and young people in Britain.

Congress believes that social security for every citizen is a fundamental human right and that central delivery, not a postcode lottery, is an essential part of combating inequality.

Congress notes that, while the idea of a ‘Universal Basic Income’ to replace the current benefit system has merit, UBI in some forms is also advocated by right wing politicians aiming to undermine the welfare state. Congress believes UBI should not be a substitute for decent paid work and employment rights.

Congress calls on the General Council to:

- i. demand an end to Jobcentre closures, the sanctions regime and the work capability assessment, and to argue for increases in the value of benefits, and for more resources

- ii. work with campaigning organisations to launch a campaign for a welfare system that meets the needs of our communities and includes the principles of 'social insurance' and social security as a right
- iii. examine UBI policy options, including adequate levels and funding, drawing on the expertise and knowledge of workers in the field of social security.

---

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

##### **AMENDMENT**

► In paragraph 3, after "credits", delete the comma and insert: "and the imposition of the Minimum Income Floor on self-employed workers,"

*Equity*

---

## **71 Valued workers**

Congress deplores the attacks on the rights of working people, including the rights of workers who belong to a trade union.

Congress is deeply concerned that anti trade union legislation introduced by successive Conservative governments has created the conditions where:

- i. employers routinely deny the rights of workers with relative impunity
- ii. workers are increasingly exposed to poor quality, low-paid and precarious employment
- iii. workers' fears of victimisation are a major barrier to trade union membership and participation in trade union activities
- iv. hostile employment practices are flourishing within non-unionised workplaces.

Congress commends the partnership between GMB, NASUWT, UNISON and Unite in campaigning to incentivise school and college employers to value teachers and support staff and their respective unions.

Congress reasserts its commitment to extending the reach of trade unions within workplaces and to support affiliates to prioritise:

- a. recruiting into membership those workers who are not members of any union
- b. dissuading unions from seeking to recruit workers who already are members of trade unions
- c. encouraging unions to work co-operatively in the interests of building the future of the trade union movement and countering government attacks on workers' rights.

---

#### **NASUWT**

## 72 A new model of trade unionism

Congress recognises the growing challenges facing the trade union movement and is extremely concerned that 2016 saw a reported fall of 275,000 TU members with density reported at 23.3 per cent.

Congress agrees that to revolutionise the world of work, deliver a new deal for workers, ensure wider society benefits from the gig economy and to re-assert trade union values and organisation – the TUC and its affiliated unions must now lead a major transformative project to create a new model of UK trade unionism.

Congress agrees the TUC General Secretary will bring forward for agreement documentation to the Executive Committee and General Council on the overall shape, aims and objectives of the project by March 2018, including consideration of the following:

- i. how we significantly increase levels of engagement with members and representatives
- ii. how we strengthen local workplace activism
- iii. improving co-operation, methods and effectiveness of organising
- iv. a stronger focus for the TUC in co-ordinating solidarity and supporting workers in dispute
- v. the best model of trade unionism to influence the gig economy
- vi. bringing forward a younger generation of representatives and members
- vii. ensuring the whole movement better reflects the gender, ethnicity and diversity of the workforce
- viii. improving the scope and reach of collective and sectoral bargaining.

The project will build on and pull together existing relevant TUC work strands and review all TUC structures to strengthen the voice of smaller unions. The project will ensure the widest consultation with unions and seek the widest possible direct engagement with workers.

---

### Communication Workers Union

#### AMENDMENT

- Insert new paragraph 4:

“Congress notes with pleasure the success of smaller unions, including The Society of Radiographers, who have increased membership and lay representatives each year for the last five years, and believes their experiences alongside that of similar unions will be valuable for this review.”

*The Society of Radiographers*

---



## **73 Collective bargaining – good for football and good for all**

Congress calls on the General Council to support the expansion of collective bargaining to enable unions to negotiate with employers on an equal footing and ensure that workers have a strong voice throughout their particular industry. The PFA has had to fight extremely hard to be at the top table in football but our influence has been a positive one not only for our members but also for the game as a whole. We play a key role in how the game is administered and have a strong input into the workings of professional football at all levels. Every professional footballer in the Premier League and Football League signs the same contract and benefits from the best terms and conditions anywhere in the world. The solidarity between the players from Chelsea at one end of the League to Newport County at the other has enabled our Union to protect our members and forced the employers to deal with us on a level playing field.

Congress believes that in many other industries unions do not have the same kind of favourable environment to mitigate against the worst excesses of bad employers and sadly this has led to the growth in insecure work that now urgently needs to be addressed.

The time has come for statutory intervention as the market has not delivered for most workers. In shaping the new working relationship between employers and employees the government would do well to look at football as a template of good practice for other industries to follow.

---

**PFA**

## **74 Apprentices**

Congress recognises the over-reliance of apprenticeships to recruit young workers. In the sixth richest economy in the world it's a disgrace that the apprenticeship system is one of the few viable routes into work for young people unless they want to work in low-paid, casual or zero-hour contract jobs.

The government has pledged to create three million apprenticeships by 2020; however, this could in reality see a generation of young people forced into cheap labour with no real prospect of a permanent secure job. The increased reliance on apprenticeships demonstrate further attacks on young workers who are expected to work long hours with low rates of pay in insecure jobs.

It's vital that the TUC campaigns on apprentices and addresses the challenges of unfair pay, terms and conditions. The campaign needs to include the importance of recruiting and organising young workers to strengthen collective bargaining and to include what a union is.

Congress instructs the TUC to:

- i. call on government for a requirement for a recognised qualification to be a mandatory requirement of new apprenticeship standards

- ii. call on affiliated unions to ensure they have effective recruitment and organising plans for apprentices
- iii. call for an assurance from government that good quality apprenticeships are made more accessible to young people
- iv. campaign for permanent jobs and fair conditions for all
- v. campaign against the casualisation of apprentices
- vi. produce TUC recruitment material on the issues faced by apprentices
- vii. co-ordinate a campaign across all sectors against low-paid, insecure apprentice jobs.

Congress also recognises that there are some good, high-quality schemes that pay a decent rate and do lead to proper jobs where they have been introduced through negotiations with the relevant union/s. However, these are currently the exception.

---

#### **TUC Young Workers Conference**

## **75 Solidarity with all progressive forces and the Kurdish population of Turkey**

Congress is appalled at the continuing repression and massive human rights abuses taking place at the hands of the Turkish government. It's clear that since President Erdogan failed to achieve an electoral majority in the June 2015 election, his government has embarked on a war against the Kurdish population, criminalisation of opposition groups, closing down the free press and intimidation and threats against anyone who challenges his rule. The failed coup attempt has been used as an excuse to radically speed up this process.

Congress is further appalled at the international actions of the Turkish government. Its actions in Syria demonstrate clearly it's more intent on fighting the progressive Kurdish-led administration in Rojava rather than defeating so called Islamic State.

Congress calls on the Turkish government to:

- i. immediately end the state of emergency, restore all democratic and press freedoms and restart the peace process with the Kurdistan Workers Party (PKK)
- ii. release all political prisoners, including the imprisoned HDP leaders and members of parliament and jailed Kurdish leader Abdullah Ocalan
- iii. withdraw its forces from Syria, and stop attacking Kurdish led forces
- iv. immediately cease support and backing of Jihadi groups.

Congress calls on the UK government to maximise pressure on the Turkish government to comply with the actions listed above and calls on all unions to affiliate and support the work of the Peace in Kurdistan and Freedom for Ocalan campaigns. Congress calls on the TUC to organise a solidarity delegation to Turkey including a visit to the Kurdish areas.

---

**Unite**

## **76 Human rights in Qatar**

Congress notes with grave concern the humanitarian crisis in Qatar caused by the blockade imposed upon that country by Saudi Arabia, the United Arab Emirates and Bahrain.

The sealing of the Saudi border and the closure of air and sea links to Qatar has led to the doubling of essential food prices.

The blockade has imposed additional hardships on impoverished migrant workers who enjoy no employment rights as a result of the kafala labour sponsorship system.

Congress supports the call by the ITUC for an end to the kafala exit-permit requirement so that workers who wish to return home are not trapped in Qatar.

Congress is deeply disturbed by the demands by Saudi Arabia, Egypt, the United Arab Emirates and Bahrain that Qatar close the Al Jazeera and other media channels and platforms.

In defending the right of Al Jazeera to operate free from external political interference Congress calls on management of the organisation to recognise trade unions and to reaffirm the right of journalists to operate independently.

Congress reaffirms its belief that a free press underpins a free society. Congress calls on the TUC to increase pressure on government to use its influence to persuade members of the Saudi coalition to lift their demands in relation to Al Jazeera.

It further calls on the TUC to make explicit its support for freedom of expression in all its work.

---

### **National Union of Journalists**

#### **AMENDMENT**

► Add new final paragraph:

“Congress also notes and welcomes the declaration, adopted by the Freedom of Expression conference on July 25 in Doha, that made explicit reference to the central role of trade unions in defending the right to freedom of expression and to the UN Convention on Human Rights and the necessity for adherence to the ILO Conventions.”

***National Union of Journalists***

---

## **77 TUC review**

The 2017 general election result has changed the mood of working people in their pursuit of fairness, justice and equality.

This has created a once in a lifetime opportunity and we need to ensure that the TUC is front and centre in leading that fight through co-ordinated, hard-hitting and sustained action involving all affiliates.

Congress notes that mergers and the loss of some traditional industries have led to a concentration of members in far fewer individual unions than the TUC has historically served.

Congress further notes that the TUC's current inter-union protocols can be exploited by unscrupulous employers to the detriment of union members and non-unionised workers alike.

Congress, therefore, calls for a review of the objectives, structure, activities and role of the TUC as it approaches its 150th birthday.

Congress asks that consideration be given to ensure TUC structures and finances are best directed to the devolved nations of the UK and developments in regions and that we are ready for the impact of Brexit on TUC's operations.

Congress notes that the TUC has faced a number of challenges and cuts to trade union education funding, resulting in the closure of many Trade Union Education Units and pressures on release of reps for training. This review will ensure affiliate unions are supported to deliver the best possible training.

Congress agrees that this review should be completed by March 2018, with recommendations for action brought by the General Council to Congress 2018.

---

**GMB**

## **78 Support for affiliates involved in trade disputes**

Congress notes TUC rules are unclear on the question of the General Council or the General Secretary responding to a request for assistance from an affiliate involved in a trade dispute in those circumstances where another affiliate (s) is also involved in a similar trade dispute, at the same time, with the same employer.

To enable maximum clarity, solidarity and unity of purpose Congress asks the General Council to seek to bring forward an appropriate rule change as soon as practicable for consideration by Congress.

This rule change to seek to make clear that when considering providing assistance to a affiliate in respect of a trade dispute the General Council and or General Secretary as appropriate should:

- i. consider in good time whether another affiliate (s) is engaged in a similar trade dispute, at the same time, with the same employer.

If this is the case, the General Council and or General Secretary will engage in good time with that other affiliate(s) to consider:

- a. the impact of providing assistance on that other affiliate(s)
- b. whether similar assistance can be offered to that other affiliate(s)
- c. whether other assistance can be offered to that other affiliate(s)

If, instead of a rule change, the General Council considers this matter is best dealt with by issuing an internal policy statement or motion to Congress, then we ask the General Council does this instead.

The General Council to consider consulting affiliates on the wording of any rule change/policy statement.

---

**RMT**

## **79 Accessibility of venue for the TUC Disabled Workers Conference**

Congress recognises from the access audit of 22/2/17 that Congress House is not reasonably accessible to disabled people.

Congress therefore resolves to:

- i. ask Congress to agree to instruct the General Council to organise the improvement of Congress House to fully accessible standards
- ii. hold the TUC Disabled Workers Conference in an alternative accessible venue until Congress House is brought up to this standard.

---

**TUC Disabled Workers Conference**

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

[tuc.org.uk](http://tuc.org.uk)

ISBN 978 1 911288 21 3  
September 2017

Design: TUC

**TUC**  
Changing the world  
of work for good