

Report of Congress 2016

The 148th Annual Trades Union Congress
11–14 September 2016, Brighton

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General Council members

2016–2017

Sheila Bearcroft MBE
GMB

Mary Bousted (chair)
Association of Teachers
and Lecturers

Tony Burke
Unite

Jane Carolan
UNISON

Gail Cartmail
Unite

Mick Cash
National Union of Rail,
Maritime and Transport
Workers

Mike Clancy
Prospect

Brian Cookson
NASUWT

Manuel Cortes
Transport Salaried Staffs'
Association

Kevin Courtney
National Union of
Teachers

Nick Cusack
Professional Footballers'
Association

Tony Dale
Union of Shop,
Distributive and Allied
Workers

Craig Dawson
GMB

Neil Derrick
GMB

Mark Dickinson
Nautilus International

Maria Exall
Communication Workers
Union

Sue Ferns
Prospect

Larry Flanagan
Educational Institute of
Scotland

Steve Gillan
POA

John Hannett
Union of Shop,
Distributive and Allied
Workers

Philipa Harvey
National Union of
Teachers

Sally Hunt
University and College
Union

Chris Keates
NASUWT

Annette Mansell-Green
British Dietetic
Association

Len McCluskey
Unite

Sean McGovern
Unite

Roger McKenzie
UNISON

Gloria Mills CBE
UNISON

Micky Nicholas
Fire Brigades' Union

Ged Nichols
Accord

Christine Payne
Equity

Dave Penman
FDA

Dave Prentis
UNISON

Roy Rickhuss
Community

Tim Roache
GMB

Linda Rolph
Advance

Maggie Ryan
Unite

Brian Rye
Union of Construction,
Allied Trades and
Technicians

Malcolm Sage
GMB

Eddie Saville
Hospital Consultants and
Specialists' Association

Mark Serwotka
Public and Commercial
Services Union

Jon Skewes
Royal College of
Midwives

Eleanor Smith
UNISON

John Smith
Musicians' Union

Liz Snape MBE
UNISON

Michelle Stanistreet
National Union of
Journalists

Jane Stewart
Unite

Claire Sullivan
Chartered Society of
Physiotherapy

Niamh Sweeney
Association of Teachers
and Lecturers

Mohammad Taj
Unite

Chris Tansley
UNISON

Steve Turner
Unite

Dave Ward
Communication Workers
Union

Simon Weller
Associated Society of
Locomotive Engineers
and Firemen

Fiona Wilson
Union of Shop,
Distributive and Allied
Workers

Tony Woodhouse
Unite

Matt Wrack
Fire Brigades'
Union

Frances O'Grady
TUC General Secretary

Section 1

Congress decisions

Listed below are the decisions taken by the 2016 Trades Union Congress on the motions and amendments submitted by unions, together with the General Council statements adopted by Congress. The numbers given to resolutions and motions refer to their number in the Final Agenda, or to that of the Composite or Emergency Motion.

Part 1

Resolutions carried

10: The impact of automation on employment

Congress notes the growing impact of automation and robotics in many workplaces. Research suggests that as many as 10 million UK jobs could be lost over the next 10 to 20 years as a consequence of technological change in the workplace. In many industries, such developments present profound implications for not only employment, but also the quality of work, training, and safety. In shipping, for example, trials of crewless technology on board a ferry are due to start next year and Rolls-Royce is predicting that autonomous merchant ships will be in service by the end of this decade.

Congress therefore calls for the TUC to:

- i develop a proactive strategy for dealing with the challenges presented by workplace automation and to develop resources to assist member unions in responding to employers who use technology in a socially damaging way
- ii conduct research on the issues and to produce policy programmes to demonstrate how technology could be used to improve the nature of work and to harness the technological opportunities and make them work for, rather than against, workers' best interests, and to ensure that the UK workforce is given the training and support to make transitions to new and better jobs and that the productivity gained by growing automation is shared by all.

Nautilus International

12: Food poverty in the UK

Food poverty is one of the starkest signs of inequality in the UK and is on the increase. Food poverty is the inability to afford, or to have access to, food to make up a healthy diet. It is about the quality of food as well as quantity. It is not just about hunger, but also about being appropriately nourished to attain and maintain health.

Congress is outraged that at a time when the UK is the ninth richest country in the world by GDP children are going hungry. According to figures published by the Child Poverty Action Group in June 2016, 200,000 more children are growing up in poverty, up 3.9 million in total, which is set to grow by 50 per cent by 2020. It is an indictment on the UK government that 60 per cent of poor children live in working families.

The BDA understands the importance of eating a variety of foods in order to improve general well-being and reduce the risk of conditions including heart disease, stroke, some cancers, diabetes and osteoporosis. A proper, balanced diet can also have a beneficial effect on mental health and importantly, children's ability to learn.

Congress recognises that good work has been started to tackle food poverty in Wales and Scotland but is concerned at the lack of positive action taken in England.

Congress calls on the General Council to work with the BDA to develop a campaign highlighting the causes and effects of food poverty in the UK and ensuring its eradication.

British Dietetic Association

The following amendment was ACCEPTED by the mover:

- Insert new paragraph 3:
"Congress is appalled that the UK government's policy of deregulation in respect of charging in schools has resulted in many children and young people being denied access to a school lunch and nutritional snacks on grounds of affordability."
- In the final paragraph, delete "the BDA" and replace with "affiliates."

NASUWT

13: Tax relief on pension contributions

The UK's decision to leave the EU raises significant uncertainty for employers. The value of companies in the financial services sector has been badly hit by the referendum result and it is important the government doesn't impose further challenges on this industry.

At the last budget the proposal to introduce a Pension ISA was shelved. Following the decision to exit the UK, Congress fears that the government may return to this proposal to boost the Treasury's coffers.

However, it has a number of disadvantages:

- i Removing tax relief on pension contributions is a disincentive to save for both employees and employers.
- ii It is incompatible with the existing pensions tax regime, which makes it more fragmented, complicated and costly for savers, and gives employees another chance to 'opt out' of auto-enrolment.
- iii Changes of this size are costly for pension providers who employ thousands of UK workers. Congress believes it is likely to result in further redundancies in our sector.

This proposal is bad for savers, bad for the people who work in the pensions industry and bad for the long-term financial security of the UK. Pension reforms must focus on increasing tax relief for those on the lowest incomes so they continue to save for retirement.

Congress calls on the TUC to oppose any:

- a. government initiatives that will further harm the financial services sector and put the jobs of thousands of union members across the country at risk
- b. attempt by the government to address current budgetary constraints by cutting pensions tax relief.

Aegis

The following amendment was ACCEPTED by the mover:

- In the final paragraph, sub-paragraph b, after "cutting" insert "any saver's"
- And new sub-paragraphs c and d at the end: "c continuation of the current lifetime and annual allowance policies that discourage saving and penalise members for scheme design and investment outcomes over which they have no control

"d extension of the 'freedom and choice' agenda that undermines workplace saving for retirement"

FDA

16: Fair pay for young workers

Congress believes in equal pay for equal work. Congress notes that the Conservative government excluded workers under the age of 25 from the increased minimum (living) wage. Since the recession peak in 2009 the wages of young workers has fallen by 25 per cent with young people under 25 now being paid on average 42 per cent less than other workers.

Youth pay rates are clearly discriminatory and a basic breach of the concept of equal pay for equal work. The Human Rights Commission also welcomed the proposals to abolish the differentials based on age. Some countries operate much fairer systems than the UK.

Congress believes that the so-called national living wage, which came into force in April 2016, amounts to age discrimination against young workers. The new £7.20 rate will boost the minimum wage for many working people, but does not apply to workers under the age of 25.

Congress believes that investing in young people through Apprenticeships is fundamentally important to any long-term strategy for economic growth and that all Apprenticeships should offer high quality training as well as good prospects and a fair wage.

Congress believes that the minimum wage for apprentices, which currently starts at just £3.30 an hour, remains shockingly low and that a significant number of employers fail to pay even the miserly legal minimum.

Low pay affects workers in many ways. The inability to gain independence, and feelings of low self-worth and low morale are keenly apparent in areas where low pay is so prevalent.

Congress expresses its concerns that the government decision to limit the national living wage to 25-year-olds and over could encourage employers to re-introduce lower youth rates.

The youth unemployment rate is the worst that it has been for 20 years, with young people three

times more likely to be unemployed. Some would argue that the pay differentials increase the likelihood of employers hiring young people; clearly this is not the case. Most young people are getting the same knock-backs of no experience, no job. Yet very few companies are prepared to invest in the training required to give young people the experience they need to succeed.

There should be a minimum rate of pay for a job, and that rate should apply to any worker who carries out that job. There should not be different age-related pay rates.

Over recent years, trade unions have successfully negotiated the removal of youth rates from many agreements, ensuring that young workers are paid the full rate for the job. Through this negotiating and campaigning work, trade unions have successfully tackled age discrimination in the UK workplace.

Congress therefore calls for the TUC to:

- i campaign for the abolition of youth rates and strive for a system that is based on equal pay for equal work, making the case that young people should not be discriminated against through lower youth rates
- ii launch a widespread public campaign decrying the government's effort to create an underclass of cheap young labour and to call for the age cut off for the 'living wage' to be abolished
- iii campaign for fair pay for apprentices and a living wage wherever possible for all workers regardless of age
- iv produce TUC literature and research on the issues of low pay of young people that can be used to support intra-union campaigns
- v agree to combat any further attempts by the government to increase that age at which the national living wage is implemented
- vi campaign for the national living wage to apply to all workers and for a living wage of £10 per hour for all, including young workers
- vii ensure that the campaign is inclusive of all workers including freelancers and the self-employed

TUC Young Workers Conference

18: A new deal for workers

While David Cameron and George Osborne have been forced out of government, Congress notes that their legacy is an economy in which workers are under greater pressure to work harder and faster, for longer and for less, than at any time in recent memory.

In too many industries the only innovation working people have seen is in new forms of insecure employment, from bogus self-employment and zero-hours contracts to PBA contracts exploiting the agency workers loophole.

Millions of workers earn less than a genuine living wage, have no access to a decent pension and hundreds of thousands are still paid less than the legal minimum. The world of work is increasingly characterised by efficiency and performance targets that push employees to the very limit.

Congress agrees that this country needs a bold new deal for workers, with employment rights, collective bargaining and new forms of ownership and governance at its heart. Congress also believes that the EU referendum campaign and the demonisation of immigrants by the populist right, together with the Tories' attempts at re-branding, demonstrates the need for the labour movement to engage working people in this agenda.

Congress therefore instructs the TUC Executive to work towards and co-ordinate a major national demonstration in 2017 on a new deal for workers; and to develop a common bargaining agenda for TUC affiliates to tackle insecure employment models across the UK.

Communication Workers Union

19: Umbrella companies

Congress is concerned about the growth of umbrella companies in construction and other industrial sectors.

Congress notes that Treasury reforms introduced in April 2016 have resulted in greater financial disadvantages being placed on workers forced to operate under umbrella companies.

Umbrella companies offer no financial advantages to workers operating under them. The only reason why workers operate under an

umbrella company is because they are given no option and it is the only way that they can secure employment.

Congress further notes that umbrella companies are just one of many suspect employment models which have been established to either deny workers employment rights or as a vehicle for employers to avoid paying National Insurance contributions.

Congress believes that all such forms of non-standard employment need to be prohibited in order to ensure that workers can fully exercise their employment rights, understand their own employment relationship and freely access other employee benefits such as the auto-enrolment pension system.

Congress recognises that there will not be any radical change in employment relations without the political will to introduce major reforms.

Congress calls on the General Council to:

- i undertake a detailed survey of all sectors to properly assess the level of umbrella company membership and other non-standard employment relationships, in the UK
- ii lobby all political parties to win a commitment for specific legislation that ensures that workers are not exploited by being coerced into undertaking employment where the distinction between the employer and the employee is not accurate or transparent.

Union of Construction, Allied Trades and Technicians

The following amendment was ACCEPTED by the mover:

- In paragraph 1, after "construction" insert ", education".
- In paragraph 2, after "April 2016" insert "failed to tackle unscrupulous and tax-dodging practices by umbrella companies and".
- In the final paragraph add new sub-paragraph iii: "iii. press the government to ensure full protection for agency workers in the context of the UK's post-Brexit strategy".

NASUWT

21: Surveillance devices

Congress notes that the surveillance of workers via electronic tracking devices has been of growing concern to trade unions.

Congress further notes that CCTV, hidden cameras, car trackers, and Personal Digital Assistants (PDAs) are increasingly used in the workplace. Companies justify their use by arguing they protect lone workers, increase safety, or reduce fuel costs by monitoring driving speed.

Congress recognises that in the wrong hands, these devices become a menace in the workplace. This includes: faulty devices feeding back the wrong information to the employer, employees not being told they are being monitored and personal details like a home address becoming available to unauthorised employees, or devices being used primarily to build a case to discipline or dismiss employees.

Congress is aware that unnecessary levels of surveillance and monitoring have a detrimental effect on the workplace, reducing the level of trust, affecting productivity and increasing workplace stress.

Congress calls on the General Council:

- i to create a comprehensive good practice guide to surveillance in the workplace
- ii for a high profile campaign to ensure that employers are following good practice and acting legally when operating surveillance measures in the workplace
- iii to pressurise the Information Commissioners Office to start ensuring employers follow data protection laws with regards to workplace surveillance
- iv to ensure that workers have a clearer understanding of their rights with regards to workplace surveillance
- v to name and shame companies that fail to adhere to good practice and indulge in unethical or illegal practices.

Union of Construction, Allied Trades and Technicians

The following amendment was ACCEPTED by the mover:

- Insert new paragraph 5:
"Congress believes that local trade union officials should be consulted on the use of CCTV monitoring prior to its deployment and is opposed to the use of covert surveillance. CCTV should not be used for the routine monitoring of workers and footage should only be acted upon in exceptional circumstances."

Community

22: Surveillance and blacklisting

Congress congratulates the contribution of whistle-blowers to our society, and believes that those who challenge dangerous, illegal or reckless practice on the part of employers (or others) by expressing their concerns to their trade unions or journalists play a vital role in safeguarding workers.

Congress believes the growing use of state surveillance to access journalists' communications and expose whistle-blowers' identities undermines press freedom and democracy.

Congress notes the journalistic and union activity of six NUJ members were monitored and placed on a "domestic extremism database" by the Metropolitan Police. It further notes the extensive targeting and blacklisting of trade unionists, now the subject of the Pitchford Inquiry into undercover police operations. Revelations of the secret accessing of journalistic data through the Regulation of Investigatory Powers Act further lifted the lid on how extensive this culture of improper surveillance on journalists and whistle-blowers has become.

Congress congratulates the NUJ and others for obtaining significant amendments to the Investigatory Powers Bill currently before Parliament – including protecting unions from state surveillance – but believes further changes are vital. Safeguards should apply across the powers set out through the Bill; any surveillance of journalists should be subject to prior notice with the opportunity to challenge such a demand to a judge.

Congress calls on the General Council to campaign robustly against the growing surveillance

culture and to lobby hard to secure further amendments to this dangerous Bill in order to safeguard journalism and whistle-blowers, and to continue to campaign to put an end to blacklisting.

National Union of Journalists

The following amendment was ACCEPTED by the mover:

- Add new final paragraph:
"Congress applauds Unite, UCATT, GMB and the Blacklist Support Group in achieving compensation for workers blacklisted by 44 construction companies."
- In existing final paragraph add at end:
"and call a national day of action to highlight the urgent need for better law to make the punishment fit the crime and protect workers from surveillance and contemporary blacklisting."

Unite

27: Hidden conditions

Congress commends the TUC's activities supporting workers with invisible conditions, particularly those with atypical neurological conditions. These range from dyslexia to dyspraxia; autism to ADHD and a range of hidden arthritic conditions. Sadly they are often misunderstood by employers and others and misinterpreted as laziness or anti-social behaviour with the focus on the person's disability rather than on their abilities.

Such conditions are an important workplace issue. They affect parents and carers of those who have these conditions as well as workers themselves. For example autistic workers may need a 'benign' environment with fewer distressing factors – something which surely would benefit all workers.

Cuts to public services mean that there are increasing pressures on staff to take on greater workloads, process their workload more quickly and take fewer breaks. For all this is a challenge. For some it's an impossible situation.

Congress calls on affiliates and the TUC to:

- continue to raise awareness about the impact on workers affected by these conditions and dispel the myths that surround them

- ii help increase the understanding of managers and colleagues of the support needed to allow them the same opportunities to have fulfilling working lives, focusing on their abilities rather than their condition
- iii continue promoting the social model of disability, which highlights the barriers that need to be broken down to ensure true equality of opportunity
- iv help with collecting good-practice case studies and case law and make these accessible as a resource for reps and part of their training on disability discrimination

Chartered Society of Physiotherapy

The following amendment was ACCEPTED by the mover:

- Insert new second paragraph:
"Workers with neurodiverse conditions suffering preventable career setbacks, especially during periods of restructuring and reorganisation. Lack of professional diagnosis may result in them missing out on useful support."
- In the final paragraph, at the start of sub-paragraph ii, insert "provide training to"
- Insert new sub-paragraph iii:
"iii. promote the benefits for all staff and employers of a neurodiverse-friendly work environment".

Prospect

28: 2020 vision

Congress notes:

- i progress on LGBT workplace rights won by unions
- ii myths that equality has been achieved
- iii continuing levels of anti-LGBT discrimination and prejudice
- iv recommendations for much-needed change from the Commons Transgender Equality Inquiry
- v that LGBT workers are worse off under the Tory government.

Congress expresses concern over:

- a. sustained Tory attacks on workers, public services, trade unions and human rights

- b. the destruction of LGBT services in the name of austerity, specifically:
 - the levels of homelessness among the LGBT community
 - continued cuts to the Equality and Human Rights Commission
 - lack of safe affordable public transport and the rise of unregulated Uber taxis
 - lack of LGBT supportive social care
 - closure of sexual health clinics and lack of Gender Identity Clinics provided . . within the NHS
 - attacks on trade union organisation and LGBT networks
- c. widespread political disengagement, with increasing numbers falling off the electoral register.

Congress believes that the next four years present vital opportunities to win our arguments in communities and at the ballot box.

Congress calls on the TUC LGBT committee to agree a strategy for forthcoming elections up to and including the 2020 Westminster and devolved parliament/assembly elections, through:

1. developing clear LGBT union campaign messages
2. identifying LGBT equality manifesto demands, including on trans equality
3. building and strengthening coalitions with LGBT and other community partners, including the People's Assembly, and exploring the possibility of a People's Assembly LGBT section
4. identifying key dates and events
5. urging voter registration and engagement
6. encouraging our activists to stand for office.

TUC Lesbian, Gay, Bisexual and Transgender Conference

29: Pay

Congress believes that the government's one per cent public sector pay cap has been disastrous for economic growth, has increased inequality, and has led to a 20 per cent real-terms drop in living standards for millions of public sector workers.

Congress notes the government's response to a PCS petition calling for the end of the pay cap was that the policy is intended to "help put the UK's public finances back on track". Congress believes that the government's policy has categorically failed, the public finances are still broken, and the deficit has grown. It is time for fair pay increases for public sector workers which would help to stimulate the economy and lift us out of the crisis the government has created.

Congress further notes that the pay cap has resulted in many union negotiators entering into deals with employers whereby terms and conditions are altered in return for pay increases. This can create tension between groups of workers and can weaken the unity of trade union members. Congress agrees that this can only be effectively opposed by breaking the pay cap.

Congress calls on the General Council to immediately launch a high profile campaign for an end to the pay cap including:

- i actively supporting and coordinating strike action across the trade union movement
- ii letters from the TUC general secretary to the government and all public sector employers
- iii a parliamentary petition and a national demonstration to build support for joint union action.

Public and Commercial Services Union

The following amendment was ACCEPTED by the mover:

- In the final paragraph, insert new bullet point i and re-number: "i. urgently convening a meeting of public sector unions to plan joint campaigning during 2017 and beyond."
- Add new bullet point at end:
- "v. a series of major rallies and events in towns and cities across the UK to make the case against the pay cap and for united action to break it."

Fire Brigades Union

30: A more positive approach to public service delivery

Congress notes that, despite facing common challenges, the Scottish and Welsh governments have generally adopted a more constructive approach to public service delivery than the UK government. In particular both devolved governments have established structures for regular and continuing workforce engagement.

Recognising that devolution is a continuing process and that government policy is to expand it across English regions, Congress considers it important that trade union experiences in Scotland and Wales are more widely shared, evaluated and understood. This should help to support the long-term economic case for a more positive approach, irrespective of changes in the political climate.

Congress therefore calls on the General Council to:

- i work with all relevant affiliated unions to collate and evaluate experiences across a range of sectors
- ii share good practice examples and outcomes
- iii provide guidance to support national and regional trade union engagement in England.

Prospect

31: Well being

Congress recognises the unprecedented scale of workforce reduction the civil and public services have faced over the period of just two parliaments, and that there has been little or no attempt to match the demands being made on public servants with the resources allocated to deliver vital public services.

Despite assurances from ministers that Single Departmental Plans would address how commitments are matched with resources in the civil service, the publishing of these plans has been met with widespread disdain at their lack of detail.

Public servants cannot simply deliver ever-increasing demands by working ever longer hours. The FDA's survey of members found that that over a quarter work an extra day unpaid every week, one in ten work the equivalent of every weekend

unpaid and 75 per cent of employers in the civil service do not even keep a record of hours worked.

Congress recognises that this will have a long-term detrimental impact on the lives of public servants and the quality of public services. Until government is required to account for all the hours worked by public servants and put in place appropriate compensation arrangements, this unpaid overtime will continue to subsidise the deficiencies in resources allocated to deliver the government's commitments.

Congress therefore calls on the TUC to campaign to ensure that:

- i every public servant's working hours are monitored
- ii government demonstrates how its commitments can be delivered with the resources allocated
- iii all public servants are compensated for all hours worked.

FDA

32: Austerity undermining the most vulnerable in society

Congress recognises the commitment made in the post-2015 general election budget to save 50 per cent of the MoJ's administrative budget.

Austerity has already had a biting effect on frontline services and Congress does not believe that further dramatic cuts can be implemented without cutting directly into frontline service delivery. For example, Cafcass is recognised as delivering a good service when supporting some of our most vulnerable children and families. Yet it recognises this cannot be sustained within existing budgets and rising workloads beyond 2017. As part of the MoJ's extended family, instead of the additional investment it needs, it is fighting to get the resources to meet its statutory duties. Such social costs do not appear on Treasury spreadsheets.

Continued economic uncertainty and pressures, arising from Brexit and other factors, are likely to see greater stresses and pressures in our communities at least in the short and medium term. This is likely to translate to even greater

pressures and demand on those services supporting our most vulnerable, like Cafcass.

Congress therefore calls on the TUC to make representations to ensure specific additional investment and revisions to poorly thought-through and unsustainable public sector cuts that will have far wider costs for society.

Napo

33: Funding crisis

Congress agrees that government policies and mismanagement are creating a crisis in education, with severe shortages of funding, school places and teachers and curriculum and assessment policies that are turning schools into exam factories.

The freeze in school spending per pupil is, when combined with the effects of inflation, "the largest real-terms fall ... over any period since at least the late 1970s" (Institute for Fiscal Studies) and comes on top of even greater cuts to higher, further and adult education funding.

Congress continues to reject the academies programme, noting the lack of evidence to support any benefits from academisation and the democratic deficit created by removing schools from local authorities and removing parents' right to participate in school governance. Congress agrees that the government has the wrong priorities for education.

Congress condemns the break-up of school teachers' national pay and conditions which, together with the funding crisis, threatens teachers' pay in schools and academies alike and will worsen the teacher supply crisis. Congress welcomes the Labour Party's "Review of the World at Work" and John Hendy QC's contribution on sector-wide collective bargaining. Congress demands that the government meet its international obligations under ILO conventions 98 and 87 to promote and encourage collective bargaining and freedom of association.

Congress agrees that the TUC should bring together affiliated unions with the aim of jointly declaring their opposition to and intention to campaign against the government's policies for schools and declares its support for affiliates taking strike action to oppose government policy.

National Union of Teachers

38: Early Years education

Congress calls on all governments, both UK and devolved administrations, to ensure that the importance of Early Years education is wholly recognised, supported and fully resourced.

While it is to be welcomed that government is expanding provision of free early education and childcare, it is important that the correct balance of educational input by appropriately and highly qualified staff is achieved – this having been repeatedly proven to improve outcomes for all children in the long term, and particularly for those children who are disadvantaged by poverty.

While within Early Years teams there is a specific role for qualified teachers in the planning and delivery of educational opportunities, the role of all those working in Early Years education is vital and across the country the teams of professionals working within Early Years needs to be valued and nurtured.

Therefore, Congress will campaign to ensure:

- i recognition that the quality of Early Years education is key to tackling the inequality of educational achievement caused by poverty and that access to early years education is seen as a right not to be undermined by where a child lives or by her or his family circumstances
- ii that the provision of a sound educational experience from the very beginning of a child's learning journey is a statutory right for all children.

The Educational Institute of Scotland

39: Music co-operatives

Congress notes that the Musicians' Union (MU) released its third report into the state of music education in England earlier this year. The report highlighted that yet more instrumental music teachers have lost their jobs or left the profession due to worsening terms and conditions over the last year. MU members also highlighted their concerns about the inconsistency of music education provision across the country due to the varying attitudes of schools and head teachers towards music.

Instrumental music teachers faced with redundancy or worsening terms and conditions have, in some areas, been setting up co-operatives and independent trusts. These appear to be working very well and are examples of how high-quality, accessible and affordable music education delivered by a committed and skilled workforce can still be provided. The MU is a member of Co-operatives UK and is providing advice and assistance to MU members who wish to set up their own co-operatives. For example, the MU assisted a group of members in Milton Keynes to form their teaching co-operative following the council's decision to make the majority of their instrumental teaching workforce redundant.

Congress believes that every child should be given the opportunity to learn a musical instrument, as was the aspiration of the National Plan for Music Education, and condemns all cuts to music education. Congress applauds efforts by instrumental teachers and the MU to form co-operatives and pledges to support this work.

Musicians' Union

43: Post-16 education

Congress reaffirms its belief in the urgent need to invest in Apprenticeships and skills. The chronic failure to invest in genuine lifelong learning and a reliance on a narrow focus on traditional models of post-16 education continues to hamper economic, social and cultural development of our society.

Congress believes in an alternative vision of post-16 education based not on academisation and privatisation, but on our schools and colleges as community-based institutions funded to meet the full range of education and training needs of all members of the communities that they serve.

Congress believes that Apprenticeships should offer meaningful qualifications as a credible alternative to academic routes. Congress believes that community colleges, accessible to all, are vital. Congress believes that such institutions are the right vehicle for delivering Apprenticeships rather than private training companies.

Congress believes that education both contributes to skill development and forms a vital part of our democracy. Indeed it is through our

colleges that our own trade union education programme is delivered. Congress affirms its support for TU tutors employed in post-16 education whose jobs are now under threat from government cuts.

Congress celebrates the role that public investment in post-16 education, rooted in our communities and delivered without the dead hand of the private sector narrowing the vision on offer, will play in transforming the life chances of our most deprived communities.

Congress therefore calls on the General Council to:

- i support the resistance of affiliates to the present programme of college closures and mergers
- ii campaign positively for public investment in high-quality education and training based in and responsive to the full range of needs of their communities
- iii support the UCU/NUS demonstration to defend and support education in the autumn.

University and College Union

The following amendment was ACCEPTED by the mover:

- In paragraph 1, at the end of the first sentence after "skills", insert "nurturing learner enthusiasm for skills development from school-age."
- At the end of paragraph 1, after "society", insert "and local communities."
- At the end of paragraph 2, after "serve" insert: "Congress condemns the government's chaotic Area Reviews and their reluctance to involve trade unions."
- In paragraph 3, sentence 1, after "Apprenticeships", insert "must be high quality and". In sentence 3, after "such institutions", insert "secure learning and assure quality so"
- Add new final sub-paragraph iv at end: "iv. lobby the government for union representation on the Institute for Apprenticeships and Technical Education."

Association of Teachers and Lecturers

44: Future sustainability of the NHS

The NHS is facing an ever worsening financial situation, on course for a deficit of £550m this year. The likely impact? More cuts to services and staff morale badly affected as staff struggle yet again to do even more with even less. The NHS runs on its workforce – a workforce that is experiencing increasing stress, increasing workloads and decreasing ability to provide the high-quality care patients need despite its best efforts. For many there is now the additional fear of the impact of the EU referendum result and how this will affect their long-term future and their ability to continue their vital contribution to NHS care.

Congress calls on the TUC and affected affiliates to take the opportunity presented by the current House of Lords Select Committee into the future sustainability of the NHS to:

- i make the case for increased investment in the NHS both now and in the long term, in particular the need to increase NHS spending as a proportion of GDP
- ii recognise the vital links between health and social care, and the need to invest in both to ensure the needs of the whole population are met to the standards we should expect in country as wealthy as the UK
- iii highlight the need for real-terms pay increases and quality employment for staff recognising the impact that years of pay restraint and increasing workloads have had on a workforce passionate about providing high quality care.

Chartered Society of Physiotherapy

The following amendment was ACCEPTED by the mover:

- In paragraph 1, sentence 3, after "less" add: "; and a new encouragement for parts of the NHS, such as support services and pathology, to be outsourced."
- In the final paragraph, insert new sub-paragraph ii and re-number: "ii. ensure protection for the NHS model in which care is universally available, free at the point of need and overwhelmingly publicly provided"

UNISON

45: Continuity of midwife-led care

Congress believes that women should have the opportunity to form trusting relationships with midwives and other maternity staff. To provide this personalised care which centres around women's needs, women need to see as few different midwives and other maternity staff as possible. Continuity of midwife-led care is endorsed across the UK because it is an evidence-based maternity service model which has been shown to result in high levels of satisfaction for women and improved outcomes.

Congress notes that this model of care can only be delivered if maternity services are funded and staffed appropriately and in accordance with NICE safe staffing recommendations.

Congress is therefore concerned that despite long-term campaigning by the RCM there is still a shortage of 3,500 midwives in the UK, due to the increasing birth rate and rising complexity of cases. Congress recognises that ending the shortage requires an increase in student midwives entering the profession and greater effort to retain existing midwives and accordingly calls on the government to re-think its plans to remove the bursary for student midwives (and other healthcare students); to end the long-term pay restraint in the NHS; and to guarantee the rights of EU NHS staff to stay.

Congress calls on the General Council to work with the RCM to campaign for more midwives to ensure that women have access to continuity of midwife-led care.

Royal College of Midwives

46: The dangers of new psychoactive substances

Congress recognises that new psychoactive substances (NPSs) are often described as "legal highs", "designer drugs" and "club drugs". These terms are often used interchangeably and mean different things to different people and may give the impression NPSs are legal and not dangerous to the health and well-being of the user or indeed those who come into contact with the user.

Congress notes with concern the growing use of NPSs in our communities and prisons and the dangers associated with them, which include death,

mental illness, assaults and self-harm, particularly in prisons and the NHS. The increase in ambulance call outs to users of NPSs is at record levels within the prison system and putting casualty departments in our hospitals under extreme pressure along with the nurses and doctors who are threatened when individuals are under the influence of an NPS.

Congress therefore instructs the General Council to ensure that affiliated unions are at the forefront of a campaign that ensures government has a preventative strategy. A government strategy must provide preventative measures that go further than just prison terms and criminal convictions. It must include good education alongside accurate, relevant and accessible information. The TUC and trade union movement should be at the heart of a strategic approach to NPS prevention through our schools and mental health services, with evidence-based programmes and the resources to help communities eradicate the dangers of continued usage of NPSs.

POA

The following amendment was ACCEPTED by the mover:

- Add at end of paragraph 2, after "NPS":
"Congress recognises that the proliferation of NPSs in prisons has also placed prison officers at unacceptable risk and led to the admission of staff to hospitals."
- In paragraph 3, sentence 3, after "information.", insert:
"Further to this, government must take urgent action to tackle the rise of NPSs in prisons by ensuring all prisons are adequately staffed"

Community

47: Organ donation

NHS Blood and Transplant revealed that nearly 49,000 people in the UK have had to wait for a transplant in the last decade, 6,000 of whom died before receiving a transplant. The recent legislative change regarding organ donation in Wales to one of 'deemed consent' is unlikely to affect public opinion. In addition to this, there is talk around changes to the organ donation laws. In Northern

Ireland the second stage of the Human Transplant Bill has been passed, which would implement a soft 'opt-out' system for organ donation, whereas Scotland is currently debating changes to the Transplantation Bill that could permit people to nominate a proxy to confirm their desire to donate.

Congress notes that since 2010 more than 500 families have refused consent to donate their loved ones' organs even though they were on the organ donation register, and despite 90 per cent of the public saying they support organ donation only 32 per cent of people are on the register in the UK. This, as well as many other statistics, highlights the great need for something to be done to recruit organ donors throughout the UK.

Congress calls on the General Council to work with the SoR to lobby the UK government and the devolved administrations urgently to consider all options that may improve the transplant chances of those waiting for organ donations and to work with NHS Blood and Transplant to support the campaign 'The Wait' and any subsequent campaigns in an attempt to increase organ donor numbers.

Society of Radiographers

48: Patient complaints

Congress notes with concern the growing number of patient complaints following treatment in the NHS. The number now exceeds 4,000 per week. Around 10 per cent of these lead to legal action being taken against either the NHS Trust or individual healthcare professionals.

Congress recognises only a minority of these complaints are upheld but very often the investigation of a complaint concentrates on avoiding litigation rather than on any learning outcomes there may be from mistakes made. Consequently important opportunities to improve patient safety are lost.

Congress also notes the new duty of candour placed on healthcare professionals by their regulatory bodies following the Francis report into the deaths at Mid Staff NHS Trust. This duty requires professionals to acknowledge and report their mistakes. Congress recognises the value of this duty but also that fulfilling it leaves individuals

vulnerable to legal challenge by patients or their families.

Congress is aware that alternative models exist that provide redress for patients and enforce professional, not criminal, sanction for healthcare professionals. These help improve patient safety by allowing the duty of candour to work in the way envisaged by Francis.

Congress therefore calls on the General Council to begin a discussion with interested parties on ending the ability of individuals to take legal action against healthcare providers and professionals, replacing with a system that continues to provide redress and compensation but also improves patient safety by allowing healthcare professionals to acknowledge, catalogue, apologise for and learn from any mistakes without fear of prosecution.

Society of Radiographers

49: Low wages and occupational health

Congress calls on the TUC to support the call for low wages to be recognised as an occupational health threat.

Recent medical evidence suggests links between low wages and higher risk of disease and injury. Low-paid employment is considered among the psychosocial factors such as long hours and high job strain.

The link between low wages and health has important implications in the TUC fight for higher pay and supports our aim of legislation for an increase in the minimum wage to £10 an hour.

Bakers, Food and Allied Workers Union

50: Promoting and protecting the dietetic profession

Congress notes that dietitians are the only qualified health professionals that assess, diagnose and treat dietary and nutritional problems at an individual and wider public- health level. They work with both healthy and sick people. Uniquely, dietitians use the most up-to-date public health and scientific research on food, health and disease which they translate into practical guidance to enable people to make appropriate lifestyle and food choices.

As part of the allied health professionals (AHPs) workforce dietitians play a crucial role in promoting food health and well-being, preventing illness and supporting recovery and rehabilitation. It is essential that there is proper recognition of the contribution and value of the whole health workforce in supporting patients by maintaining the number of dietitians and other AHPs based on full, robust data from all providers.

In this, the 68th year of our NHS, we are seeing a serious failure by government in providing necessary funding to the NHS. With further cuts inevitable along with more outsourcing of services, it is essential that the work of qualified and registered AHPs is fully protected. The contribution of dietitians to public health, prevention and treatment as part of multi-disciplinary teams must be recognised as essential for patient care.

Congress calls on the General Council to ensure that the whole workforce is equally represented and promoted in all campaigns to protect the NHS.
British Dietetic Association

51: Austerity kills

According to a recent study from the New Economics Foundation the austerity programme undertaken by the government is mainly hitting those in areas of significant deprivation the hardest and these areas are increasing; indeed the number of people living in poverty has doubled since 1983.

The SCP is increasingly worried about this following a recent study by Manchester University which has linked social deprivation, diabetes foot ulceration and mortality. People with diabetes have a 25 per cent risk of developing foot ulceration in their lifetime which is associated with increased mortality rates. The study found that people in disadvantaged areas had an even greater chance of developing a foot ulcer with the most deprived individuals being 62 per cent more likely to develop a foot ulcer, leading them to conclude that diabetes foot ulceration increases the risk of death, which is augmented further by social disadvantage.

With this link being made and the diabetes population increasing, the SCP is increasingly worried that if austerity continues and thus poverty increases, foot ulceration rates will also increase.

Podiatry departments and the NHS as a whole will not have the resources to deal with these life-threatening conditions and as a result patients may lose their limbs and/or life.

Congress therefore calls on the General Council to continue campaigning against austerity whilst also raising awareness about the wider implications austerity can have on people's health and well-being and how this also interlinks with the need to properly resource our public institutions, including the NHS.

Society of Chiropodists and Podiatrists

The following amendment was ACCEPTED by the mover:

- Add at end of paragraph 1:
"Obesity rates have also nearly doubled in the last 20 years. There are clear links between poverty and health conditions such as obesity, with women living in poverty 11 per cent more likely, and children twice as likely, to be obese than their wealthier counterparts."

Chartered Society of Physiotherapy

52: Shortage of hospital consultants

The NHS has over 800,000 clinical staff all working hard to treat patients and provide the best care possible. The recent Public Affairs Committee (PAC) report confirmed a major shortfall in clinical staff within the NHS, which is continuing to have a key impact on the care being provided to patients and the financial pressures being placed on NHS funding. These pressures are as a result of NHS Trusts having to turn to locum and agency consultants at a much higher cost to the NHS.

In addition the shortfall in hospital consultants is highlighted in a recent report showing that four in ten hospital consultant posts remain unfilled. In the recent NHS workforce analysis, evidence showed that in several specialities the shortfall was notable, including in emergency medicine, acute general medicine, radiology and psychiatry.

The PAC sighted a clinical staff shortfall of 50,000 stating that this undersupply of staff inhibits trusts' ability to provide services efficiently and effectively and could lead to longer waiting times for treatment and shortcomings in the quality of care.

This significant shortfall in hospital consultants, specialists, trainees and other healthcare professionals places the notion of a fully funded, fully staffed, safe seven day service unattainable in the current climate.

Congress calls on the General Council to do all it can to highlight this shortfall in hospital doctors and other NHS clinical staff as the continuation of this decline will impact adversely on the care of patients.

Hospital Consultants and Specialists Association

53: Hospital consultants' continuing professional development

The NHS has always striven to be an organisation that has at its core a culture of education and training. For hospital consultants this is embedded in the contract of employment by ensuring that there is sufficient time allocated to Supporting Professional Activities (SPAs).

Congress notes the HCSA is deeply concerned that the drive to reduce this time could have an impact on patient care. It is this SPA time that underpins direct clinical care, training, research and development and the importance of good clinical governance. This time is vital for individual hospital consultants to ensure they are up to date and informed of all speciality-related developments and advances and improvements in practice. It is also in place so that junior doctors, the hospital consultants of tomorrow, receive clinical teaching and mentoring.

It allows the time needed to develop clinical research and also to develop clinical services in hospitals.

Cutting this time is bound to have detrimental effects in the long term.

Congress agrees that morale amongst hospital consultants is spiralling in a downward direction for a number of reasons and to ignore the importance of supporting professional activities would have a detrimental effect on recruitment, retention and return. We urge the NHS to recognise the important part SPA time has in the workplace, and for the patients, and ensure that levels of time are increased not decreased.

Hospital Consultants and Specialists Association

54: Prison reform announcement

Congress acknowledges and accepts the announcement by the former Prime Minister David Cameron on 8 February 2016 regarding the government agenda for prison reform was nothing more than a publicity stunt and being nothing more than smoke and mirrors in amongst crocodiles tears distracting from the fact they have extracted £900m of cuts from the Ministry of Justice and created a service that is in crisis and has been since 2010 within England and Wales.

A crisis that has seen a record amount of death in custodies, self-harm, homicides, assaults, concerted indiscipline and placing the health and safety of both staff and prisoners in danger.

Congress accepts that under his announcements the prison reform agenda is not serious and just a Trojan horse for further competition and privatisation to lower the terms, conditions and pay for prison officer-related grades who do an excellent job in difficult and dangerous circumstances in the public and private sector.

Congress condemns the aligning of prisons to the failed concept of academy schools and foundation hospitals, therefore Congress authorise the General Council to work with the TUC Speak up for Justice campaign to scrutinise aspects of the white paper due for release in the autumn regarding the Prisons and Probation Bill where it leads to deregulation and devolution away from nationally agreed arrangements and allows for more competition and privatising public services in education, probation, the courts and health provision within the criminal justice system.

POA

55: Evidence-based decision making in the CJS

Congress recognises the Criminal Justice System's (CJS) operations were undermined during the coalition government and numerous decisions by the then Secretary of State. The CJS is now being undermined further by continuing austerity cuts.

Following the 2015 general election the new Secretary of State made a number of decisions that signalled a change of direction – including overturning the prisoners' book ban, moderating

proposed further restrictions to legal aid, and indicating greater support for rehabilitation. We also feel reviews within the prison estate are well intentioned. However, as the Offender Management in Custody and the Prison Review suggests, more work must be done in partnership with unions and other stakeholders to get the detail right before implementation.

Congress requests that the new Secretary of State for Justice, Elizabeth Truss MP, recognises the continuing instability in areas of the CJS and commits to working with unions to re-establish an evidence-based approach to decision-making at all levels, and overturning inappropriate legacy policies where this helps the CJS produce safer outcomes for clients and the public.

Congress particularly recognises rushed privatisations and poor contract management in probation and other parts of the CJS continues to be a significant weakness, recognised by the NAO.

Congress calls on the TUC to make representations to ensure appropriate, on-going ministerial and parliamentary scrutiny of past decisions; and secure commitments to greater caution and evidence-based testing of future changes before any further privatisations or changes within the prison estate and service delivery.

Napo

The following amendment was ACCEPTED by the mover:

- Insert new paragraph 3:
"Congress acknowledges the value of prison education, its positive impact on the lives of prisoners and on the reduction in re-offending. Congress therefore condemns the lack of support for prison education and the fact that three-fifths of prisoners still leave prison without an identified employment, education or training outcome."

University and College Union

56: The crisis in the Post Office

As a result of funding cuts from the government, and gross mismanagement on the part of the

board of the company, Congress believes that the Post Office is now at crisis point.

Staff are facing 2,000 job losses this year alone, the closure of the defined benefit pension scheme with over 3,500 active members and the threat of compulsory redundancy.

Communities across the country – many in the poorest urban areas – face the closure of branches, the loss of vital services and the privatisation of a valued public institution by the backdoor.

The announcements from the Post Office this year are part of a long trend of managed decline. When the government split the Post Office from Royal Mail it promised it would become a 'front office for government' and grow its revenues from financial services. It has failed on both counts.

Millions of pounds of public money have also been misspent in paying off long-serving experienced and unionised staff to leave, to allow companies like WH Smith to bring in part-time employees on the minimum wage.

Congress gives its full support to the CWU in its dispute with the Post Office and now calls on the board of the company to resign.

Congress also believes there must be a new political settlement for the Post Office, which rests with the government as its owner, and calls on it to intervene, pause the cuts and develop a strategy that will protect and grow the Post Office as a matter of urgency.

Communication Workers Union

57: Protect our fire and rescue service

Congress notes:

- i the magnificent work carried out by firefighters over the last year, including at major fires, building collapses, floods and other incidents
- ii the National Audit Office (NAO) report, Financial Sustainability of Fire and Rescue Services, which showed the terrible extent of cuts to the fire and rescue service since 2010 – this has meant the loss of over 8,000 firefighter jobs (17 per cent) since 2010
- iii the transfer of responsibility for the fire and rescue service in England to the Home Office earlier this year

- iv the Policing and Crime Bill, which would allow police and crime commissioners to take over fire authorities in England and imposed by the home secretary
- v that response times are at their slowest for twenty years.

Congress believes the fire and rescue service should be resilient across the UK, whilst remaining a valuable part of local government.

Congress further believes that essential public services such as fire and rescue must remain publicly owned and democratically run, with the voice of firefighters represented at every level.

Congress resolves to:

- a. support the FBU's campaign for investment in the fire and rescue service and the end of austerity across the public sector
- b. oppose PCCs taking over local fire and rescue services
- c. support the FBU's campaign for a statutory duty on fire and rescue services to respond to major flooding in England and Wales, as is the case in Scotland and Northern Ireland
- d. support the FBU's campaign for national professional standards, to improve public and firefighter safety.

Fire Brigades Union

59: Rail freight

Congress is deeply concerned about the future of rail freight in Britain. Congress acknowledges that between 2002 and 2006 the movement of commodities, predominantly coal, accounted for more than 75 per cent of the total rail freight market but regrets that this has fallen to 50 per cent this year and is expected to decline even further.

Congress is aware that the transport of consumer goods and the movement of intermodal freight has increased over recent years but notes that the decline of coal and steel traffic is so severe that the very future of the industry is at risk.

Congress acknowledges that the rail freight industry is the only part of the railway which is fully privatised and receives no government support. Congress further recognises that once freight capacity declines it cannot quickly be reversed.

Congress believes that a sharp decline in rail freight capacity could be disastrous for the future of the British economy across the supply and logistics chain. Congress further believes that rail is vital to a balanced freight sector and essential to the maintenance and ongoing health and safety of the entire rail network.

Congress recognises that rail freight produces 70 per cent less CO₂ per tonne carried than the equivalent road journey and notes that road congestion costs UK businesses £24bn per annum.

Congress calls on the General Council to campaign for public ownership of the rail freight industry to better facilitate sustainable and long-term growth in the sector and secure future rail freight capacity.

Associated Society of Locomotive Engineers and Firemen

The following amendment was ACCEPTED by the mover:

- Insert new penultimate paragraph:
"Congress further recognises that the sale of Network Rail land as part of the publicly owned company's attempts to make up the deficit in its funding reportedly includes sites containing operational rail freight depots or that are being held for future strategic freight terminals, thus further undermining the industry's prospects."

Transport Salaried Staff Association

60: Maritime jobs, skills and the future

Congress records its concern at the continued decline in the UK maritime skills base, exacerbated in the past year by the loss of thousands of jobs in the North Sea offshore oil and gas sector and further possible threats from the potential impact of Brexit on UK trade, British shipping and British seafarers.

Congress notes that half the recommendations contained in the Maritime Growth Study, published by the government almost a year ago, concerned employment and training. Congress further notes the lack of any tangible measures taken so far in response to the study and calls on the TUC to

support the maritime unions in their campaigns to secure urgent action by the government.

In particular, Congress urges the government to:

- i not only maintain but also improve existing support mechanisms for the shipping industry
- ii combat social dumping in British waters by effective implementation and enforcement of such measures as the Maritime Labour Convention, the national minimum wage, national living wage and work permit requirements
- iii act on the united calls from the shipping industry for a 'SMarT-Plus' scheme to enhance the existing support for maritime training to ensure that UK costs remain competitive in a globalised industry and to help address the growing demographic threat to the national maritime skills base.

Nautilus International

61: Safety in the skies

Congress is alarmed at the increasing numbers of drone near-misses on aircraft and laser attacks on pilots. It is surely only a matter of time before a major accident is caused by a drone collision or a pilot being incapacitated by a laser strike unless something is done to prevent it. The travelling public is entitled to expect every flight to be a safe flight but the increasing risk posed by drones and lasers makes that harder to maintain.

BALPA has been constantly raising these concerns with UK government and regulators who agree in principle that these risks must be addressed but their practical responses have been pitifully slow.

Congress calls on the aviation authorities to urgently use regulatory and legislative powers to ensure that drones and lasers are used safely before a tragedy occurs.

British Air Line Pilots Association

63: Public land and affordable housing

Congress opposes the sale of British public land for the development of unaffordable housing. Congress notes plans to offload substantial amounts of land owned by public bodies, including

Transport for London and Network Rail, to build homes inaccessible to all but the richest in society.

Congress recognises the urgent need to address the UK's housing crisis particularly to assist key workers who are unable to afford to live in the communities they serve. Congress believes that if public land is to be sold it must be used specifically for the construction of affordable and key worker housing and regrets the current criteria whereby properties costing £450,000 can be considered affordable for the purpose of development.

Congress asserts that appropriate levels of public and railway land should be retained to provide future rail and transport capacity. A failure to do so would jeopardise the development of such infrastructure sites and will only add to overcrowding and congestion across the transport network in the decades ahead.

Congress further recognises that the value of such land for commercial and residential property development and the potential proceeds for the public purse have fallen significantly since Britain's decision to leave the European Union.

Congress calls on the General Council to campaign with any appropriate bodies or organisations to safeguard public and railway land for future infrastructure and public works and to ensure that any public land is used for genuinely affordable housing and homes for key workers.

Associated Society of Locomotive Engineers and Firemen

The following amendment was ACCEPTED by the mover:

- Add at end of existing final paragraph:
"Congress calls for the campaign to make the case for properly funded transport to end the increasing reliance of transport bodies on receipts from developing land."
- Add new final paragraph:
"Finally, Congress applauds the successful campaign to amend the 'Transport for London Bill', thereby undermining TfL's ambition to develop land via opaque, tax-avoiding structures."

National Union of Rail, Maritime and Transport Workers

64: Channel 4

Congress commends the TUC and the Federation of Entertainment Unions in their campaigning efforts to protect the BBC but is alarmed about speculation concerning the future of Channel 4. As a publicly owned broadcaster freed from shareholder pressures, Channel 4 commissions a range of original drama, comedy and entertainment and has specific responsibilities to nurture new talent, to reflect cultural diversity, to show alternative viewpoints and to invest in film.

The privatisation or part-privatisation of Channel 4 could lead to an erosion of Channel 4's remit, leading to a reduction in content for diverse audiences. Any reduction in such programming could affect the employment opportunities available to performers and other creative workers, particularly those from underrepresented backgrounds.

After privatisation, or part-privatisation, there is also a risk that Channel 4's budgets could be cut and schedules would feature much more bought-in content and repeats. This would not be in the interest of UK audiences and would have an adverse effect on the independent production sector.

Congress agrees that the TUC will:

- i publicly state the importance of Channel 4 to the UK's audio visual industries
- ii campaign to resist the privatisation or part privatisation of Channel 4.

Equity

65: Transparency and accountability of broadcasters on diversity

Congress believes that the regulated broadcast industries have a profound impact on the culture and attitudes of people in the UK and furthermore believes that it is essential that the workforce of these industries should reflect the diversity of the society they serve.

Congress notes with concern:

- i the failure of broadcasting regulator Ofcom to
 - require its licence holders to supply their equality monitoring data
 - publish that data for each individual named licence in the manner of its predecessor, the Independent Television Commission (ITC)

- ii that in the six years after Ofcom decided to abandon ITC policy, minority ethnic employment in broadcasting fell by 31 per cent between 2006 and 2012
- iii that Ofcom is now lagging behind other bodies in the creative industries, such as the British Film Institute and the Arts Council of England, which have both adopted this policy with regard to clients receiving public money.

Congress believes that transparency and accountability in diversity in employment is an essential step towards achieving real diversity at all levels of broadcasting and that the public has the right to know the facts about the diversity of broadcasters that are awarded licences on the public's behalf.

Congress calls on the TUC General Council to make representations to Ofcom and to the DCMS to ensure that Ofcom requires this crucial diversity data from its licencees and puts that data in the public domain for each named individual licence in accordance with the practice of the ITC.

Broadcasting, Entertainment, Cinematograph and Theatre Union

66: Performers and mental health

A 2014 survey by Help Musicians UK revealed the high levels of mental health problems within the musician community. Of those surveyed, 67 per cent had, on occasion, suffered from depression or other psychological problems, 75 per cent had experienced performance anxiety and 62 per cent had experienced relationship difficulties.

There has recently been an increased awareness of mental health within the creative industries and this is something that the entertainment unions welcome, since the unusual nature of a performer's working life can make them more vulnerable to certain mental health issues. Musicians, actors and other performers regularly face anti-social hours, loneliness, worries about money and strain placed on relationships due to touring, all of which can be detrimental to their mental health. This, combined with the pressure of working in the creative industries, can lead to performers developing issues with alcohol and drug abuse as a coping

mechanism. Cases such as the death of Amy Winehouse have highlighted that the music industry and the creative industries in general need to do more to support performers.

Congress supports all efforts to promote better mental health within the creative industries, and highlights the work of the British Association for Performing Arts Medicine (BAPAM) in treating both physical and mental health issues in performers and Help Musicians UK for supporting this essential work.

Musicians' Union

67: Free TV licences for over-75s

Congress is committed to support and benefits for elderly citizens and other vulnerable groups, and continues to believe that free TV licences for the over-75s are a welcome social provision.

Congress believes that such payments should be made from the public purse with money collected through the tax system, to ensure that the cost is fairly spread, and the benefits are clearly seen to be part of our welfare system.

Congress is therefore dismayed at the agreement struck last year between the BBC and the government, under which the cost of these free TV licences will transfer from the Treasury to the BBC itself. This equates to a cut in funding by 2020 which is estimated by the Office for Budget Responsibility to be £745m a year, nearly one fifth of the BBC's current licence fee income.

After a five-year freeze in licence increases, this loss of revenue will lead to reductions in services, range and diversity of programming, as well as wide-scale job losses and pressure on working conditions. These will diminish the UK's main public service broadcaster, which is not only valued by domestic audiences for its TV, radio, and online content, but is admired throughout the world for its objective and impartial content.

Congress is alarmed by this prospect of a declining BBC and calls on the General Council to campaign for a revised funding formula which will maintain levels of service in all BBC output.

Broadcasting, Entertainment, Cinematograph and Theatre Union

70: Work Capability Assessments and links to suicide

Congress notes the Guardian report on 16 November 2015 that Work Capability Assessments (WCAs) have been linked to 590 suicides and 725,000 prescriptions of anti-depressants in the last three years.

Congress also notes that a senior coroner in North London, Mary Hassell, linked the suicide of Michael O'Sullivan in 2013 directly to a WCA, after he was declared fit for work.

Congress believes that enough is enough and that the time has come for action before more lives are lost. The DWP and government have been brought into disrepute and must be held to account.

Congress agrees with organisations such as DPAC (Disabled People against the Cuts) and MIND that WCAs must be scrapped in their current format and replaced by a fair and humane process.

Congress therefore instructs the incoming Disabled Workers Committee to campaign for reform using all means at its disposal.

TUC Disabled Workers' Conference

71: Welfare Charter

The UK is one of the richest countries on earth. But one million people use foodbanks, over 25 per cent of children live in poverty, and 5.5 million adults go without basic clothing necessities, like a warm, waterproof coat. Congress fully supports the Trades Union Councils' *Welfare Charter*.

There is no place for a system that sees pushing people into poverty, the threat of hunger and eviction as legitimate punishments for not being in work. We need a social security system that enables everyone to have a safe, warm home, good food, proper clothing and to participate in society.

The Welfare Charter calls for:

- i political commitment to full employment achieved with decent jobs
- ii people being entitled to decent, stable secure jobs providing regular, guaranteed hours allowing them to meet any caring responsibilities; not zero- hours contracts in precarious jobs

- iii a universal wage you can live on and a social security system that works to end poverty i.e. a national living wage people can live on, not just survive on, which applies to all
- iv no work conscription – keep volunteering voluntary; forcing people to work for free on pain of losing benefits is simply providing free labour to organisations that should pay workers proper wages
- v representation for unemployed workers – everyone should have access to advocates to help them navigate the social security system and appeal adverse decisions
- vi an ombudsman for claimants: a Claimants Ombudsman should be appointed to arbitrate on unresolved complaints, to ensure claimants are treated with respect and dignity
- vii equality in the labour market and workplace; equality in access to benefits: we need a labour market where structural inequalities are overturned and a benefit system that is accessible to all
- viii an end to the sanctions regime and Work Capability Assessment – full maintenance for both unemployed and underemployed: we need a non-means tested, non-discriminatory benefit payable to all, with housing costs met allied with extensive provision of low-cost housing
- ix state provision of high quality information, advice and guidance on employment, training and careers: a supportive, independent careers and job-broking service is essential, not linked to conditionality or benefits, offering face-to-face advice.

Congress calls on the TUC and General Council to:

- a. give support to the Welfare Charter
- b. raise awareness of the issues raised and the demands made
- c. work with TUC Unemployed Workers' Centres, Trades Councils, CATUCs and the wider trade union movement to realise the objectives of the charter.

TUC Trades Councils Conference

74: Facilities time

Congress notes the crucial role that facilities time plays in schools in allowing representatives of all teacher, management and support staff trade unions to assist and represent their members in schools on issues of conditions of service. Congress further notes that trade union facility time enables union representatives to carry out demanding and complex roles, to advise and formally represent members in grievance and disciplinary hearings and negotiate terms and conditions with employers. This provides support to employees but also a route to working with employers to achieve the best outcomes on issues of conflict and resolve local issues as swiftly as possible, thereby reducing the risk of relationship breakdown and/or litigation.

Congress calls on the government to:

- i guarantee facilities time throughout education, in both local authority maintained and academy schools
- ii ensure that the ability for schools to 'de-delegate' funding to a local authority is maintained in any reforms to education funding
- iii note that facilities time saves money in the public sector by dealing with issues in a way that avoids conflict, litigation and industrial action.

Congress calls on the General Council to:

- a. lobby the government to retain facilities time within all schools
- b. work with all unions to protect facilities time across the public sector.

National Association of Head Teachers

76: Women organising against the Trade Union Act

This (and the last) government has led a sustained attack on trade union organisation, made fundamental changes to employment and equality legislation, and is now driving the passage of the Trade Union Act in Parliament.

Congress is deeply concerned at the major detrimental impact on the rights of women to organise collectively in trade unions through the Trade Union Act.

Congress notes the disproportionate impact on women of the ballot thresholds – 73 per cent of the workers covered by the 40 per cent threshold.

Congress further notes that trade union organisation and collective bargaining is the most successful way of closing the gender pay gap. The Work Life Balance Employer Survey in December 2014 found that compared to non-unionised workplaces a substantially higher percentage of unionised workplaces had written policies on flexible working and were more likely to have enhanced maternity pay. Trade union workplaces are also associated with higher pay. The difference in pay for trade union members is 16 per cent higher across all employees and 30 per cent for women. Equality in the workplace for women, disabled people, LGBT and an end to racism will only happen with strong trade unions in the workplace.

We have a proud history of women's activism in trade unions, characterised by individual trade union women activists coming together, supporting each other, campaigning on issues and achieving change to better the lives of women both in work and outside. Self-organised trade union women add value and strengthen trade unions.

Congress believes that the current government is determined to undermine employment relations, reduce pay and terms and conditions of employment and that the Trade Union Act is designed to curtail the legitimate business of trade unions and will establish additional hurdles for trade unions to organise. Cuts in facility time and other measures will mean that workers who face discrimination in the workplace will be more

vulnerable than ever, with collective bargaining on tackling discrimination, equal pay and family friendly working damaged.

As part of the response to the Trade Union Act, Congress calls on the TUC to:

- i liaise awareness for affiliates to encourage, facilitate and support trade union women activists
- ii highlight the merits of women's self-organisation in trade unions
- iii ensure women are central to the trade union response to the Trade Union Act
- iv organise local actions to highlight the role of women in trade unions delivering equality at work
- v raise awareness of the importance of facility time in bargaining for equality and challenging discrimination.

TUC Women's Conference

77: Lifelong learning

Congress calls on the General Council to support programmes that enable trade union members to acquire new skills in order to deal with an ever-changing and challenging labour market. Congress notes that the PFA provides its members with invaluable support and assistance in education and retraining for a working life after football. In many other sectors the old assurances that the same type of work will be available over the long term is no longer the case and workers therefore need to be looking to constantly update their skills and knowledge.

Footballers have always had to deal with a very difficult transition in their working lives and as a union the PFA has ensured that much of its resources and support is focused on encouraging players to plan for their future and gain the qualifications and skills to ease this transition.

The PFA has a unique approach in that its members are in the union for life and therefore are entitled to its support long after their football careers have finished. It recognises that unlike in the past individuals might have to change jobs several times in their working lives and it is there to assist with funding and practical help whenever they need it.

This kind of provision has ensured that the PFA has 100 per cent membership and is a good template for other unions to look at. Congress notes that this approach demonstrates that the PFA is committed to supporting its members through lifelong learning and training and hopes that this message resonates strongly throughout the trade union movement.

Professional Footballers' Association

78: Union learning and the skills agenda

Unionlearn is celebrating its 10th birthday. Over the last decade it has transformed workplaces by bringing learning and skills to hundreds of thousands of workers. It attracts cross-party support and employer engagement, builds union membership and plays a huge role in supporting the strategic skills priorities of government.

The TUC has successfully continued to make the business case to BIS for funding. Although funding has reduced, unionlearn has continued to deliver strong performance.

Congress notes we don't yet know the impact Brexit will have on BIS's budget; however, it is vital that learning and skills remains on the government's agenda as it negotiates our EU exit.

Recent evaluation of the Union Learning Fund estimates that every £1 invested in unionlearn produces an economic return of £10.60. Yet every year unions have the uncertainty created by the annual bidding process diverting attention away from learners and employers.

Many union projects are deeply embedded in the workplaces where they organise; they are an integral part of the union/employer relationship.

Other more recent learning agreements, for example Hinckley Point and HS2, are major contracts that need long-term plans.

Unions are central to meeting the government's ambitious targets for three million apprentices. It's time we had more stability.

Congress calls on the TUC to campaign to:

- i keep union learning and skills a government priority
- ii introduce a three-year cycle of funding to allow unions to develop long-term learning strategies

- iii promote and expand the critical role unions play in delivering for apprentices.

Aegis

79: RCM's Caring for You Campaign

Congress congratulates the RCM on the launch of its Caring for You campaign, which aims to improve the health, safety and well-being of RCM members so they are able to provide excellent care for women.

Congress believes this campaign is necessary because many maternity units are overworked and understaffed with midwives feeling under intense pressure to be able to meet the demands of the service. Congress notes with concern evidence from an RCM survey of high levels of burn-out and stress among RCM members. Congress agrees with the conclusion of the RCM research that when NHS organisations, managers and health and safety representatives work in partnership and take action on health, safety and well-being it can lead to lower stress levels and better health and well-being for staff and improved care for women and their families.

Congress further agrees with the RCM that this research is testimony to the value of health and safety representatives in the workplace and the evidence that treating staff fairly is to everyone's benefit. Investment in NHS staff is an investment in NHS care.

Congress notes that the Caring for You campaign asks every NHS organisation to support their Head of Midwifery to sign up to the RCM's Caring for You Charter to show commitment to health, safety and well-being in maternity units.

Congress therefore calls on the General Council to support the RCM's campaign and to continue to make the case for the value of health and safety representatives.

Royal College of Midwives

80: Appropriate footwear in the workplace

The furore surrounding Nicola Thorpe being sent home from work by her agency from a receptionist job in London for refusing to wear high heels shows that the issue of safe and appropriate footwear at work is still alive and kicking.

The SCP raised the issue at Congress in 2009 and the TUC issued a guide that states dress that require people to wear high heels are sexist. The issue and problems associated with short- and long-term injuries that are caused by inappropriate footwear are still prevalent in the workplace.

In manufacturing, building and construction and many other workplaces appropriate footwear is mandatory for safety purposes. So why not require the same standards in other industries as well? Congress is not calling for a ban on high heels but calling for common sense and fairness in the workplace.

The issue has attracted significant public interest with a parliamentary petition gathering over 145,000 signatures with the government's petitions committee launching an enquiry and a possible debate in parliament. A survey of 2,000 people in the UK by the College of Podiatry in 2013 revealed self-reported foot problems in 90 per cent of respondents.

Congress therefore calls on the TUC and affiliated unions to work closely with the SCP and its members to educate employers and employees on the dangers of inappropriate footwear at work and to campaign for the law to be changed to enable people to not be compelled to wear high heels at work.

Society of Chiropodists and Podiatrists

83: Immigration Act

The Immigration Act 2016 quickly followed the Immigration Act 2014, criminalising workers, reducing workers' rights and disproportionately impacting black workers, whether recently arriving or already living in Britain. It poses a serious threat to all, including workers in the health, finance, local authorities, housing, agriculture and education sectors.

In this toxic environment BAME workers have been facing racial discrimination, abuse, victimisation and exploitation.

Congress therefore calls on the General Council to:

- i continue campaigning against the two Acts
- ii lobby for ratification of UN 1990, rights of migrants and their families

- iii work with Migrant Rights Network and others to monitor, analyse and act on the effects of the Acts
- iv campaign against racism and racial discrimination at work, and defend migrant communities and refugees
- v negotiate for decent pay and conditions for all workers
- vi use collective bargaining to negotiate document checks policies, including recruitment policy
- vii stop members being disciplined for refusing to check documents
- viii ensure full training for those required to carry out document checks
- ix monitor how checks are carried to avoid discrimination
- x ensure members, particularly migrant workers, are involved and informed throughout this process
- xi negotiate for reducing the risk of immigration raids and protect affected workers' rights/benefits
- xii continue organising and supporting migrant workers.

TUC Black Workers' Conference

84: Human rights

Congress notes that the European Convention on Human Rights (ECHR), which came into force in 1953, establishes crucial human rights norms and provides fundamental protections for workers in Europe.

Congress notes that Article 11 of the ECHR provides for freedom of association, including specifically for trade unions. Congress recognises that the ECHR has led directly to many advances in basic rights, including LGBTI rights, protections against human trafficking and domestic slavery, the strengthening of press freedom, and improvements in privacy rights, including specifically for workers subject to snooping by employers.

Congress welcomes the Human Rights Act (HRA) that came into force in 2000, which has the effect of incorporating the ECHR rights into UK law, making remedies for breaches of these rights

actionable in the UK courts, and placing a duty on public bodies not to act in a manner incompatible with the ECHR. The Act further requires UK courts to take account of judgements of the European Court of Human Rights.

Congress notes with regret and alarm proposals by the UK government to introduce a British Bill of Rights which is intended to replace the HRA and which appears likely to water down the protections of the ECHR rights at home.

Congress applauds Amnesty International's substantial campaigning in defence of the HRA and in furtherance of the ECHR. Congress reaffirms its partnership with Amnesty International UK and commits to work with Amnesty International UK to promote their campaign and to defend the ECHR and the HRA.

Accord

Composite 1: European Union

Congress notes the referendum on UK membership of the European Union, in which 17.4 million people voted to leave. The TUC campaigned for Britain to stay in the EU as being in the best interests of working people, particularly in terms of job security and workers' rights. Nevertheless we accept the referendum decision.

Congress notes:

- i the political and economic turmoil precipitated by the Brexit vote on 23 June
- ii the Tories' decisions to hold a referendum, fix its timing and orchestrate the campaigns
- iii the economic turbulence that will adversely affect working class living standards for years to come.

Congress agrees that responsibility for the consequences of Brexit lies squarely with the Tories and their backers.

Congress recognises the concerns felt by many working people expressed in the referendum – over austerity, their sense of powerlessness and the abuse of the free movement of labour. The referendum result was a rebuke to an out-of-touch political and economic elite.

Congress is concerned that the trade union movement was unable to persuade working class

communities to support the Remain position adopted by the majority of TUC affiliates.

Congress calls on the General Council to work to understand why so many traditional trade union communities voted to leave the EU, and seek to tackle the underlying causes of this trend.

Congress believes Brexit presents huge challenges for the trade union movement and requires a coordinated response to protect our members against attacks on health and safety provisions, maternity and paternity rights, paid holiday, and many other rights protected by the EU.

Congress believes that the trade union movement must defend the jobs, services and living standards of all workers. Working class communities must not pay the price for the Tories' mismanagement of government.

Congress opposes likely attacks on EU-based employment and safety rights through trade agreements. Congress agrees to expose attempts to introduce free trade, low investment, low tax policies across the UK; and lobby for trade agreements that protect workers, public services, equalities, the environment, health and safety.

Congress demands the government end austerity now and launch a sustained anti-austerity stimulus package of jobs and public services, and an investment programme in services and infrastructure projects to rebuild communities, revive and re-balance the economy. This must be based on fair and progressive taxation of companies, property and individuals; and social justice, equality and fair pay.

The trade union voice must be heard in all official discussions about leaving the EU and the General Council is instructed to work to ensure this and demand a workers' voice in all EU negotiations.

The terms of Brexit must reflect trade union values and input, and any deal which reduces union or workers' rights would be unacceptable.

We must defend members' jobs, which might be threatened by the UK's exit from the European Union and its single market. We are ready to work with employers and the UK government to this end, promoting British businesses around the world, while campaigning for the investment

needed to create the high-wage, high-skilled economy necessary for the UK to remain as a global economic force.

We will campaign to protect employment rights which depend on legislation at the European Union level. Brexit must not be carried through at the expense of workers' rights. Equally, pensioners must not pay the cost of Brexit and Tory austerity and the trade union movement must fight to retain the 'triple lock' on the state pension.

Congress resolves to stand in solidarity with all migrant workers, who contribute enormous value to society and support the right of all EU nationals living here to remain.

Congress opposes the racist backlash following the referendum and those politicians who have whipped up this backlash, and stands in solidarity with all peoples threatened by abuse and violence.

Congress believes that jobs and public services should not be the victims of a new post-EU referendum Westminster government. Congress believes there were no votes on 23 June for increased austerity and cuts in public services, investments and benefits.

Congress condemns the Treasury programme of continuing cuts stretching to 2020, slashing public services and jobs, that all contributed to the continuing recession. It is unacceptable that further cuts are being considered while bribes are offered to through corporation tax cuts.

Congress calls on the TUC to campaign for an immediate moratorium on public service cuts, and promote an anti-austerity alternative and the benefits of collective bargaining.

Congress affirms our solidarity with sisters and brothers across Europe. Congress believes the TUC's international department has positively enhanced the standing of British unions around the world and in light of Brexit this work should be expanded so as to maintain relations between British workers and those in Europe and the world.

Congress further resolves to take the fight to the Tories, who created the mess we are in. Congress calls on the General Council to organise a campaign across the EU and the UK on this programme, to promote this alternative, to support public events, rallies, protests and demonstrations,

coordinated between affiliates, aimed at defending working people from the impacts of Brexit.

Mover: Unite

Seconder: UNISON

Supporters: FBU; Community; Communication Workers Union

Composite 2: Making a success of Brexit

Congress recognises that the impact of leaving the EU will have a profound and far-reaching effect on the UK's citizens and economy. Huge swathes of policy and legislation are currently directly and indirectly derived from our membership, and many public services, including the NHS, rely on tens of thousands of EU citizens to deliver vital services.

Congress recognises that following our exit, there will inevitably be debate over wide-ranging areas of policy from employment protection to farming subsidies; and from safety standards to regional economic development, dwarfing those considered at any general election.

Congress further recognises that it is in the UK's interest to ensure that the negotiations around our exit and the implementation of new arrangements that will follow are supported by a civil service that has the resource and expertise to make this process a success. This would be a challenge for any government but after six years of austerity the civil service has been ravaged by staffing cuts of around 20 per cent.

Congress calls on the TUC to secure urgent engagement with the government to:

- i halt all planned staffing reductions, privatisation and changes to terms and conditions in the Civil Service and its related bodies including planned cuts to redundancy pay
- ii ensure full consultation with unions on any bodies that are established in relation to the EU referendum decision and its consequences
- iii assess the capacity and capability requirements for the civil service over the short, medium and long term
- iv review the 2015 Comprehensive Spending Review to provide additional resources to departments as identified by this assessment
- v ensure that this does not lead to further outsourcing of services and expertise

- vi ensure that all EU citizens working in public services, many of whom are union members, retain their current rights to residency and that the same rights are extended to UK nationals working in public services elsewhere in the EU.

Mover: FDA

Second: GMB

Supporter: Public and Commercial Services Union

Composite 3: Supporting a modern industrial strategy

Congress notes with concern that the UK needs an immediate injection in investment in research, innovation and skills to be able to lead and compete in the global marketplace and in order to meet the challenges facing our manufacturing and service industries.

Jobs and research and development (R&D) have migrated out of the country mainly on the basis of price or cost and uncertainty surrounding the implications of Brexit for science and research will worsen this situation. UK spending in R&D on developing new technology and products should be around three per cent of GDP but the UK and the EU averages less than half that of countries like South Korea.

In order to encourage technological innovations, stimulate growth and revitalise them our key industries will need a modern industrial strategy across our four nations to open up new markets and job opportunities. This will require co-investment from both public and private sectors.

Congress believes a modern industrial strategy must be rooted in workplace industrial democracy whereby the extensive knowledge, experience and institutional memory of trade union representatives can be harnessed to help develop and rebalance the industries they work in.

Congress notes that the government needs to focus on infrastructure programmes that will impact on productivity and business confidence regionally and nationally. These programmes must recognise public procurement policies to support and retain UK jobs, skills and industries. Gender-balanced workforces with skills in science, technology, engineering and mathematics (STEM)

will provide the building blocks for future successful high-quality industries.

Following the referendum, the government needs an urgent plan in place to cushion us from another recession.

Congress calls on the TUC to:

- i work with affiliated unions to develop a national plan to shape current and future industrial strategy
- ii develop procurement policies that put trade unions and those who invest in skills at the heart of the process
- iii launch a campaign to retain and uplift high quality skills in the UK.

Mover: GMB

Second: Prospect

Supporter: Associated Society of Locomotive Engineers and Firemen

Composite 4: Steel

Congress deplores the neglect by government that has led to a crisis in the UK steel industry with devastating consequences for UK steel workers, their communities and the wider economy.

Congress recognises that the steel crisis, which came to public attention in October 2015 when SSI went into liquidation, is far from over. Congress believes that it is vital that the profile of the Save our Steel campaign is maintained and pressure increased on government to deliver the level playing field UK steelmakers need to be sustainable long-term.

Congress notes that UK steelworkers have heard plenty of warm words from government and that numerous working groups have been established; however, to date little has been delivered for industry in terms of tangible results. Congress notes that the key areas where UK steelmakers are at a competitive disadvantage are exactly the same as they were a year ago: energy costs, business rates, procurement and unfair trade practices.

The UK steel industry has suffered from the dumping of cheap Chinese steel, high energy bills, and the absence of an industrial policy with manufacturing at its heart.

Congress believes the increasing fragmentation of the UK steel industry and the UK's uncertain economic future mean that now more than ever we need government to adopt a comprehensive industrial strategy for steel. This crisis affects not only the UK steel industry and its workers but the whole of manufacturing including the automotive sector, aerospace and engineering, as well as supply industries and our national infrastructure. Steel is a strategically important industry and has a vital role to play in the active industrial strategy that the country so urgently needs.

Congress notes and welcomes the belated apparent recognition by government of the importance of industrial strategy and will seek to hold ministers to account on their commitments.

Congress calls on the General Council to:

- i continue to support and raise the profile of the Save our Steel campaign
- ii lobby the government to develop, with trade union involvement, an industrial strategy for steel involving a long-term strategic focus on investment, skills and research and development
- iii campaign to ensure a long-term and sustainable future for the UK steel industry with an active role for UK government including a place for the steel industry in an active industrial strategy and a commitment to use UK steel for all major infrastructure and construction projects, government-backed contracts, and state funded infrastructure projects including rail, and that supports the wider steel industry supply chain and ensures appropriate social and economic impact assessments are made by issuing authorities ahead of the awarding of public sector contracts.

Mover: Community

Seconder: Unite

Supporter: Associated Society of Locomotive Engineers and Firemen

Composite 5: Working harder not smarter

Declining productivity growth is seen by government, employers and unions as one of the biggest obstacles to improved economic growth.

Congress is concerned that without much higher productivity we will struggle to fund our public services, improve our living standards and create a fairer society.

Although there are multiple causes of low productivity, Congress supports Acas' call for greater attention to be given to the way workplaces are organised, the part played by managers and leaders, and the role and involvement of workers and their representatives.

It welcomes the Smith Institute's report *Working Harder not Smarter*, based on a cross-sectoral survey of over 7,500 union members, which shows despite increased work intensity the majority do not think that they have become more productive and that just 14 per cent are confident their suggestions for improvements are listened to.

The productivity challenge is also relevant to public sector employment. Workload is a factor in education's recruitment and retention crisis. Congress commends ATL's online workload tracker and 'Make1Change' campaign which help compare productivity constraints and share ideas to tackle them.

Congress also believes that the importance of decent pay and conditions should be emphasised in the debate on productivity. As the Smith Institute report points out, a strong sense of unfairness about pay can be a powerful demotivator.

Recognising that without union influence the drive for better productivity could lead to fewer jobs and more insecure employment, Congress calls on the General Council to:

- i work with government and employers to ensure effective worker voice in tackling the productivity puzzle
- ii support sectoral initiatives, including efforts to improve coverage of collective bargaining and union tools helping members to work smarter not harder
- iii organise an event on this theme, including opportunities to share good practice.

Mover: Prospect

Seconder: Union of Shop, Distributive and Allied Workers

Supporter: Association of Teachers and Lecturers

Composite 6: Living wage

Congress notes that the national living wage for workers aged 25 and over falls far short of the real living wage. Congress believes that there is no justification for workers aged under 25 to be paid less than their older colleagues. Paying young workers less than the established rate risks devaluing young workers and encouraging age discrimination in recruitment.

Congress condemns those employers who use Osborne's living wage as an excuse for cutting long-established terms and conditions to compensate for reductions in profits, leaving some of the most vulnerable people in UK workplaces on the brink of poverty.

This includes contractors in major government departments such as HMRC which are cutting workers' hours to offset increases in pay. Congress supports workers taking action against such employers and condemns the government for failing to ensure that people who work at its own offices including cleaners are paid fairly.

Congress is concerned that some employers are falsely claiming that the introduction of the national living wage will lead to job losses. We are also concerned that some employers will attempt to reduce other terms and conditions and cut hours to fund the implementation of the national living wage. Congress notes that all aspects of the employment package, including premium payments, allowances and the availability of hours must be taken into account when looking at low pay.

Congress notes that, in addition to retail, adult social care is a sector where national minimum wage non-compliance has become depressingly commonplace – often as a result of a failure to pay travel time in homecare, or a failure to pay for 'sleep-ins' in residential care.

Congress condemns the continued failure to enforce minimum wage legislation for seafarers in the UK shipping industry, including in the offshore supply sector where pay of £2 per hour, some 70 per cent below the national living wage of £7.20 per hour has been discovered on some vessels.

Congress notes that in April 2015 there were an estimated 209,000 jobs still paid below the national minimum wage with very few prosecutions or evidence of widespread enforcement.

This non-compliance with the statutory minimum wage is likely to increase significantly following the introduction of the national living wage.

Congress agrees to:

- i step up the campaign for a real living wage for all workers regardless of age
- ii make the case for organising workers and widening the coverage of collective bargaining agreements, to remove age-related pay scales and improve overall terms and conditions
- iii lobby the government to invest further resources in enforcement and awareness of national minimum wage rates.

Mover: Union of Shop, Distributive and Allied Workers

Seconder: Bakers, Food and Allied Workers Union
Supporters: UNISON; Public and Commercial Services Union; National Union of Rail, Maritime and Transport Workers

Composite 7: Protecting worker and trade union rights in the EU Brexit

Congress believes that the purpose of the trade union movement is to ensure that workers' rights are protected, maintained and enhanced. We must oppose any assault on those rights as a result of the decision to leave the EU.

The EU has played a key role in setting good employment practices and legal standards protecting workers from exploitation, inequality, hazards, discrimination. Leave campaigners who promised these rights would be respected must be held to account.

Congress notes that this movement campaigned vigorously against the Trade Union Act 2016, and that our rights as workers continue to be among the most restricted in Europe. Any further restrictions through Brexit negotiations are completely unacceptable.

Congress calls for:

- i the recognition of trade unions as key stakeholders in the Brexit negotiations
- ii a campaign to ensure that the UK government does not repeal any current rights guaranteed by the EU or water down or dismantle TU and worker rights

- iii affiliates to be particularly aware of the need to protect existing equalities and discrimination legislation, recognising that the hard won rights of pregnant workers and working parents and carers are especially prone to being attached and reduced
- iv the rights of existing EU workers to remain in the UK to be protected, whilst ensuring the movement of workers in the EU is a key reciprocal right in any agreement that allows UK access to the single market
- v the TUC to seek assurances from the government that UK nationals working in the EU on behalf of UK public sector employers will be guaranteed job security and to work with private sector employers to provide the same assurances for their UK workers in the EU
- vi repeal of the Trade Union Act, and the promotion of the IER manifesto for Labour Law
- vii the General Council to coordinate resistance and opposition to any attacks on the rights, security and living standards of working people.
- viii in the light of a potentially impending recession the TUC should campaign to end the policy of public sector pay restraint to ensure that public sector workers, including NHS staff do not pay the price of Brexit with a decade of pay restraint.

Mover: UNISON

Seconder: Chartered Society of Physiotherapy

Supporters: Royal College of Midwives; FDA

Composite 8: Challenging the politics of hate

Congress notes with concern that following the EU referendum result there has been an upsurge in racial violence, harassment and hate crime in communities across the UK and a fivefold increase of reporting race-hate complaints. Across the UK, racist attacks on Black communities, refugees and those perceived to be of migrant backgrounds rose dramatically.

Congress condemns the disgraceful racism and scaremongering over immigration during the EU referendum campaign and the increase in racist incidents that have followed. The Leave campaign's

content and tone was based on the fear of migrants and foreigners designed to ferment alarm and a siege mentality of the UK being overrun by millions of migrants. The Remain campaign failed to challenge this racist rhetoric or advocate the positive contribution of immigrants to the UK, historically or otherwise.

Congress notes that this has given some people comfort and confidence to racially abuse and harass migrants, people of colour and people of Muslim faith and even target migrant children. This racist behaviour such as assaults, fire-bombing and graffiti has been reported across the UK including on social media. Even in London the police received 599 allegations of racist abuse over the 24 hours following the vote. It has highlighted the continued vulnerability of refugees, migrants and the UK's long-established Black communities to racist attacks.

Congress believes that the vote for Brexit was largely based on disillusionment and political disengagement in many communities that have suffered from underfunded public services and chronic unemployment for decades. The Migration Impacts Fund set up in 2008 to provide £50m to ease the pressure of immigration on housing, schools and hospitals was scrapped by the Tories in 2010.

Congress notes that this has been decades in the making, with scaremongering and demonization of immigrants accompanied by legislative attacks on migrants and refugees. Over the past six years there has been a growth in racism created by the right-wing media and the government's increasingly vitriolic rhetoric on immigration, including the introduction of policies such as Theresa May's "Go Home" vans.

In a similar way the Prevent agenda has been forced on our colleges, universities and schools, contributing to the present atmosphere of surveillance, racial stereotyping and Islamophobia. This agenda seeks to monitor places of learning and scholarly study, and forces staff to monitor their students and thus threatens staff-student relations as well as academic freedom. Congress calls on the TUC to continue to support affiliates in their campaign against the Prevent duty and in

defence of academic freedom and calls for the government to review the policy.

The referendum result has encouraged and provided legitimacy for the open expression of such prejudice. Anti-immigrant, anti-refugee rhetoric and xenophobic language also characterises much political and media discourse about Britain's ethnic and religious minorities.

Congress fears that 'Brexit' will be used as an excuse for yet more attacks on migrant workers as well as the removal of workplace rights regarded as 'red tape'. This will exacerbate the UK's economic problems, leave public services reeling, divide our communities and lead to a race to the bottom at work. The only real answer to low pay and exploitation for all workers is stronger employment rights protections, stronger collective bargaining and trade union solidarity against racism.

Congress condemns UKIP and the Tory right for channelling the injustice felt in many working class communities into blaming migration and migrants for low pay, unemployment, housing shortages and poor public services.

Congress believes that trade unions must take the lead in defending the contribution and rights of migrants and refugees against any attempts to use the referendum result as an excuse for the imposition of further measures that will influence public discourse against refugees and migration and will increase their vulnerability to exploitation and discrimination. It is vital that the Brexit negotiations, and freedom of movement in particular, are free from xenophobia.

Congress calls on the General Council to develop a new anti-racism campaign that is integrated with an active anti-cuts, anti-austerity campaign, including:

- i engaging with people over the issue of immigration by opposing cuts in education and health services and calling for a house building programme
- ii providing a clear alternative economic policy that will provide decent jobs and hope for the future
- iii leading and coordinating a recruitment campaign directed at migrant workers
- iv arguing for the benefits of migration and the free movement of workers

- v opposing any attempt by politicians to use the EU vote to restrict the rights of migrant workers and refugees
- vi standing alongside sister trade unions across Europe in solidarity against those who seek to divide workers and abuse the migration crisis for political ends.

Congress recognises that the TUC and many affiliates have a proud and honourable history of challenging and confronting racism at work or in society as shown by the Unite Against Racism and Respect campaigns of the 90s. The trade union movement must stand at the forefront of tackling racism both at work and in our communities and congress commends the work already being done across the movement to challenge racism.

Congress calls on the TUC to work with unions and campaign groups in a renewed focus on tackling racism in the workplace and beyond to:

- a. launch a well-resourced Stand up to Racism campaign to condemn these attacks and continue the fight against hatred and racism
- b. work with community and anti-racist organisations to arrange a national trade union anti-racist demonstration
- c. lead and coordinate a recruitment campaign directed at migrant workers
- d. develop resources and materials to be used in workplace campaigns to support activists, both to challenge incidences of racism and proactively to display a united, zero-tolerance approach to racism.

Mover: GMB

Secunder: UNISON

Supporters: Public and Commercial Services Union; University and College Union; Union of Shop, Distributive and Allied Workers

Composite 9: School assessment and examination system

Congress believes the school assessment and examination system in England is in crisis, which is deeply harmful to all involved in education. This system has been mismanaged and badly designed. The TUC should join calls to change it, fundamentally.

Congress notes:

- i the government's determination to impose a primary curriculum geared towards preparation for high-stakes tests in maths and English at the ages of 7 and 11
- ii the wealth of evidence suggesting that this approach to learning damages children's mental health and well-being
- iii the well-researched claims that tests, and the ongoing teacher assessment which is linked to them, increase teacher workload and stress, without educational benefit
- iv that in secondary schools, the 'Ebacc' measure is forcing a focus on a narrow range of study, increasingly excluding creative, expressive, technical and vocational subjects and disengaging students
- v the pressure on schools and school-students to achieve competitive success in examinations at 16 is giving rise to the same problems of stress and mental ill health afflicting primary children
- vi that problems arising from the design of assessment systems exist across the UK, but England, in its adoption of an 'exam factory' approach to education, is an extreme case.

Congress notes the unacceptable chaos and confusion within the school assessment system, harming pupils, parents, teachers and school leaders. Congress further notes that assessment is a key part of the learning process, but that tests should not be high- stakes accountability measures for schools, using flawed designs with inconsistent and unfair moderation.

Congress laments the mistakes, delays and confusion regarding this year's Key Stage 1 SATs, with the grammar, punctuation and spelling test cancelled after being published online before children were due to take the test.

Congress further notes that this year's Key Stage 2 tests and assessments were poorly designed and administered and gave schools inadequate time to implement the new curriculum for the current cohort. Variations in approaches between schools also resulted from delayed and obscure guidance.

Congress calls on the government to:

- a. not publish 2016 league tables based on Key Stage 2 SATs data
- b. abandon the floor standard, which the government uses to define unacceptable standards in schools, based on Key Stage 2 data
- c. abolish plans for pupils to re-sit Key Stage 2 SATs in secondary school
- d. publicly reject Sir Michael Wilshaw's suggestion of a return of SATs for 14-year-olds.

Congress calls on the General Council to:

- 1. join parents, educationalists, governors and teachers in a campaign against the present forms of examination and assessment in English schools
- 2. publicise the benefits of a broad, balanced curriculum and assessment system that allows all young people to succeed
- 3. lobby the government to ensure that it listens to the education profession to design an assessment system that works for pupils, parents, teachers and school leaders.

Mover: National Union of Teachers

Seconder: National Association of Head Teachers

Composite 10: Professional status and evidence-based education policies

Congress notes the government's extensive plans for change in education, despite promising policy stability. Congress believes the intention to replace Qualified Teacher Status (QTS) with a new system of 'accreditation' is among the most damaging aspects set to undermine the public service ethos.

Congress is concerned about the effect accreditation and an increase in non- graduate teachers will have on public confidence in the education system. As with academy pay flexibilities, this new system will give head teachers powers they haven't asked for. Abolishing the nationally recognised standard of QTS can only damage the prospect of a great education for all pupils everywhere. Given real-terms budget cuts, delaying accreditation could be used to hold down pay. Localised accreditation will lead to increased inequality and discrimination.

The government's plans are also aimed at reducing the role of higher education in the provision of high-quality, graduate and post-graduate level teacher education and training, informed by educational research.

Congress also believes local accreditation will damage staff morale, pushing people away from teaching at a time of crisis in recruitment and retention. Already that crisis has had a negative effect on pupil attainment and behaviour management and leaves early-career teachers without proper support when experienced colleagues depart. When teachers leave, classroom support staff become prey to exploitation.

Congress calls on the TUC to work with education unions to lobby the government to protect pupils' education by:

- i withdrawing plans to replace national QTS with localised accreditation
- ii reaffirming its commitment to teaching being a graduate profession
- iii defending the vital role of HE and HE-school partnerships in teacher education and opposing these elements of the white paper
- iv acknowledging that making teaching a non-graduate profession is no way to solve recruitment and retention problems
- v working with unions to improve pay, conditions and teacher qualifications to address the recruitment crisis.

Congress calls on the government to ensure that future educational reforms are informed by good academic research and that the implications of such reforms are scrutinised fully in the context of broader policy ambitions and the ability of local services to support outcomes. Congress would highlight that this is a particular concern when resources are limited to implement change.

Mover: Association of Teachers and Lecturers

Seconders: Association of Educational Psychologists

Supporter: University and College Union

Composite 11: Mental health and well-being of the education workforce and young people

Congress asserts that government public sector austerity, cuts to pay and pensions and attacks on conditions of service have created a crisis in mental health and wellbeing that is damaging lives and undermining the ability of public services to meet the needs of the general public.

Congress welcomes the ground-breaking research by the NASUWT over the last five years in tracking the declining well-being of teachers, and in providing teachers with tools to monitor and review well-being at work.

Congress notes with concern that as a result of rising job insecurity, increasing demands and accountability pressures, workload is the highest-rated issue affecting teachers, and that work-related stress, mental health and well-being are directly and damagingly impacted by the pursuit of policies and procedures that are antithetical to health at work.

Congress believes teachers face an impossible task when the government fails to provide correct information on time, increasing workload and stress in planning teaching. Guidance for Key Stage 2 assessment of writing was withdrawn then repeatedly clarified, leaving schools in disarray whilst ministers commended reports into managing unnecessary workload. Summer term arrived with over a third of GCSEs awaiting accreditation before September and half of AS and A-level syllabi unapproved. Congress believes the government must consider impacts on mental health to solve education's workload problem.

Congress notes the increasing pressures on young people and the impact this has on their mental health and well-being.

Congress recognises that there are many factors contributing to these pressures, ranging from societal and technological changes to the impact of government policies. Changes to the education system, particularly the form and frequency of assessment, such as SATs, has caused many children to experience test anxiety.

Congress condemns chaos created by the government in assessment and qualifications which

have contributed to increased poor mental health among pupils and staff

NSPCC and ComRes studies note that the current testing and assessment regime takes an unacceptable toll on children's mental health and well-being. Congress notes ATL's survey revealing 89 per cent of education staff think tests are the greatest cause of pupil stress. Forty-eight per cent said pupils in their school have self-harmed due to stress and 20 per cent said pupils have attempted suicide.

Changes to the funding of public services including the cuts to CAMHS services have led to reduced capacity and gaps in provision for some of the most vulnerable children. A recent report for GPs (Pulse; 4.7.16) found that 60 per cent of cases referred to CAMHS led to no treatment and a third are not even assessed. Congress recognises that there are other connected and equally vital services, such as educational psychology services, that support children and young people and to which schools and others can make referrals when they are concerned about the mental health and well-being of those children and young people.

Congress believes that access to educational psychologists should be supported by the government in terms of funding for training, as well as resources for local authorities and schools to ensure that there are appropriately staffed educational psychology services to work with.

Congress notes that there are currently well over 200 vacancies for educational psychologists (EPs) in England whilst only 150 new EPs are trained each year.

Congress calls on the government to:

- i develop an action plan to address the rise in mental health concerns in education
- ii commit to extending its protocol for policy implementation so that all policies, and support materials publication, have built-in lead-in times, sufficient for schools to properly prepare teaching and learning
- iii base assessment, testing and qualifications policy on evidence and professional expertise, engaging unions in policy formation and implementation
- iv reappoint a children's mental health Tsar, free to highlight the impact of education reforms

- v increase the numbers of EPs currently being trained.

Congress calls on the General Council to:

- a. campaign vigorously for increased support for all workers in relation to mental health and well-being, including access to effective occupational health services that are genuinely supportive
- b. highlight the impact of the government's reform agenda on the mental health and well-being of all public service workers, including teachers.

Mover: NASUWT

Second: Association of Teachers and Lecturers

Supporter: Association of Educational Psychologists

Composite 12: Housing

The recent publication of the UN's High Commissioner for Human Rights' CESCR report has further highlighted how the housing crisis in the UK is one of the major scandals of the 21st century, leaving the younger generation and people on average wages and below with no hope of decent housing. The ongoing reduction of council housing and housing association properties for rent on secure tenancies has resulted in shocking rises in rents in the private sector as more buy-to-let landlords are cashing in and getting rich on the back of the housing crisis.

A massive council housebuilding programme is needed to alleviate the housing crisis. This would also be an opportunity to tackle the dearth of construction apprentices. Strict procurement rules should be introduced requiring companies building council housing to train a minimum number of apprentices.

The social cleansing of the poor and disabled from our cities is part of the Tory agenda to blame those on low wages and/or in receipt of benefits for their own plight, and is turning the clock back to pre-war conditions.

The introduction of "pay to stay" that forces tenants to declare their income to landlords is a further direct attack on households in council properties and is designed to put more money from working class communities into the Treasury.

The terms 'affordable' and 'accessible' should be defined more clearly and be based on a reasonable proportion of the average wage.

Congress therefore instructs the TUC to build a broad-based campaign for:

- i stronger rent controls and a "living rent" system
- ii better regulation in the rented sector
- iii an increase in the numbers of council homes built each year below market rent
- iv the removal of welfare caps that have led to the social cleansing of our cities
- v the abolition of "pay to stay" measures"
- vi adequate financial support for the young and vulnerable to help them with housing costs
- vii better and more secure jobs to enable people to access a decent home
- viii improvements in public housing policy to ensure that social and affordable housing is a resource for all.

Mover: Transport Salaried Staffs' Association

Second: UNISON

Supporters: Communication Workers Union; Union of Construction, Allied Trades and Technicians

Composite 13: In-work benefits and Universal Basic Income

Congress recognises the need for a rebuilding of a modern social security system for men and women as part of tackling poverty and inequality.

Congress believes that our social security system must work in tandem with our agenda for strong trade unions and employment rights and secure, decently and properly paid work.

Congress believes that, until all employers pay a real living wage, welfare payments will play a necessary role in ensuring that workers are able to make ends meet. Congress recognises that until the housing crisis is resolved there would also be a need for supplementary benefits to support people on low incomes with high housing costs and that there will always be a need for supplementary benefits for disabled people.

Congress expresses its concerns over the Conservative government's cuts to the welfare system. These cuts will cause increased levels of deprivation for many working families. The current

system has been made increasingly punitive and has effectively been used to stigmatise benefit claimants. The operation of sanctions pushes people into destitution for trivial reasons.

The Conservatives have frozen most working-age benefits, including working tax credits, over the next four years; costing the average family £260 per year. The value of such benefits has already been seriously diminished as a result of one per cent increases between 2011 and 2015.

Congress is also deeply concerned about the introduction of Universal Credit, with estimates that the policy will leave 2.5 million families worse off some by more than £3,000 per year. While the Conservatives may have originally claimed that the introduction of Universal Credit was to encourage more people into work, it has become increasingly clear that this is a thinly veiled ideological drive to cut the support provided by the welfare state to low-paid workers.

Universal Credit requires many claimants to commit to earning the equivalent of 35 hours' worth of pay at the national living wage every week. If workers face a cut in hours, they will not only lose pay but will also face benefit sanctions.

Congress agrees the TUC will campaign to defend in-work benefits to ensure that workers have access to a proper welfare system that ensures those on low pay are free from poverty.

Congress notes the growing popularity of the idea of a 'Universal Basic Income' with a variety of models being discussed here and around the world.

Congress believes that the TUC should acknowledge Universal Basic Income and argue for a progressive system that would be easier to administer, easier for people to navigate, paid individually and that is complementary to comprehensive public services and childcare provision.

The transition from our current system to any new system that incorporates these principles should always leave people with lower incomes better off.

Mover: Unite

Second: Union of Shop, Distributive and Allied Workers

Composite 14: Digital campaigning and organising

Congress recognises and values the TUC campaign to reach out to young workers. The fragmentation of work and employment models, the uberisation of many jobs, and the lack of a trade union presence in many workplaces presents huge organisational challenges for trade unions in the modern world.

This places particular challenges to traditional, workplace-based organising models in today's labour market.

Yet evidence shows that collectivism is not a historic concept. Young workers mobilise through social media and modern technologies on a wide range of political and social issues, from environmental campaigns to student activism. There is no in-built opposition among young workers toward collective action or toward trade unionism, but evidence suggests it is increasingly unlikely that young workers will develop collective responses to either the challenges they face at work or to achieving their goals from employment.

Congress recognises that employers have been quick to utilise technology to exploit working people, organising workers and their workload by smart phone and app; and replacing the physical workplace and line management by virtual workplaces and digital bosses.

Congress believes that digital campaign and organising strategies must be part of the solution for trade unions to achieving better outcomes for young people at work.

Congress resolves to:

- i explore and showcase good examples of trade unions utilising digital campaign and organising strategies
- ii work with trade unions to help build digital campaign and organising skills building capacity at all levels and utilising digital technology to organise workers.
- iii develop digital tools to support collective union campaign and organising strategies.
- iv encourage unions to share best practice about how membership systems can be utilised and integrated into digital campaigning and organising strategies

- v campaign to ensure the provisions in the Trade Union Act do not inhibit digital campaigning and organising.

Mover: *Accord*

Seconder: *GMB*

Supporter: *Royal College of Midwives*

Composite 15: Impact of refugee crisis on children

Congress expresses profound concern at the continuing impact of the global refugee crisis on the world's children and young people.

Congress notes that half of the world's refugees are aged under 18, many travelling unaccompanied.

Congress expresses its support for refugees beginning their lives in the UK and for those seeking asylum. Congress urges the TUC General Council to seek commitments from government and local authorities that adequate resources are provided to meet the education, health, housing and social needs of children from asylum seeking/refugee families, including those whose applications for asylum have been rejected.

In the light of the political changes to the UK in its relationship to the European Union it is essential that the trade union movement ensures that the message that the UK welcomes refugees and asylum seekers is communicated clearly and with passionate resolve.

Therefore, Congress expresses its solidarity with refugees and asylum seekers and calls on the General Council to do all in its power to ensure that the UK is committed to equality of opportunity and support for the most vulnerable in society.

Congress recognises the entitlements of all children and young people set out in the UN Convention on the Rights of the Child, which affirmed the right to shelter, protection from abuse, access to healthcare, freedom from violence, and the entitlement of all children to high-quality education.

Congress deplores that:

- i many child refugees are denied fundamental rights in practice
- ii only one per cent of global budget for humanitarian aid is invested in education

- iii many schools serving refugee and displaced children are being targeted through violence
- iv children living with the trauma of rape, sexual violence and armed conflict do not have access to appropriate and timely mental and emotional support
- v many such children are fleeing consequences of misguided and sometimes illegal interventions by USA and UK governments.

Congress welcomes the work of the NASUWT and the wider trade union movement in working with national and international partners to deliver practical education assistance to meet the needs of refugee and displaced children including those trade unionists delivering practical aid to children in Calais.

Congress calls on the UK government to play its full part in securing refugee children's rights by committing to work with international bodies including UNICEF to ensure that all schools are free from militarisation and violence and ensuring that refugee children in the UK are given access to the full range of educational support, mental health support and resources they need to help refugee learners achieve and succeed.

The General Council, therefore, is urged to:

- a. oppose and campaign against any proposals for enforced deportations
- b. campaign to ensure fair and humane treatment for all and to tackle racism and discrimination
- c. work with all appropriate national and international agencies to support the children of asylum seekers and refugees
- d. support the work being carried out by affiliates to promote good practice.

Mover: NASUWT

Seconder: The Educational Institute of Scotland

Supporter: National Union of Teachers

Composite 16: Trade Union Act

Congress condemns the Trade Union Act which is the biggest attack on trade unions in decades and represents a further transfer of power against workers and in favour of the employer.

In addition to the undemocratic ballot thresholds, new requirements on ballot information

and notices and duration of disputes will not only weaken unions but will provide for legal uncertainty with employers challenging unions and seeking to persuade courts to make rulings to ensure the provisions of the Act are even more detrimental.

The requirement that every workplace must have a picket supervisor advised to the police may not only be unworkable and put unions at risk of challenge but will leave activists open to intimidation and victimisation and, as the Blacklist Support Group have warned, could create a "state sponsored blacklist."

Congress notes the Act has maintained its attack on unions' political campaigning by requiring new members to opt in to political funds. Turnover in union membership will mean that the requirement to opt in will quickly become the norm rather than the exception.

Congress also notes that the ILO Committee of Experts has asked the government to review key clauses to ensure that the Act meets ILO requirements, including by removing the 40 per cent threshold from education and transport, and that the government was asked to report back to the ILO on developments next year.

Congress believes the General Council needs to convene an urgent practical conference, including workshops, to provide a forum as to how to best coordinate our legal and industrial response to the Act in line with policy already set by Congress. The location and basis of representation to be determined by the General Council.

Congress should discuss all options for challenging the new legislation. This should include stepping up the campaign to scrap the Act and other anti-union legislation as well as the practical steps to be taken to support unions and groups of workers threatened by this anti-worker legislation.

Congress applauds that the Labour Party under Jeremy Corbyn has committed to repeal the anti-trade union laws.

Beyond repeal, there needs to be a new framework of law including:

- i transferring 'work' issues from BEIS to a new specialist Ministry
- ii a right to organise - including union access to workers

- iii a right to bargain collectively - with statutory support for sectoral collective bargaining
- iv an unequivocal right to strike.

Mover: National Union of Rail,

Maritime and Transport Workers

Seconder: Unite

Supporters: National Union of Teachers;

Fire Brigades Union

Composite 17: Public ownership of the rail and bus industry

Congress reiterates its support for re-nationalisation of the railways and believes the overwhelming case for public ownership has again been demonstrated by the performance of Govia Thameslink Railway (GTR) on the UK's busiest rail passenger franchise. GTR has subjected passengers to daily misery caused by frequent cancellations, a 15 per cent cut in services and disgraceful industrial relations, including scapegoating staff for the company's failures.

Congress is appalled that despite these failings and GTR being in default of its contract the government refused calls, including from mass passenger protest, to take the franchise into public ownership, demonstrating once again that this government's priority is to put profits before passengers.

Congress calls on the government to stop meddling with the Southern franchise, remove the failed GTR privateers as its operator and include the London Mayor in rail services in and around London.

Congress notes the GTR dispute has been caused by the company and government proposals to threaten passenger safety and service by removing guards and introduce driver-only operation. Congress further notes the same proposals are being driven forward by the Scottish government on Scotrail.

Congress pays tribute to the striking GTR and Scotrail guards for their solidarity and determination and pledges to campaign against all staffing cuts and threats to safety on rail and tube.

Congress notes that the same ideology that is driving rail privatisation has also led the government to use its Buses Bill to seek to prevent

local authorities from setting up municipal bus companies.

Congress calls on the General Council to campaign for the Bus Services Bill to:

- i remove the clause that prevents municipalisation
- ii have trade unions as statutory consultees as worker representatives
- iii regulate to protect minimum terms and conditions and pension standards for new employees not covered by TUPE.

Congress agrees to this campaign as part of a wider campaign for public ownership of buses and also for best possible conditions and protections for bus workers.

Mover: National Union of Rail,

Maritime and Transport Workers

Seconder: Unite

Supporter: Transport Salaried Staffs' Association

Composite 18: Rights for freelance and atypical workers

Congress notes that atypical working continues to increase across the economy and that the number of self-employed and freelance workers is rising year on year.

Congress notes that self-employed workers comprise more than 15 per cent of the UK's labour force – the greatest number since records began. Average self-employed earnings fell by 22 per cent in the six years to 2014, and freelances have often been the first casualty of cuts.

Congress recognises that self-employed workers are critical to the creative industries. It further notes that many companies, particularly in the media industry, have increased casualisation of work at the same time as cutting numbers of staff.

Congress calls on the General Council to raise awareness among affiliates about the needs of freelance workers, particularly creating rights to: collective bargaining; fair contracts; intellectual property; and access to the benefits system.

As part of its Making Tax Digital Roadmap, published in 2015, the government has proposed that all self-employed workers should submit a quarterly report in an approved format to HMRC.

These reforms, which will be included in the 2017 Finance Bill, will increase administrative burdens on self-employed workers who have irregular working patterns, frequently travel for work or may be digitally excluded.

A greater frequency in errors could also arise from quarterly reporting which in turn would result in an increase in the penalties levied on self-employed workers. There are also concerns that, over time, quarterly reporting could also lead to a requirement on self-employed workers to pay tax quarterly.

In sectors such as construction where false self-employment is endemic, assignments are temporary and there is frequent movement between PAYE and self-employment, workers will be especially vulnerable to errors and missed deadlines.

Congress resolves to:

- i support campaigning and lobbying undertaken by unions to ensure that self-employed workers are given a choice about which methods they use to comply with their taxation obligations
- ii campaign for proposals to be delayed until false self-employment is eradicated.

Congress further resolves to:

- a call for the reform of HMRC rules that threaten self-employed workers' tax status if they accept employer-funded training
- b assess and monitor the impact of digital taxation on self-employed workers
- c lobby the International Labour Organisation to adopt a Convention on atypical workers that encompasses the above principles
- d support the efforts of unions to organise and represent atypical workers.

Mover: Equity

Seconders: National Union of Journalists

Supporters: Union of Construction,

Allied Trades and Technicians

Emergency 1: Zero tolerance for sexual harassment

Congress applauds the TUC report *Still Just a Bit of Banter?* published on 10 August in collaboration

with the Everyday Sexism project. The report provides important new evidence about the scale and persistence of sexual harassment at work.

Alarming it shows:

- i Young women are particularly vulnerable to sexual harassment, with two thirds having experienced it at work.
- ii Four out of five women experiencing harassment did not report it to their employer.
- iii Just one per cent confided in a union representative.

Congress therefore recognises that, despite good union initiatives to combat sexual harassment, further concerted action is urgently needed to make this a workplace issue for everyone. Congress calls on the General Council to maintain the momentum generated by the report and:

- a. incorporate this theme into the campaign to reach out to young workers in order to demonstrate the relevance of union support to the next generation
- b. partner with employer bodies on a new initiative to change behaviour at work
- c. support unions to tackle sexual harassment in the workplace more effectively.

Mover: Prospect

Seconders: Union of Shop, Distributive and Allied Workers

Emergency 2: Colombia

Congress welcomes the announcement on 24 August that the Government of Colombia and the FARC-EP have reached a final peace agreement and congratulates both parties, the Colombian people and our sister trade union movement.

Congress notes that this historic agreement is the first in the world to have a specific gender rights element seeking to guarantee the rights of women and LGBT communities.

Congress welcomes the central role that Justice for Colombia has played building international support for the peace process, its appointment as an official advisor to the talks, and recognises that JFC will need to build international support for monitoring the implementation of the agreement

and ensuring an improvement in the human and labour rights situation.

Congress notes that far-right paramilitary groups continue to pose a risk, with 35 human rights defenders assassinated in the first six months of 2016 and that the post-agreement period will need close international attention.

Congress welcomes the release of Dr Miguel Beltran from detention and calls for the release from prison of Huber Ballesteros and all political prisoners.

Congress calls on the General Council to:

- i make a statement congratulating the parties on the final agreement, noting the gender element
- ii maintain its support for JFC in monitoring the agreement on the ground and commit to participation in JFC's peace monitoring delegations
- iii encourage regional and national affiliations for JFC and assist to fundraise for its work
- iv call for the de-listing of the FARC-EP now that a peace agreement has been reached.

Mover: University and College Union

Seconder: UNISON

Emergency 3: Review of London Underground ticket office closure programme

Congress notes that on 7 September 2016 the London Mayor announced London TravelWatch will carry out a review into the Tube ticket office closures programme. The review will be over a six-week period, starting 12 September and a report is expected to be published before the end of this year.

It will: "consider the impact of ticket office closures on passengers with the aim of ensuring that they can: travel safely on the Tube network; purchase the right ticket easily; access the information and support they need to get around London".

Congress welcomes the review and notes that rail unions, communities, passenger and disability groups and a broad range of politicians campaigned to keep ticket offices and applauds that Tube workers took repeated industrial action to seek to prevent the closures.

Congress believes ticket offices should be retained and that the closures have been detrimental to passenger service, safety and accessibility and calls for the review to be genuinely open-minded and evidence-based, looking at all aspects including:

- i the particular benefits of keeping ticket offices
- ii the safety risks unleashed by the reduction of 800 frontline staff as a result of ticket offices closures
- iii the impact of the cuts on stations and station control rooms and on crime levels and accessibility, particularly for people with disabilities
- iv the need for more staff not less, especially in light of growing passenger numbers and security threats.

Congress also agrees to assist affiliates in their campaigning in respect of the review.

Mover: National Union of Rail,

Maritime and Transport Workers

Seconder: Transport Salaried Staffs Association

Emergency 4: Selection in education

Congress opposes the expansion of selection in England's schools by whatever means – either through the establishment of new grammar schools, or by allowing free schools to select some of their intake.

Congress notes that there is no evidence that grammar schools provide a route for poor, academically able children to achieve better life chances. Nearly all grammar schools have fewer than 10 per cent of pupils eligible for free school meals. Ninety-eight of the 164 grammar schools have fewer than 3 per cent and 21 have fewer than 1 per cent. The Institute for Fiscal Studies has found that deprived children are significantly less likely to go to a grammar school than their more advantaged peers, even when they do they achieve the same academic levels aged 11. Nor have grammar schools ever been a vehicle for social mobility – even in their heyday in the 1950s and 60s a pitiful 0.3 per cent of grammar school pupils with two 'A' levels were from the skilled working class.

These inequalities of birth, exacerbated by academic selection, continue throughout life. The average hourly wage difference between the richest 10 per cent and the poorest 10 per cent of earners in grammar school areas is over four pounds more than in non-selective areas. But the blight caused by academic selection at 11 is not just economic – the damage done to '11+ failures' can last throughout life, affecting self-worth, ambition and confidence.

Congress asks the TUC to work with all the education unions, and all stakeholders, including parents, to oppose any increase in academic selection.

Mover: Association of Teachers and Lecturers

Seconder: National Union of Teachers

Emergency 5: Support for the BMA and junior doctors

Congress notes with concern the prime minister's confirmation of the government's renewed plans to impose a contract on junior doctors in the NHS, following the rejection of the latest proposals in a ballot of BMA members and the BMA's decision to take further industrial action.

The BMA's decision to take further industrial action is a direct response to the looming threat of imposition. Congress believes that a resolution to the dispute must be based on a negotiated settlement that promotes the health and well-being of medical staff, high quality services that guarantee patient safety and provides the resources required to deliver fully operational services across seven days.

Congress notes the work of NHS trade unions in staving off attacks on unsocial hours' payments for non-medical staff. However, this threat will not be removed without a commitment that the roll-out of seven-day services will be accompanied by proper funding.

Congress therefore calls on the TUC to:

- i continue to provide solidarity and support to the BMA and its members
- ii call on the government to lift the imposition of the contract and work with the BMA to resolve the dispute
- iii continue to support and promote the use of national terms and conditions in the NHS

- iv make the case for a properly funded NHS.

Mover: UNISON

Seconder: Royal College of Midwives

Emergency 6: HSE board appointment

Congress notes with deep concern and is appalled by the announcement by the government on 2 September that Susan Johnson, former Chief Executive of Durham and Darlington Fire and Rescue Service, who does not appear to have any history of worker representation, had been appointed to the executive board of the Health and Safety Executive as a representative of employees.

Congress further notes that the minister has seen fit to disregard both a convention that extends back to 1974, and the spirit and intention of the Health and Safety at Work Act, by failing to consult the TUC in making this appointment.

Congress is appalled by this attack on tripartism and urgently resolves to:

- i press for reassurance from the Secretary of State for Work and Pensions and the Chair of the Health and Safety Executive that the ideal of tripartism has not been abandoned and will be respected by both DWP and HSE
- ii ensure that all future appointments for worker representatives will be consulted upon with the TUC before any appointments are made
- iii seek to negotiate with government that the tripartite balance of the HSE executive board is restored through the appointment of two further worker representatives who actually have relevant current experience of representing workers, with those two worker seats not held by TUC nominees becoming independent board members
- iv seek the removal of Susan Johnson from the HSE board as she is not an appropriate representative of employees.

Congress demands parity on the HSE board between employers and trade unions, to ensure that workers' health, safety and welfare interests are fully represented.

Mover: GMB

Seconder: Fire Brigades Union

Supporter: Prospect

Emergency 7: Turkey and solidarity with the Kurdish population

Congress notes with the utmost concern the state of emergency decree imposed on 1 September 2016 which, together with other actions in the weeks following the failed attempted coup on 15 July, deliberately targets Turkey's trade unionists and public officials, including teachers and academics. Congress further notes the mass suspension of over 11,285 Kurdish teachers on 8 September 2016: yet another move in the intimidation and repression of the Kurdish population.

Since his unsuccessful attempt to secure an absolute majority in the election of June 2015, President Recep Tayyip Erdoğan has embarked on a programme of wholesale repression of all progressive forces that has included the closing down of opposition newspapers, intimidation of parliamentary opponents, imprisonment and harassment of trade unionists, and the detention and imprisonment of human rights activists and all those engaged in trying to build a stable and democratic civil society.

Congress deplores the so-called 'precautionary' dismissals and suspensions of tens of thousands of public officials, which is inciting widespread public anxiety and fear, and the escalating assault in Turkey on human rights, freedom of association and freedom of speech. Congress deplores the fact that even those who actively opposed the attempted coup have been subject to the same arbitrary repression and intimidation.

Such behaviour is utterly unacceptable in a country with aspirations to EU membership. Despite ratification of international obligations in respect of democracy and human and trade union rights, recent actions by the Turkish authorities are in breach of those obligations.

Congress expresses its solidarity with our Turkish trade union sisters and brothers. Congress welcomes the actions of global unions and TUC affiliates in supporting the work of trade unions in Turkey.

Noting the alarming and dangerous situation that is developing, Congress resolves to:

- i call for the immediate reinstatement of all public officials who have been suspended in the wake of the failed coup, urging the Turkish government to adhere fully to ILO fundamental rights, especially regarding the protection of trade unions rights to freedom of assembly, freedom of expression and freedom of the press
- ii step up solidarity activities with all progressive forces in Turkey and in particular with the opposition trade union movement and Kurdish population providing practical or financial assistance to support the trade union movement in Turkey
- iii write to the UK and Turkish governments expressing the concerns of Congress and demanding that attacks on unions, civil society and the Kurdish population be ended, pressing the UK government to insist that Turkey respects its international obligations and the cessation of unlawful actions against public officials in Turkey
- iv encourage European and international union federations as well as other international institutions to put pressure on the Turkish authorities for a change of course
- v call for the restart of the peace process that was unilaterally terminated by the Turkish government in June 2015, and for the release of imprisoned Kurdish leader Abdullah Öcalan as an essential element for such a process to be successful.

Mover: Unite

Seconder: NASUWT

Supporters: GMB; National Union of Teachers

Part 2 Motions lost

11: After Paris: climate change, just transition and climate jobs

Congress welcomes the recognition in the COP21 Paris Agreement of 1.5 degrees' rise as a safe limit and the role of fossil fuels in climate change, but regrets its failure to deliver the binding legal commitments necessary to achieve this or any safe containment, including any immediate action on fossil fuels and climate justice.

Congress condemns the government's dangerous dash for oil and gas, and welcomes, in contrast, Jeremy Corbyn's backing for One Million Climate Jobs and a Zero-Carbon Britain by 2050.

Congress welcomes the Paris-launched 'Break Free from Fossil Fuels', the global justice movement formed by frontline communities affected by fossil fuel extraction to accelerate a just transition to 100 per cent renewable energy.

Congress commits the TUC to develop an active energy and climate change strategy, and to work with other organisations to campaign for:

- i energy democracy and a rapid transition from fossil fuels
- ii a stop to airport expansion
- iii promotion of alternative to short-haul flights, including publicly owned rail in UK and Europe
- iv a genuine commitment to reducing lethal air pollutants
- v a just transition employment strategy to climate jobs and well-paid, skilled, sustainable employment
- vi improved links between anti-war, refugee and climate campaign movements
- vii action against TTIP, CETA and other trade treaties threatening climate justice
- viii a Climate Justice Fund funded by wealthy nations and polluting companies.

Congress agrees to lobby the Labour Party and the government on these demands and to actively engage trade unionists in debate and campaigning on these issues.

Transport Salaried Staffs' Association

Part 3

General Council statements

The TUC Campaign Plan 2016-17

Congress welcomes and supports the Campaign Plan agreed by the General Council in July and published at Congress, which will guide the TUC's policy and campaigning work over the coming one to two years.

This Campaign Plan sets out how we plan to respond to the events of 2016: both the profound consequences of the decision by the British people to leave the European Union, and also the significant impact for our member unions of the passage of the Trade Union Act. We must ensure that the response of a Conservative government to the economic and political crisis facing the UK does not once again penalise ordinary working people and their communities.

In the face of these challenges, the UK trade union movement has set out our determination to grow stronger, more effective at representing our members, and better at organising younger workers. Our commitment to equality for women, BAME people, LGBT people and disabled people underpins all our work.

We approach the TUC's 150th anniversary in 2018 in good health, united and determined to act as one in defence of working people. In the coming years, we should seek to put modern confident trade unionism back at the heart of British civil society and political life. And we should harness the potential of digital to transform our campaigning and our ability to serve our members.

Congress calls on all unions to unite behind the five central priorities set out in the Campaign Plan, and commit ourselves to work together to deliver its aims.

We will make sure that working people do not pay the price of the vote to leave the European Union. We will put forward an alternative plan to stave off a Brexit recession, focussing on how we create good jobs and invest in Britain's infrastructure. We will campaign for all EU-derived workplace rights to be retained in their

entirety. We will hold the government to account for the promises made by the Leave campaign, pressing the case for investment in world-class public services. As always, the trade union movement will be at the forefront of opposing racism, xenophobia and all forms of prejudice in our workplaces and our communities. And we will defend the rights of EU migrants who have made the UK their home. Throughout, we will demand for working people a seat at the table as decisions are made, and for trade unions to play a full role in negotiations around the UK's exit from the EU.

We will stand up for the communities which have been failed by globalisation, deindustrialisation and austerity. We will relaunch our campaign for practical solutions to deal with pressures caused by migration, calling for a new migration impacts fund to direct funding to areas of high pressure on public services, and redoubling our efforts to ensure that bad bosses can't exploit migrant workers and undercut local labour markets. We will demand that the government set up a proper industrial strategy to bring back pride, good jobs and opportunities across the country, and revitalise manufacturing. We will set out the need for a proper regional policy to deliver power, investment, strong public services and economic growth to towns and cities around the UK. And we will defend fiercely existing good jobs – not least in our vital steel industry.

We will set out our plan to make sure that the UK creates great jobs for everyone. We will develop a clear agenda to push for decent pay and conditions, security, and an appropriate employment status for workers across the outsourced and non-traditional employment sector and in so-called "uberised" work. We will advocate to retain, enhance and extend to more workers the UK's package of employment rights, protections and benefits, and we will press the case for higher wages and collective bargaining. We will campaign to lift the cap on public sector pay. We will argue for workers voice at all levels – including on company boards. And we will set out how the UK economy uses new advances in technology inclusively, to create better jobs and raise productivity.

We will improve the experience of work for young workers by increasing union influence and growing trade union membership. We will raise the profile and appeal of trade unionism amongst young people, and make sure that trade unionism works for them. We will run a series of high-profile campaigns about workplace issues that matter to young people. We will work with unions to develop new models of collective organisation that are attractive for young workers. We will find and develop the next generation of union reps and showcase the work that unions are doing to recruit young members. And we will work with member unions to deliver a step-change in unions' digital communications.

We will build a stronger movement after the Trade Union Act. We must defeat any moves to allow agency workers to break strikes, and win electronic balloting for industrial action so our members can vote through modern means in their homes and workplaces. We will also continue with detailed lobbying on the regulations that accompany the Act. Throughout, we will argue for the next government to repeal the Trade Union Act in its entirety. And we will, as always, respond to being attacked by growing stronger and getting bigger. The TUC will support unions to meet the challenges of the Trade Union Act, and will not hesitate to support member unions as they chart their path into a post-Trade Union Act future.

Section 2

Keynote Speeches

The following pages contain a record of key speeches given at the 148th Congress in Brighton, by Frances O'Grady, General Secretary; Liz Snape, President; and guests Angela Rayner, Shadow Secretary of State for Education and Luca Visentini, ETUC General Secretary.

Frances O'Grady, TUC General Secretary

Monday, 12 September 2016

I want to formally move the General Council Statement and Campaign Plan but, first of all, I want to put on record my thanks to you, delegates, for your loyalty to the working people we represent; to the President and to the General Council, for your good humour and camaraderie – Liz, thanks for the loan of the dress – to Paul Nowak, my deputy, and to all the staff at the TUC and all our unions. I think that their professionalism, dedication and commitment, this year of all years, has been second to none. Thank you.

I also want to send all our solidarity to workers: staff on the ferries, on the railways and in the Post Office – it is about time we had that People's Bank, Dave – in schools and colleges and in the civil service; the junior doctors and the whole health team; Marks and Spencer and fast food workers; and airline pilots, who are balloting. I cannot list them all, but Ritzy cinema staff, still fighting for a real living wage; our members at Uber, Amazon, Asos and Sports Direct; and workers everywhere standing up for their lives. Let us send a message, delegates: we stand with you.

Delegates, this time last year when I spoke to you, we were facing the biggest government attack on trade unions in a generation. They planned to slash union funding, to strip away our political voice and to threaten the democratic right to strike. I think we can be proud of our campaign against this nasty, vindictive law. Yes, they got their Trade Union Act and, yes, there will be more red tape, it will be a waste of members' money and it will be a waste of everyone's time.

But, Congress, let us be clear: we beat them. It was not on everything, but in the big battles, we beat them back. I am grateful to those from all sides of the House and beyond who rallied to our aid and I hope that the strength of that support in the whole country will give the Conservative Party pause for thought because if they seriously believed that attacking workers' unions was the

answer then, seriously, they were asking the wrong question.

It is not over yet. We have still got our work cut out to win the democratic right for our members to vote online, to ward off any plans to use agency workers to break strikes and to stop new state powers being used and abused. But what remains of this silly, spiteful law will not stop us defending members' jobs, it will not stop us speaking out and it will not stop us fighting for fair pay. As always, when they try to hit us, we come back stronger.

Now, throughout our campaign, we understood that success depends on unity and we are going to need that same unity now because the referendum result on Britain's membership of the European Union heralds a whole new era of uncertainty for the working people we represent. The General Council had asked me to lead a campaign that talked about what was in the best interests of working people, about the rights that we enjoy (fought for by unions but guaranteed by the EU), about the risks to our economy and our public services (our precious NHS) and about what the single market means for jobs.

The campaign was not easy. For me personally, facing Boris and Andrea Leadsom in the BBC debate was quite an experience and not one that I would be in a hurry to repeat but, as someone told me, at least now I can say I've played Wembley! The campaign was not clean and, in my view, it was not even honest with fake promises of more money for the NHS, dog-whistle appeals to anti-immigrant sentiment, and the bizarre spectacle of a self-styled vanguard against the Establishment, led by a former stockbroker, a serial backstabber and a member of the Bullingdon Club. While many sat it out, we stepped up and we made sure our members knew what we thought. In the end, our polls showed that a majority of trade unionists voted Remain.

But for many, it wasn't an easy decision and I respect those who thought differently, especially those in our movement who made the judgment that they thought was best and those in the communities that we have long-championed, who paid a high price for globalisation and who are still paying the price of the crash. In this movement, we are democrats. We accepted what the British

people have said. So what I say now is whether you voted Remain or Leave, our job is to get the best possible deal for working people and to build a Britain that is successful, prosperous and fair, a Britain of great jobs for everyone.

We face a new government and a new Prime Minister too. Now, as a rule, I am all in favour of seeing more women in charge, but it is no secret that this isn't the one I would have chosen. Nevertheless, in three weeks' time, she will be stood in a hall like this one, giving her big speech to an audience that's ... well, a little different from this one and, woman to woman, I'm going to take the liberty of giving some advice about what I think she should say. After all, on the steps of Downing Street, the new Prime Minister admitted that life is much harder for working people than many people in Westminster realise. She promised us social justice. She vowed to govern for the many and not for the privileged few.

So, my advice to the Prime Minister is simple: prove it. Show us that your top priority is to make sure that workers do not pay the price of Brexit and before you pull the trigger on Article 50, we want some guarantees. First, EU citizens living and working in the UK must be given the right to remain. They are our friends, our neighbours and our workmates. Frankly, delegates, it is plainly immoral and inhuman to keep them in limbo. The public agrees with us: guarantee their right to stay.

Second, negotiating our exit cannot be left to the Tories. This should not be about managing the internal politics of the Conservative Party. It is about shaping the future of our whole country. We need a cross-party negotiating team, including the nations, London and the North, and it cannot be a case of cosy chats with the City and the CBI either. As the voice of working people, trade unions must be at the table too.

Third, before we go for Article 50, we need proof that workers' rights are safe. They were not gifted by Brussels, but won by trade unionists and people didn't vote Leave to get rid of holiday pay, to lose time off to care for sick children or to junk rights for temporary and agency workers. Our European neighbours will not give Britain good access to the single market if we end up becoming an offshore haven for cheap labour. So, Prime Minister, no ifs,

no buts: guarantee workers' rights now and for the future.

Of course, we have heard the mantra and we keep being told "Brexit means Brexit". I am not sure that many union leaders would get away with saying, "A walk-out means a walk-out" or, "A strike means a strike" and that is that. At some point, we would have to spell out what we want, what we think we can get, and win a mandate from our members to negotiate.

The same goes for the Prime Minister. How can her government know what to negotiate if it doesn't know what the country thinks or what the rest of the EU would accept? In some corners of Whitehall, there is talk about a new trade relationship between the UK and the European Union based on Canada and the CETA model. Well, let me give the Government fair warning. Britain did not vote for new trade agreements that destroy jobs, set up secret courts and open the way to privatisation. If they go for the son of CETA, we will make opposition to TTIP look like a tea party. Instead, what we need is a proper plan for the economy. Just one week after the vote, the TUC published our national action plan to protect jobs, to protect investment and to make sure that ordinary people do not pay the price because, let us be clear, they cannot afford it. After all, workers in the UK have already suffered the biggest fall in wages since the crash of any developed economy except Greece.

Now, you are not going to catch me talking down industry. We know the importance of confidence. But, delegates, we remember the recession after the financial crash and we know all too well the risk of complacency too. Union reps across the country and convenors at our biggest workplaces are telling us about the worry that people are facing with reports of investment plans stalled and job hire for apprentices on hold. That means that the Government must be ready to step in and work to keep the advantages that we get from membership of the single market for all our industries – not just the City.

If Theresa May is serious about an industrial strategy then we've got some ideas about how we build an economy that works for working people, that creates wealth and spreads it. Over the last

few years, only two OECD countries had worse capital investment rates than the UK and that was Greece and Iceland. We need immediate investment to sustain demand, to create new, good jobs and to show that Britain is open for business. That means delivering on that long-promised programme for home-building and making them affordable to working people on average wages. So, let's have some more council homes too.

It means a real commitment to high-speed rail. HS2 is ready to go. We've signed a framework agreement with them. That's great jobs, on decent wages, unions on site, right there. Let Britain's workers build us a 21st century railway.

It's make-your-mind-up-time on Heathrow too, a vital sign that we are looking outwards to the world. Last week, Heathrow announced their pledges to unions about pay, progression, training, safety and working with unions, the best way to ensure that every single one of those 180,000 jobs is a great job.

There's more. We need Government support for a balanced energy policy (including nuclear), an ultra-fast broadband across the UK, a thriving creative industry, green tech that helps us meet our climate targets and great new jobs too. This isn't a wish list: they are practical projects from a practical movement.

So, Theresa, tell us that you will go out there and find those sectors where the UK is off to a great start, where we compete on quality, where R&D shows the way, where we can export the products of workers' hands and workers' brains, build the roads and the railways and, yes, the airports that connect them to markets. That is how you will create well-paid, high-skilled jobs of the future.

There is one last thing. You cannot build a strong economy without a strong NHS and strong public services too. The cuts have hurt so many communities so badly. It is time to start investing and make our people fit for the challenge of a post-Brexit world so that we have the best-educated workforce in the world, fit and healthy, decently-housed in neighbourhoods that thrive. So listen up, please, Government: pull an emergency brake on austerity and end that public sector pay squeeze now.

Also, whatever else you do, make taxpayers' money work harder to support a British industrial strategy. You said, "We're taking back control". Well, where better place to start than with the jobs of steel workers. Remember, it was ministers who blamed the EU for the dumping of Chinese steel when in fact we all know that it was the Conservative government blocking the tariffs that Brussels wanted. So, no more excuses. Put your money where your mouth is. Take action now and save our steel.

So, that is what I want the Prime Minister to think about as she writes her first party conference speech and my offer is this: where we agree with your policy, we will support it; if you want elections to put workers on boards, we will welcome it; if you are serious about tackling greed at the top, we will work with you; and if you are going to drive an industrial strategy that brings great jobs across the UK, we will roll up our sleeves and help. I hope that the experience of the past year has taught the Tories a lesson not to underestimate the trade union movement, to remember the breadth of our support and to give our ideas a fair hearing.

Now, I have spoken today about the big challenges facing our movement, about the working people that we are here to represent, Brexit (which changes the whole game), and the Trade Union Act, which we still need to oppose. I will add another and this one is for us. It is to win back all those people who would once have been union members, man and boy, woman and girl, in those towns where, when the big factories left, unions went with them. Some of them are still our members now, but many are not.

Some politicians like to say that globalisation has left them behind. I would put it stronger than that. They have been abandoned, ignored and shafted by corporations that shipped out overseas, by governments that cut local services to the bone, and by an economic philosophy that treats human beings as little more than a commodity. The simple dignity of a fair day's wage for a fair day's work; enough to raise a family on; to live in a place that deserves to be called a home; the security of a permanent contract and predictable hours; a bit over to put aside for Christmas, birthdays, a holiday or a car are gone for too many in too many places.

Now, we were right to ask our members to vote Remain, but frankly it was a hard ask in communities where there was no prosperity to be shared, where power is in the hands of the zero hours boss, where self-employment is a sham, where people too often feel looked down on and sneered at. Also – and this is important for people outside of this hall – when our people talk about pressure on schools, about wages being undercut, about fear of change, that does not mean that working class people are racist. I want to take trade unionism back to those towns, to show that we listen and we have learned, that we understand and we care, that the hopes of people in towns across the UK are our hopes, that we want what they want, and win a better deal for communities where too many jobs are rubbish jobs, done by decent people who work hard and deserve better: men and women, Brits and Poles, black and white.

Today, I want us to commit to another big cause and that is to organise Britain's youth workers, the new blood of the British labour force. Their life at work isn't great either. They need the benefits of being in a union just like any other worker. Our movement showed the spirit that inspires us in that Sports Direct campaign after months and months and months of brilliant and patient Unite union organising, sparking public outrage about the disgraceful practices at Shirebrook and solidarity in action, unions collectively using our shareholder power at that Annual General Meeting. We got a result for retail staff with an end to zero hours, no more six strikes and out, and, at long last, the chance to get agency workers on to permanent contracts, a proper win for workers.

Of course, it is not over yet. Sports Direct may be in the spotlight now, but let us be clear, delegates, they are not the only ones. There are other big companies that bring shame on our country. So, delegates, I am giving fair warning. To any greedy business that treats its workers like animals, you are next. We are going to shine a light on you. If you run a big brand with a dirty little secret, a warehouse where people do not even get paid the minimum wage, a fleet of couriers who are slaves to an app, let us put you on notice. We are on our way, delegates. We are coming for you.

One hundred years ago, this movement campaigned to abolish piece work and day labour. We innovated, we organised, we won and we will do it again. It might look different. We might organise on WhatsApp or Facebook. We might use the courts. We might persuade customers. We will win over shareholders as well as recruiting workers. But there will be no hiding place. We will organise and we will win. Britain's unions will not rest until every worker gets the fair treatment they deserve.

The watchword of our Campaign Plan is "Building Back Stronger" and that is what we must do: building a union movement in touch with the everyday lives of working people, reflecting their concerns, talking their language, alongside them in their communities, in their workplaces and, yes, on digital too. After all, we are the original social movement, the UK's only democratic mass movement for change, the only one that puts ordinary working people first. Every shop steward knows that however tough the challenge, you cannot just walk away. You negotiate and you organise for great jobs, fair pay and strong rights.

No matter who is in government, in or out of the EU, global and local, our job is to win for working people. So, let's get to it, delegates. I move. Thank you.

Liz Snape, TUC President

Sunday, 11 September 2016

Sisters and brothers, what a huge honour it is to be your President, to chair this great Congress and to celebrate our trade union values. I think the film that we've just seen says it all. Our movement is about fighting injustice, injustice that saw thousands of trade unionists blacklisted, that saw the Shrewsbury pickets wrongly imprisoned. That led to that grotesque cover up at Orgreave. The real enemy within — the police and judiciary, who have colluded for decades.

A word, too, about Hillsborough. I was born and bred in Liverpool. It's a city I share with so many in this room, a city that was trashed and vilified by the media — but a city that fought back, led by the magnificent Hillsborough families, and amidst their grief and sorrow they let nothing and nobody stand in their way. Congress, they are an inspiration to us all, but let us, from this Congress, send a clear message not just to the Hillsborough families but to the mining communities and anyone fighting injustice here and across the globe that this trade union movement will always stand with you. Solidarity in words, but solidarity in action.

It's been another tough year for us all, but tougher still for those we represent. Over the past year I've met loads of people — politicians, business leaders, the great and the good — but those who impress me and inspire me the most are the activists and our members. The people who make our movement what it is, who share our values of equality, of dignity, of fairness, and who give so much to our movement.

When I became President last year, it all felt a bit bleak. The Tories had just won their first election for 23 years. The draconian Trade Union Act loomed on the horizon. It felt that we were under siege. But Congress, what a difference a year can make. In the past year, we held our nerve and we found our fight. That demo in Manchester, a show of strength, of defiance. The lobby of Parliament, our biggest and our best, mobilising, organising, influence, what we do best. Heart Unions Week — a clever and quirky way of reminding the world and ourselves what we stand for, celebrating our work,

showcasing our wins. Congress, we should do it more often.

From the outset, those Tories with their sneering arrogance thought they could crush us, finish off Thatcher's work and finish us off for good. But in fact they did the opposite, because I believe that we found our fire last year and that we found our fight. Now we have to channel that fight like never before, to protect all that we hold dear: our public services, our welfare state and our industries.

To campaign for that vision of a better world where people matter more than profit, a world that works for the many not just for the few, that offers hope to everyone, particularly those who live in fear and poverty, and to challenge the Tories every step of the way.

Congress, don't be fooled by this new leader. This is our new start line — the softer voice, the kitten heels — Theresa May is every inch a Tory, and we need to fight for our class like they do for theirs. And that's why we need unity, why we need strength to grow and to fight back, to organise all those young workers who need a better deal at work every day.

This year we have seen what solidarity can achieve, with unions working together, setting aside differences, a real sense of a shared purpose, to tackle the tough challenge we all face: our NHS teetering on the brink, our industries under siege, Victorian employment practices re-emerging, the Sports Direct ethos, and so many more. Sexism and harassment in the workplace is rife again. But deeply worrying, Congress, is the vile and dangerous rise in racism unleashed by Brexit. The Far right now on the march, quite literally, across our continent. These are our challenges.

Never has our trade union mattered more. That we should invest and that our messages are more important than ever. Our schools, our hospitals and our housing are all vital, that all workers wherever they work should be treated equally, that they should be paid the rate for the job, regardless of their race, age or gender. We want no undercutting, no exploitation and no race to the bottom.

Congress, migrants aren't the problems. The real enemies are the bosses who exploit them and the

Tories who cut our public services. That is our fight and that's why we need to battle on.

And Congress, I can think of no better person to lead that fight than Frances. I'm incredibly proud to have worked alongside Frances this year, and we've had our own little bit of girl power. Frances leads by example, and I know where she leads many other women will follow. And to Paul and Kevin, and all the staff at the TUC, thank you for all your support, your professionalism but, more crucially, your friendship over the past year. You are a great team.

To my own brilliant union, UNISON, thank you for your never-ending support. You are like a family. UNISON is a special union. It's got a million women for a start. From the jobs our members do, their dedication and their pride in the job, doing so much for so little, I'm incredibly proud to be part of UNISON. Thank you to you all.

To my real family, the centre of my life, to my mum and dad, two of the kindest, most special people you could ever meet. I was never raised in a house where we sat round dinner tables discussing politics. My dad worked nights. Anyway, we always had tea, not dinner. But I was raised in a busy, welcoming home, where the door was always open and the kettle was always on. It was a home where some simple values were instilled in me, my brother and my sister, values lived out every day by my mum and dad, and shaped, too, by their Catholic faith. First, that you worked hard and you gave your all. Secondly, that you reached out and looked out for other people. You helped each other, no matter how busy you were. Finally, that you shared. No matter how little you had, my mum always said "There's always enough to share". These are principles that drive and guide me today, and I thank my mum and dad for that.

To my lovely daughters, Emma and Lauren – you, too, are the kindest, most generous, perhaps untidiest girls on earth, but you make me laugh every day and you remind me and your dad what life really is all about. Thank you for having belief in me.

Last, but by no means least, Dave, who is sat right in front of me, my partner of 27 years. My mum says that people have been made saints for less. I met Dave 27 years ago at the NALGO staff

Christmas party. It gets no classier than that. For all those years, Dave has been a constant source of unquestioning support and gentle encouragement. Even in this year, when you've had your own election, you have always put me and the girls first, from early morning cups of tea to late-night lifts from the station, when we had missed the last train. Thank you, Dave, for your support this year and the last 27.

Congress, back to business. This is our week for us to tell the world what we stand for, to celebrate our wins and to raise our heads high, to tell a positive story about the difference everyone of us makes to people's lives, every hour of every day.

Congress, we are at a critical point in our history, our proud trade union history. If there's one lesson we should never forget, it's that our people and our class were never handed anything on a plate. Nothing was ever given graciously and nothing came without a fight. So that old saying – "unity is strength" – has never mattered more. We rise together or we fall together. It's as simple as that.

So let's stand together this week as trade unionists, as workers and as friends, treating each other with dignity and respect. That fighting spirit we've rekindled this year, let's use it to fight the real enemy, the Tories! Congress, let's organise, let's campaign and let's win. Thank you.

Angela Rayner MP, Shadow Secretary of State for Education, Women and Equalities

Tuesday, 13 September 2016

Congress, President, it is a massive great honour for me to stand in front of you today as your guest speaker because I was made in the trades union movement, I am a product of your success, and this is really the best gig, especially as you played Stevie Wonder just before 10 o'clock. I have not done that at conference before.

Of course, the Congress and the TUC is at the heart of the labour movement that has given me and millions like me so much. First, from my days as a care worker when I joined my workplace union, UNISON, I have seen how the movement has fought for our shared values. And, President, if you'd have told me back in 2009 when I was a delegate at Congress in Liverpool, sat with you and the other UNISON delegation, just there, that seven years later I'd be speaking from the platform as an MP and as a Shadow Cabinet member, I, quite frankly, would have thought you had drunk too much at the reception the night before.

Congress, I never expected to be an MP. I did not grow up in Parliament or as a special adviser, or as a family member to another MP, but today I will tell you why I have become an MP and why my experiences mean I am so glad to be asked to lead for my party on education and equalities as the Shadow Secretary of State for Education, Women and Equalities, as the first woman MP in over 183 years elected to represent my seat of Ashton-under-Lyne, and as a representative of my party, the only party for ordinary working people, the Labour Party.

Congress, I grew up on a council estate, My parents needed the welfare state, free school meals and the help of my nan to keep us afloat, who worked three jobs on many zero-hour contracts just to keep us in school uniform. By the time I was 16 I was pregnant and I had left school with no qualifications. I did not go to university. I had a job

as a home carer determined to make a better life for my son. I wanted to prove the critics wrong.

That is when things started to change for me. Within a year I was a UNISON rep standing up for others in the workplace, and getting a qualification in care. Education and my union was my second chance. I spent years fighting for decent pay, security, and respect for dedicated public servants, and since 2015 I have had the honour of doing so in Parliament; not bad for a girl who was told she would never amount to anything.

So, you can see why I am so passionate about education and equality, about early years, thinking back to the dedicated Sure Start workers who helped this teenage mum, about further education and union learning, a second or even a third chance for people like me, and about schools, the very places that offer opportunity and achievement to every child regardless of what is going on at home. Instead, Congress, this week we have seen the Prime Minister impose a policy guaranteed to reduce the life chances of millions of children. Yes, I am talking about the return of secondary moderns. Not so much education, education, education, but more segregation, segregation, segregation.

Just weeks ago the Prime Minister solemnly promised on the steps of Number 10 to govern for the many, not the privileged few, to be led by the evidence when making decisions and to be a one-nation leader. But this is aimed not just at serving a privileged few but creating a privileged few; a policy which flies in the face of all evidence, not just some but every single aspect of evidence, and all those leading professionals in education, a policy that is about partisan politics and right-wing dogma, announced, of course, to the Tory MPs in a private little room being denied to the public. The pattern is already too clear. Yesterday, it was grammar schools. Today, it is a boundary review to gerrymander the House of Commons, even as they stack Parliament with unelected Lords. She does not want to lead a one-nation party but a one-party nation.

For all the children being set up to fail the 11+ none will do what this Prime Minister has done and fail so spectacularly the tests that she set for herself, and this at a time when we have a school-

places crisis, the highest rate of teachers leaving the profession in a decade, and over half-a-million children in super-sized classes.

Congress, we know what is needed, great comprehensive schools funded to international standards, pupils that are supported by our brilliant teaching assistants, and taught by world-class professional teachers. It is Labour that is on the side of aspiration and achievement for children from every background.

Alongside a world-class education system we need a society that supports everyone to live a life of equality, for women, for LGBT people, for disabled people, and for black and Asian people too, and there is much more still to be done. When a majority of women have experienced sexual harassment at work, it reminds us that whatever progress we have made we must guard it very carefully and make sure it is not rolled back.

This government talk the language of equality but acts against it, like imposing tribunal fees so that discrimination cases have plummeted and, Congress, the bosses are getting away with it! Labour is absolutely clear, we will scrap employment tribunal fees. That will not just help women, it will help anyone who has been the victim of discrimination or unfair treatment at work, like BME workers, who earn less than white workers no matter how qualified they are. We must build a society free from the blight of racial inequality and discrimination and, Congress, our great movement has the answers. The Labour Party needs your help to build a fair society that we all want and need.

I have been watching your debates this week and I have to say I am so glad to hear about your Young Workers campaign. I was one of the youngest home helps in Stockport and one of the youngest union reps. Lots of young people work in social care and childcare too, public sector and private, and they need our unions' help; they need strong trade unions. Once again, we must be the movement of young workers.

Congress, I wanted to thank you personally for your moving tribute to our friend Jo Cox, robbed from us. We honour her memory in how we live, the examples that we set, the causes that we

champion, and the lives that we change. We have more in common than divides us.

So, Congress, I hope you know that I will fight for all chances for all our children and I hope you know that I will always fight for equality. I also hope you know me a little better now, too, although I am not going to say anything about what happened at Congress when I was a delegate here. What happens at Congress stays at Congress! I am looking particularly at the UNISON delegation right in front of me there.

Congress, I was made in a trade union. I am one of you. I know what it is like to represent working people and I know that you have had a difficult time and your members have had a very difficult time. I promise that I will continue to fight for you in Parliament. My strength and the strength to get up in front of the Conservative government and to give that passion is because I know I am representing ordinary people of this country. I know that I am representing my constituents that deserve better from a nasty, pernicious, right-wing Tory dogma government. Thank you.

Luca Visentini, ETUC General Secretary

Sunday, 11 September 2016

Thank you very much, Liz, for this very warm welcome and thank you very much, all of you, for inviting me to address your Congress. Thank you very much, in particular, Frances. I think that this shows the great cooperation and solidarity that we have built up together, especially during these hard times for Europe and for the UK.

Dear comrades of the TUC, dear friends, it is really an honour for me to be here today with you and to speak to your Congress. I understand that it is not an ordinary Congress. We have just faced the greatest shock to hit the United Kingdom and the European Union in recent times, namely, Brexit, that you discussed just now.

We, as the European trade unions, fully respect the result of this referendum, but let me be sincere: we are not at all happy with it. We do not want, and we do not need, British citizens and workers to leave the European Union. Outside the EU, British workers risk having less protection and without British workers, all the other European workers will face the same risk. Trade union history teaches us a clear lesson: united and in international solidarity, workers and trade unions are stronger; divided they are weaker.

So I want to be clear with you: even if Great Britain has decided to leave the EU, the TUC will always be a member of the European Trade Union Confederation. We will never give up on our unity and on our common struggles. I heard a great slogan from a comrade from the construction sector who took the floor just now: "We are all European and this has never changed." I think this can also become the slogan for the European Trade Union Confederation for the future, together with you.

We still do not know what is going to happen – when exactly the British Government will trigger Article 50, where the negotiations will lead us, and if this is the definitive destiny of the UK or if there is a way back. There are two things that we are sure about: we will fight to make certain that workers' interests (both in the UK and in Europe) are not

damaged by Brexit and we will ensure that trade unions are involved in the negotiations. We have been assured by the President of the European Commission (Mr. Juncker) that the ETUC will be properly consulted and we expect the British Government to do the same with the TUC. We will struggle for that.

European unity brought important benefits for workers (peace, prosperity and social inclusion) and the tools to achieve them: the single market and the fundamental freedoms (particularly free movement of workers), the European social model. It is very likely that political and business elites will try to keep all the advantages that come from the EU for themselves while doing all they can to weaken social protection and workers' rights. There is a clear attempt to misuse Brexit to undermine social Europe from the UK Government, but also from other governments in the European Union. This is an additional reason to be united, for the TUC and the ETUC to agree a common position and common proposals and to coordinate our participation in these negotiations. We warmly welcome the TUC's campaign to maintain the rights of continental European workers here in the UK and to be sure, similarly, that the ETUC will call on EU governments to give British citizens and workers abroad the right to remain where they are.

Brexit is not the only emergency we have in front of us: the European Union itself is in danger. The economic crisis, high unemployment, social exclusion, the refugee crisis, terrorism, rising xenophobia, populism and racism all challenge citizens' trust in the future. Europe is blamed for all the problems now facing people although most of the responsibility lies with decisions taken by governments. Distrust is also widespread among workers and that sometimes even affects trade unions. That is why we, in the ETUC, have decided to launch a broad discussion on the future of Europe and the TUC is fully involved in this discussion. Our continent is at a crossroads: either it is reshaped and reformed into a different, fairer Europe or it is at risk of collapsing. Change is urgently needed and the European trade union movement wants to contribute to it. Together, we need to build a new vision for Europe.

There are three main areas where together we can build a Europe for working people. The first one is the economy. Our economies are still facing recession, deflation and high levels of unemployment. Austerity, cuts and structural reforms have shown themselves to be the wrong way out of the crisis. Current economic dogmas have led to a collapse in investment, demand and wages with rising inequalities and social divergence between countries, sectors and categories of workers. It is high time to change our economic model. We need to restore a progressive economy and an economy for people's prosperity, not only for business.

The first essential is public investment in order to do that: investment for infrastructure, innovation and research, education and training, sound and efficient public services and sustainable development. All economies that are performing better have triggered their recovery through public investment and all international financial institutions are finally recognising this. The European Commission President's Investment Plan almost failed because it was mainly based on private resources instead of public ones. Even international trade agreements like TTIP, CETA and TISA, which were based purely and simply on the interests of capital and business, are falling one after the other. We will continue, with your full support, to campaign against these so-called trade deals.

We have, together, to counter this narrative to destroy the fake myth that public investment and well-functioning public services and social protection systems increase debt and wreck the economy. The exact opposite is true. We are building up alliances, within and outside Europe, particularly with north American trade unions, to get a radical new deal for our economies.

The second pillar of our strategy is wages. In recent years, wages have been depressed almost everywhere, both in the public and private sectors. Minimum wage and collective bargaining systems have been dismantled and pay inequalities and gaps have risen. Minimum wage and collective bargaining systems have been dismantled and pay inequalities and gaps have risen.

Another myth lay behind this, that the European economy can compete on labour costs only and that reducing wages can increase productivity and competitiveness of companies and even efficiency in public services. Actually, productivity and efficiency went down together with workers' purchasing power and wages and we know the reason. The European economy is not led by exports. It is based on internal demand. 70% of our products remain in Europe and if we do not boost workers' purchasing power, there is no hope for our economy.

The ETUC is therefore ready to launch a major campaign for a general pay rise for European workers, a campaign which will be based on higher living wages and on strengthening and restoring collective bargaining. It is a campaign based on upward wage convergence in multinational companies across western and eastern Europe so that we put an end to social dumping and exploitation of migrant workers and, at the same time, reduce inequalities for all working people.

We know that increasing wages is the biggest challenge for trade unions and we know the difficulties you face in the UK on this, especially when it is about reinforcing collective bargaining, but we are all convinced that this is our core business. Collective bargaining and negotiations on wages is the core business of the trade unions if we want to strengthen our role and increase our membership. The ETUC is on your side in your fight for better living wages in the UK and we are sure that you will be actively part of our European campaign.

Finally, the third pillar of our action is a more social Europe. This means a future for youth, equality for the most disadvantaged, and better pensions for all. It means efficient unemployment protection. It means minimum incomes to fight poverty and social exclusion, high-quality public services (starting with healthcare), health and safety and education and training rights. It means mobility of work which ensures equal treatment and portability of social protection. It means new rights for young, precarious and non-standard workers in the most innovative as well as in traditional sectors of the economy.

Social Europe means upward convergence towards better social standards with no derogations and opt-outs from fundamental social and trade union rights. Social Europe means also social dialogue and social rights having the same importance as economic freedoms. This is the European Social Model we have built up together over decades, a model that has been an example to the rest of the world, but which is now under attack and misrepresented as an obstacle to economic progress. Actually, societies with a strong social model, efficient social dialogue and industrial relations, and inclusive social cohesion (like in Scandinavia, for example) also do better economically.

So, let us fight for social Europe. This is the moment to do it. This is the only way out of the crisis and to give people hope. The European Commission has launched an initiative to develop a European Pillar of Social Rights. We expect President Jean-Claude Juncker to be committed to achieving it, but he needs our help since some governments, political forces and European bureaucrats, together with business, are trying to undermine him. We want this Social Pillar to be applied to the whole of Europe and not only to the Eurozone and we want the UK to be part of it, regardless of Brexit, so that you can continue to benefit from the European social model.

We have at least two-and-a-half years of negotiations in front of us. We have to exploit them to get better social protection and rights for British and European workers together. Dear comrades, it will not be an easy battle, we know that, but it is our duty. We have the best proposals and tools to win it. We can make it if we stand united and we fight together for our values and our goals.

We, the European Trade Union Confederation, together with the TUC, have the future in our hands. Let us make it real! Thank you very much. Have a great Congress!

Section 3:

Unions and their delegates

ACCORD

Union address: Simmons House, 46 Old Bath Road,
Charvil, Reading RG10 9QR
Tel: 0118 934 1808
Email: info@accordhq.org
Web: accord-myunion.org
Main trades and industries represented:
Lloyds Banking Group, Equitable Life Assurance
Society, TSB
Membership stats:
Male 7,432 | Female 15,366 | Total 22,798
General Secretary: Ged Nichols
Delegates:
Tom Harrison
Carol Knowles
Fiona Miller
Ged Nichols
Caroline Pollock
Male: 2 Female: 3 Total: 5

Advance

Union address: 16/17 High Street, Tring HP23 5AH
Tel: 01442 891122
Email: info@advance-union.org
Web: advance-union.org
Main trades and industries represented:
All staff employed in Santander and Santander
businesses in the UK
Membership stats:
Male 2,201 | Female 5,019 | Total 7,220
General Secretary: Linda Rolph
Delegates:
Gerard Moloney
Linda Rolph
Male: 1 Female: 1 Total: 2

Aegis

Union address: Aegon UK plc, Edinburgh Park,
Edinburgh EH12 9SE
Tel: 0131 549 5665
Email: fiona.steele@aegistheunion.co.uk
Web: aegistheunion.co.uk
Main trades and industries represented:
Finance sector staff at Aegon UK, Skipton Building
Society, Yorkshire Building Society and HML
Computershare
Membership stats:

Male 1,849 | Female 3,027 | Total 4,876
General Secretary: Brian Linn
Delegates:
Brian Linn
Fiona Steele
Male: 1 Female: 1 Total: 2

AEP

Association of Educational Psychologists
Union address: 4 The Riverside Centre, Frankland
Lane, Durham DH1 5TA
Tel: 0191 384 9512
Email: enquiries@aep.org.uk
Web: aep.org.uk
Main trades and industries represented:
Educational psychologists in local educational
authorities and other public and private
organisations in England, Scotland, Wales and
Northern Ireland.
Membership stats:
Male 664 | Female 2,679 | Total 3,343
General Secretary: Kate Fallon
Delegates:
Carole Adair
Kate Fallon
Male: 0 Female: 2 Total: 2

AFA-CWA

Association of Flight Attendants
Union address: c/o 32 Wingford Road, London
SW2 4DS
Tel: 020 8276 6723
Email: a.king@unitedafa.org
Web: afanet.org
Main trades and industries represented:
Airline cabin crew
Membership stats:
Male 150 | Female 350 | Total 500
President: Anthony King
Delegates:
Elisabeth Schwaabe
Michael Schwaabe
Male: 1 Female: 1 Total: 2

ASLEF

Associated Society of Locomotive Engineers and
Firemen

Union address: 77 St John Street, Clerkenwell,
London EC1M 4NN
Tel: 020 7324 2400
Email: info@aslef.org.uk
Web: aslef.org.uk
Main trades and industries represented:
Railways – drivers, operational supervisors and staff
Membership stats:
Male 20,287 | Female 1,067 | Total 21,354
General Secretary: Mick Whelan
Delegates:
Dave Calfe
Paul Cutmore
Ian Thompson
Simon Weller
Mick Whelan
Male: 5 Female: 0 Total: 5

ATL

Association of Teachers and Lecturers
Union address: 7 Northumberland Street, London
WC2N 5RD
Tel: 020 7930 6441
Email: info@atl.org.uk
Web: atl.org.uk
Main trades and industries represented:
Teachers, headteachers, lecturers and teaching
support staff in nursery, primary, secondary
schools, sixth form and further education colleges
Membership stats:
Male 32,180 | Female 93,634 | Total 125,814
General Secretary: Dr Mary Bousted
Delegates:
Louise Atkinson
Victoria Barlow
Mary Bousted
Graham Easterlow
Nansi Ellis
Cara Griffith
Bob Groome
Shelagh Hirst
Mark Holding
Julie Huckstep
Miss Avie Kaur
Kim Knappett
Joe Lord
Eddie Mullen
Miss Julia Neal

Andy Peart
Victoria Poskitt
Adrian Prandle
Jean Roberts
Hank Roberts
Ralph Surman
Niamh Sweeney
Cathy Tattersfield
Andy Wood
Male: 10 Female: 14 Total: 24

BALPA

British Air Line Pilots Association
Union address: BALPA House, 5 Heathrow
Boulevard, 278 Bath Road, West Drayton UB7 0DQ
Tel: 020 8476 4000
Email: balpa@balpa.org
Web: balpa.org
Main trades and industries represented:
Airline pilots, winchmen and flight engineers
(commercial)
Membership stats:
Male 7,330 | Female 470 | Total 7,800
General Secretary: Brian Strutton
Delegates:
Leo Nugent
Brian Strutton
Male: 2 Female: 0 Total: 2

BDA

British Dietetic Association
Union address: Charles House, 148/149 Great
Charles Street, Queensway, Birmingham B3 3HT
Tel: 0121 200 8021
Email: tusecretary@bda.uk.com
Web: bda.uk.com
Main trades and industries represented:
The science and practice of dietetics in the public
and private sector
Membership stats:
Male 437 | Female 8,126 | Total 8,563
Head of employment relations: Annette Mansell-
Green
Delegates:
Dennis Edmondson
Annette Mansell-Green
Male: 1 Female: 1 Total: 2

BECTU

Broadcasting, Entertainment, Cinematograph and Theatre Union

Union address: 373–377 Clapham Road, London SW9 9BT

Tel: 020 7346 0900

Email: info@bectu.org.uk

Web: bectu.org.uk

Main trades and industries represented:

Broadcasting, film, digital and online media, theatre, cinema, live events and related sectors

Membership stats:

Male 18,129 | Female 8,147 | Total 26,276

General Secretary: Gerry Morrissey

Delegates:

Luke Crawley

John Handley

Carmen Locke

Jane Perry

Male: 2 Female 2: Total: 4

BFAWU

Bakers, Food and Allied Workers' Union

Union address: Stanborough House, Great North Road, Stanborough, Welwyn Garden City AL8 7TA

Tel: 01707 260150

Email: info@bfawu.org

Web: bfawu.org

Main trades and industries represented:

Food

Membership stats:

Total 19,070 (gender split not available)

General Secretary: Ronnie Draper

Delegates:

George Atwall

Ronnie Draper

Pauline McCarthy

Sarah Woolley

Male: 2 Female: 2 Total: 4

BOS TU

British Orthoptic Society Trade Union

Union address: Salisbury House, Station Road Cambridge CB1 2LA

Tel: 01353 665541

Email: bios@orthoptics.org.uk

Web: orthoptics.org.uk

Main trades and industries represented:

Orthoptists

Membership stats:

Male 95 | Female 986 | Total 1,081

Chair: Rowena McNamara

Delegates:

Sam Aitkenhead

Deborah Podmore

Male: 0 Female: 2 Total: 2

BSU

Britannia Staff Union

Union address: Court Lodge, Leonard Street, Leek ST13 5JP

Tel: 01538 399627

Email: bsu@themail.co.uk

Web: britanniasu.org.uk

Main trades and industries represented:

Finance sector union representing staff working in Co-operative Bank

Membership stats:

Male 409 | Female 1,040 | Total 1,449

General Secretary: John Stoddard

Community

Union address: 465c Caledonian Road, London N7 9GX

Tel: 020 7420 4000

Email: info@community-tu.org

Web: community-tu.org

Main trades and industries represented:

Community is a general union for workers in all sectors of the economy. Significant sectors include steel, metal work, wire, textiles, leather, footwear, carpets, justice services, health care, social care, third sector, betting shops, postal services, distribution, football managers, disabled workers in supported employment

Membership stats:

Male 25,684 | Female 6,202 | Total 31,886

General Secretary: Roy Rickhuss

Delegates:

Tiffany Gillies

Alan Kirkpatrick

David Lawrie

Paul Mills

Peter Rees

Roy Rickhuss
Jacqueline Thomas
Male: 5 Female: 2 Total: 7

CSP

Chartered Society of Physiotherapy
Union address: 14 Bedford Row,
London WC1R 4ED
Tel: 020 7306 6666
Email: enquiries@csp.org.uk
Web: csp.org.uk
Main trades and industries represented:
The Chartered Society of Physiotherapy is the
professional, educational and trade union body for
chartered physiotherapists, physiotherapy
students and support workers
Membership stats:
Male 8,010 | Female 32,040 | Total 40,050
Director of employment relations and union
services: Claire Sullivan
Delegates:
James Allen
Keith Finn
Alex Mackenzie
Deborah Russell
Claire Sullivan
Jill Taylor
Male: 2 Female: 4 Total: 4

CWU

Communication Workers Union
Union address: 150 The Broadway,
London SW19 1RX
Tel: 020 8971 7200
Email: info@cwu.org
Web: cwu.org
Main trades and industries represented:
Royal Mail Group, Post office, BT, O2 and other
telecoms companies, Cable TV, Accenture HR
Services, Capita, Santander and other related
industries
Membership stats:
Male 156,064 | Female 36,444 | Total 192,508
General Secretary: Dave Ward
Delegates:
Jonathan Bellshaw
Amanda Collick

Ray Ellis
Maria Exall
Tony Gilkes
Kate Hudson
Mick Kavanagh
Tony Kearns
Andy Kerr
Kenny Logan
Bob McGuire
James McKechnie
Ali Moosa
Terry Pullinger
Sajid Shaikh
Beryl Shepherd
Amarjite Singh
Joyce Stevenson
Julia Upton
Dave Ward
Male: 14 Female: 6 Total: 20

EIS

Educational Institute of Scotland
Union address: 46 Moray Place,
Edinburgh EH3 6BH
Tel: 0131 225 6244
Email: enquiries@eis.org.uk
Web: eis.org.uk
Main trades and industries represented:
Teachers, lecturers, associated educational
personnel (Scotland)
Membership stats:
Male 12,034 | Female 40,891 |
Gender unknown 90 | Total 53,015
General Secretary: Larry Flanagan
Delegates:
David Baxter
Helen Connor
Larry Flanagan
Leah Franchetti
Bill Ramsay
Margaret Smith
Male: 3 Female: 3 Total: 6

Equity

Union address: Guild House
Upper St Martin's Lane, London WC2H 9EG

Tel: 020 7379 6000
Email: info@equity.org.uk
Web: equity.org.uk
Main trades and industries represented:
Performance workers in theatre, film television,
radio and variety, fashion models
Membership stats:
Male 20,173 | Female 20,278 | Total 40,451
General Secretary: Christine Payne
Delegates:
Ian Barritt
Adam Burns
Miss Nicola Hawkins
Louise McMullan
Tanya Moodie
Christine Payne
Stephen Spence
Male: 3 Female: 4 Total: 7

FBU

Fire Brigades Union
Union address: Bradley House, 68 Coombe Road,
Kingston upon Thames KT2 7AE
Tel: 020 8541 1765
Email: office@fbu.org.uk
Web: fbu.org.uk
Main trades and industries represented:
Local authority fire brigades
Membership stats:
Male 33,410 | Female 2,400 | Total 35,810
General Secretary: Matt Wrack
Delegates:
Danni Armstrong
Sally Harper
Tam McFarlane
Alan McLean
Ian Murray
Micky Nicholas
Andy Noble
Samantha Rye
Matt Wrack
Male: 6 Female: 3 Total: 9

FDA

Union address: 8 Leake Street, London SE1 7NN
Tel: 020 7401 5555
Email: info@fda.org.uk

Web: fda.org.uk
Main trades and industries represented:
Civil service, public bodies and NHS; HEOs, SEOs
and related grades are represented by the union's
Keystone section, while healthcare managers are
represented by Managers in Partnership (MiP), the
FDA's joint venture with UNISON
Membership stats:
Male 8,043 | Female 8,665 |
Gender unknown 26 | Total 16,734
General Secretary: Dave Penman
Delegate:s
Fiona Eadie
Gareth Hills
Vicky Johnson
Dave Penman
Jayne Thomas
Male: 2 Female: 3: Total: 5

GMB

Union address: 22 Stephenson Way,
London NW1 2HD
Tel: 020 7391 6700
Email: info@gmb.org.uk
Web: gmb.org.uk
Main trades and industries represented:
Retail, distribution, school support staff, social care,
security, food production, energy, utilities, catering,
construction, shipbuilding, aerospace, defence,
engineering, chemicals, civil air transport, leisure,
textiles and clothing
Membership stats:
Male 311,536 | Female 298,562 | Total 610,098
General Secretary: Tim Roache
Delegates:
Kathy Abubakir
Anne Ada
Wendy Bartlam
Judith Batson
Sheila Bearcroft
Justin Bowden
Jude Brimble
Kevin Buchanan
Dave Clements
Ida Clemo
Ken Daniels
Ronny Davison
Craig Dawson

Pat Delahunty
Neil Derrick
Annette Drylie
Brendan Duffield
Stuart Fegan
Gordon Gibbs
Colin Gunter
Sharon Holder
Thomas Hunter
Michael Husbands
Andy Irving
Kamaljeet Jandu
Lisa Johnson
Ann Leader
Maria Ludkin
Eddie Marnell
Fern McCaffrey
June Minnery
Joe Morgan
Pete Murphy
Lorraine Parker Delaz Ajete
Tim Roache
Penny Robinson
Malcolm Sage
Kath Slater
Viv Smart
Cath Speight
Mary Turner
Kathleen Walkershaw
Natalie Wallage
Michelle Wharton
Lorraine Winson
Sharon Yates
Male: 20 Female: 25 Total: 46

HCSA

Hospital Consultants and Specialists Association
Union address: 1 Kingsclere Road, Overton,
Basingstoke RG25 3JA
Tel: 01256 771777
Email: conspec@hcsa.com
Web: hcsa.com
Main trades and industries represented:
Hospital consultants, staff and associate specialist
doctors and specialist/specialty (not core trainees)
registrars
Membership stats:
Male 2,441 | Female 628 | Total 3,069

General Secretary: Eddie Saville
Delegates:
Eddie Saville
Paul Donaldson
Male: 2 Female: 0 Total: 2

MU

Musicians' Union
Union address: 60–62 Clapham Road, London SW9 0JJ
Tel: 020 7582 5566
Email: info@theMU.org
Web: theMU.org
Main trades and industries represented:
Employed and self-employed musicians including
live and recording artists, writers, composers and
teachers
Membership stats:
Male 21,551 | Female 8,961 |
Gender unknown 83 | Total 30,595
General Secretary: John F Smith
Delegates:
Steve Done
Dave Lee
Rab Noakes
John Smith
Barbara White
Male: 4 Female: 1 Total: 5

NACO

National Association of Co-operative Officials
Union address: 6a Clarendon Place, Hyde SK14 2QZ
Tel: 0161 351 7900
Email: info@nacocoop
Web: naco.coop

Main trades and industries represented:
Retail distribution, insurance, financial services,
funeral services, motor trades (retail), retail
pharmacy, travel industry, agriculture

Membership stats:
Male 891 | Female 467 | Total 1,388
General Secretary: Neil Buist

NAHT

National Association of Head Teachers
Union address: 1 Heath Square, Boltro Road,
Haywards Heath RH16 1BL
Tel: 0300 30 30 333
Email: info@naht.org.uk

Web: naht.org.uk
 Main trades and industries represented:
 Head teachers, deputies, assistant head teachers,
 bursars and school business managers in early
 years, primary, special, secondary and independent
 schools, sixth form colleges, outdoor education
 centres, pupil referral units, social services
 establishments and other educational settings
 Membership stats:
 Total 28,855 (gender split not available)
 General Secretary: Russell Hobby
 Delegates:
 Tony Draper
 Magnus Gorham
 Russell Hobby
 Kim Johnson
 Judith Stott
 Paul Whiteman
 Male: 5 Female: 1 Total: 6

napo

Union address: 4 Chivalry Road, London SW11 1HT
 Tel: 020 7223 4887
 Email: info@napo.org.uk
 Web: napo.org.uk
 Main trades and industries represented:
 Probation staff (NOMS) and family court staff
 (Cafcass)
 Membership stats:
 Male 1,835 | Female 4,914 |
 Gender unknown 13 | Total 6,762
 General Secretary: Ian Lawrence
 Delegates:
 Ian Lawrence
 Yvonne Pattison
 Male: 1 Female: 1 Total: 6

NASS

National Association of Stable Staff
 Union address: The Racing Centre, Fred Archer
 Way, Newmarket CB8 8NT
 Tel: 01638 663411
 Email: admin@naoss.co.uk
 Web: naoss.co.uk
 Main trades and industries represented:
 Racing staff employed by licensed race horse trainers
 Membership stats:

Male 1,109 | Female 896 | Total 2,005
 Chief Executive: George McGrath
 Delegates:
 Deborah Grey
 George McGrath
 Male: 1 Female: 1 Total: 2

NASUWT

Union address: 6th Floor, Orion House,
 5 Upper St Martin's Lane, London WC2H 9EA
 Tel: 020 7420 9670
 Email: nasuwt@mail.nasuwt.org.uk
 Web: nasuwt.org.uk
 Main trades and industries represented:
 Education
 Membership stats:
 Male 77,769 | Female 217,796 | Total 295,565
 General Secretary: Chris Keates
 Delegates:
 Lynn Bayliss
 Wayne Bates
 Wayne Broom
 Fred Brown
 Neil Butler
 Michelle Coddington-Rogers
 Brian Cookson
 Lena Davies
 Graham Dawson
 Nigel De Gruchy
 Kathy Duggan
 Ruth Duncan
 Claudia Glasgow
 Harold Gurden
 Alan Hackett
 John Hall
 Dr Debbie Hayton
 Chris Keates
 Dave Kitchen
 Ngaire McCann
 Dan McCarthy
 Jennifer Moses
 Tara Mountford
 Abdullah Muhsin
 Paul Nesbitt
 Darren Northcott
 Neil Richards
 Patrick Roach
 Sue Rogers

Jane Setchfield
Nick Trier
Kathy Wallis
Russ Walters
Chris Weavers
Dave Wilkinson
Lee Williscroft-Ferris
Gareth Young
Male: 23 Female: 14 Total: 37

Nautilus International

Union address: 1–2 The Shrubberies, George Lane,
South Woodford, London E18 1BD
Tel: 020 8989 6677
Email: enquiries@nautilusint.org
Web: nautilusint.org
Main trades and industries represented:
Merchant navy and all related areas
Membership stats:
Male 14,537 | Female 506 | Total 15,043
General Secretary: Mark Dickinson
Delegates:
Ronnie Cunningham
Mark Dickinson
Russell Downs
Steven Gosling
Male: 4 Female: 0 Total: 4

NGSU

Nationwide Group Staff Union
Union address: Middleton Farmhouse, 37 Main
Road, Middleton Cheney, Banbury OX17 2QT
Tel: 01295 710767
Email: ngsu@ngsu.org.uk
Web: ngsu.org.uk
Main trades and industries represented:
All staff at Nationwide Building Society Group
Membership stats:
Male 3,727 | Female 8,470 | Total 12,197
General Secretary: Tim Poil
Delegates:
Nicola Huddleston
Michelle Pickering
Tim Poil
Male: 1 Female: 2 Total: 3

NUJ

National Union of Journalists
Union address: Headland House, 308–312 Gray's
Inn Road, London WC1X 8DP
Tel: 020 7843 3700 (switchboard)
Email: info@nuj.org.uk
Web: nuj.org.uk
Main trades and industries represented:
Journalists as staff, casuals, freelancers,
photographers, interns and students, working in
broadcasting, newspapers, magazines, books, PR,
communications and new media. Also producers,
presenters, website managers, content providers,
advertising copywriters and designers
Membership stats:
Male 18,725 | Female 11,525 | Total 30,250
General Secretary: Michelle Stanistreet
Delegates:
John Barsby
Tim Dawson
Sian Jones
Pennie Quinton
Michelle Stanistreet
Male: 2 Female: 3 Total: 5

NUM

National Union of Mineworkers
Union address: Miners' Offices, 2 Huddersfield
Road, Barnsley S70 2LS
Tel: 01226 215555
Email: chris.kitchen@num.org.uk
Web: num.org.uk
Main trades and industries represented:
Coal mining
Membership stats:
Male 1,065 | Total 1,065
National Secretary: Chris Kitchen
Delegates:
Chris Kitchen
Nicky Wilson
Male: 2 Female: 0 Total: 2

NUT

National Union of Teachers
Union address: Hamilton House, Mabledon Place,
London WC1H 9BD
Tel: 020 7388 6191
Web: teachers.org.uk

Main trades and industries represented:

Teachers

Membership stats:

Male 79,365 | Female 254,340 | Total 333,705

General Secretary: Kevin Courtney

Delegates:

Sian Bassett

Marilyn Bater

Rachel Baxter

Paulina Blackstock

Christine Blower

Julia Brandreth

Amanda Brown

Chris Brown

Sarah Carter

Gerald Clarke

Kevin Courtney

Caroline Cowie

Beth Davies

John Dixon

Jess Edwards

Judith Elderkin

Avis Gilmore

Jerry Glazier

Philipa Harvey

Dave Harvey

Mandy Hudson

Vera Jackson

Jennie Jones

Alex Kenny

Sally Kincaid

Roger King

Ian Leaver

Andrew Morris

Ian Murch

Louise Regan

Murray Sackwild

Anne Swift

Dawn Taylor

Kiri Tunks

Karla Wheeler

Garhard Willia

David Wilson

Male: 14 Female: 23 Total: 37

PCS

Public and Commercial Services Union

Union address: 160 Falcon Road,

London SW11 2LN

Tel: 020 7924 2727

Web: pcs.org.uk

Main trades and industries represented:

Government departments and agencies, public bodies, private sector information technology and other service companies

Membership stats:

Male 78,564 | Female 116,088 |

Gender unknown 439 | Total 195,091

General Secretary: Mark Serwotka

Delegates:

Ian Albert

Chris Baugh

Tracy Boyce

Sarah Broad

Paula Brown

Douglas Campbell

Janice Godrich

Angela Grant

Zita Holbourne

Kevin McHugh

John McNally

Gordon Rowntree

Mark Serwotka

Katrine Williams

Male: 7 Female: 7 Total: 14

PFA

Professional Footballers' Association

Union address: 20 Oxford Court, Bishopsgate,

Manchester M2 3WQ

Tel: 0161 236 0575

Email: info@thepfa.co.uk

Web: thepfa.com

Main trades and industries represented:

Professional football

Membership stats:

Male 2,975 | Female 76 | Total 3,051

Chief Executive: Gordon Taylor OBE

Delegate:

Nick Cusack

Male: 1 Female: 0 Total: 1

POA

The professional trade union for prison, correctional and secure psychiatric workers
 Union address: Cronin House, 245 Church Street, London N9 9HW
 Tel: 020 8803 0255
 Email: gs@poauk.org.uk
 Web: poauk.org.uk
 Main trades and industries represented:
 Persons employed in any penal or secure establishment or special hospital as a prison officer, a nursing grade, operational support grade, a non-industrial stores grade and NHS secure forensic staff.
 Membership stats:
 Male 22,276 | Female 7,827 | Total 30,103
 General Secretary: Steve Gillan
 Delegates:
 Chris Donovan
 Stephen Gillan
 Ian Jeremy
 Denise Lacey
 Michael Rolfe
 Dave Todd
 Glyn Travis
 Male: 6 Female: 1 Total: 7

Prospect

Union address:
 New Prospect House, 8 Leake Street, London SE1 7NN
 Tel: 020 7902 6600
 Email: enquiries@prospect.org.uk
 Web: prospect.org.uk
 Main trades and industries represented:
 Engineering, scientific, managerial and professional staff in agriculture, communications/ICT, defence, education, electricity supply, energy, environment, health and safety, heritage, industry, law and order, shipbuilding, transport
 Membership stats:
 Male 84,508 | Female 28,978 | Gender unknown 16 | Total 113,502
 General Secretary: Mike Clancy
 Delegates:
 Michael Clancy
 Miss Frances Cusack

Sue Ferns
 Rachel Garrick
 Alan Grey
 Neil Hope-Collins
 Gordon Hutchinson
 Mark Kent
 Maria Marsh
 Craig Marshall
 Denise McGuire
 John Price
 Eleanor Wade
 Male: 7 Female: 6 Total: 14

RCM

Royal College of Midwives
 Union address: 15 Mansfield St, London W1G 9NH
 Tel: 0300 303 0444
 Email: membership@rcm.org.uk
 Web: rcm.org.uk
 Main trades and industries represented:
 Practising midwives and maternity support workers in the UK
 Membership stats:
 Male 63 | Female 32,750 | Total 32,813
 Chief Executive: Professor Cathy Warwick CBE
 Delegates:
 Jennifer Brown
 Ann Gillott
 Natalie Linder
 Denise Linay
 Jon Skewes
 Prof Cathy Warwick
 Male: 1 Female: 5 Total: 6

RMT

National Union of Rail, Maritime and Transport Workers
 Union address: 39 Chalton Street, London NW1 1JD
 Tel: 020 7387 4771
 Email: info@rmt.org.uk
 Web: rmt.org.uk
 Main trades and industries represented:
 Railways and shipping, road transport, underground and offshore
 Membership stats:
 Male 71,276 | Female 12,578 | Total 83,854

General Secretary: Mick Cash

Delegates:

Millie Apedo-Amah

Wayne Barnett

Mick Cash

Mary Jane Herbison

Sean Hoyle

William Jones

Peter March

Kathy Mazur

James McDauid

James Quinn

Nicholas Quirk

John Reid

Michelle Rodgers

Steve Shaw

Paul Shaw

Nathan Wallace

Male: 12 Female: 4 Total: 16

SCP

The Society of Chiropodists and Podiatrists

Union address: Quartz House, 207 Providence

Square, Mill Street, London SE1 2EW

Tel: 020 7234 8620

Email: enq@scpod.org

Web: feetforlife.org

Main trades and industries represented:

NHS and private practice chiropodists and podiatrists

Membership stats:

Male 2,466 | Female 6,901 | Total 9,367

Chief Executive and General Secretary: Rosemary

Gillespie

Delegates:

Trusha Coward

Brian Harris

Male: 1 Female: 1 Total: 2

SoR

Society of Radiographers

Union address: 207 Providence Square, Mill Street,

London SE1 2EW

Tel: 020 7740 7200

Web: sor.org

Main trades and industries represented:

National Health Service

Membership stats:

Male 4,583 | Female 17,161 | Total 21,744

Chief Executive Officer: Richard Evans

Delegates:

Richard Evans

Sheila Hassan

Paul Moloney

Susan Webb

Male: 2 Female: 2 Total: 4

SUWBBS

Staff Union West Bromwich Building Society

Union address: 2 Providence Place, West Bromwich

B70 8AF

Tel: 0121 796 7720

Email: staffunion@westbrom.co.uk

Web: www.staffunionwestbrom.co.uk

Main trades and industries represented:

Banking , finance, insurance

Membership stats:

Male 164 | Female 318 | Total 482

Chair: Julie Holton

TSSA

Transport Salaried Staffs' Association

Union address: Walkden House, 10 Melton Street,

London NW1 2EJ

Tel: 020 7387 2101

Email: enquiries@tssa.org.uk

Web: tssa.org.uk

Main trades and industries represented:

Administrative, clerical, professional and technical employees of railways, buses, London

Underground, travel trade, canals, ports, ferries and any unorganised worker or group of workers

working directly or indirectly in the transport and travel industries in Great Britain and Ireland

Membership stats:

Male 13,915 | Female 5,323 | Total 19,238

General Secretary: Manuel Cortes

Delegates:

Mick Carney

Manuel Cortes

Dr Jill Murdoch

Fliss Premru

Alex Stoten

Male: 3 Female: 2 Total: 5

UCAC

Undeb Cenedlaethol Athrawon Cymru
Union address: Prif Swyddfa UCAC
Ffordd Penglais, Aberystwyth SY23 2EU
Tel: 01970 639950
Email: ucac@athrawon.com
Web: athrawon.com
Main trades and industries represented:
Education – teachers and lecturers
Membership stats:
Total 4,148 (gender split not available)
General Secretary: Elaine Edwards

UCATT

Union of Construction,
Allied Trades and Technicians
Union address: UCATT House, 177 Abbeville Road,
London SW4 9RL
Tel: 020 7622 2442
Email: info@ucatt.org.uk
Web: ucatt.org.uk
Main trades and industries represented:
Construction and building
Membership stats:
Male 45,976 | Female 1,457 | Total 47,433
General Secretary: Brian Rye
Delegates:
Stephen Conwell
Malcolm Davies
Jonathan Davies
Stuart Grice
John Kemp
James Moran
Julie Phipps
Brian Rye
Tracey Whittle
Tom Wormleighton
Male: 8 Female: 2 Total: 10

UCU

University and College Union
Union address: Carlow Street, London NW1 7LH
Tel: 020 7756 2500
Email: hq@ucu.org.uk
Web: ucu.org.uk
Main trades and industries represented:
Academic and academic related staff in higher

education, further education, adult education,
land-based education and prison education.

Membership stats:
Male 51,574 | Female 52,960 |
Gender unknown 837 | Total 105,371
General Secretary: Sally Hunt
Delegates:
Vicky Blake
Douglas Chalmers
Julia Charlton
Pauline Collins
Joanna de Groot
Rob Goodfellow
Sally Hunt
Vicky Knight
Barry Lovejoy
Carlo Morelli
Dave Muritu
Sean Vernell
Male: 6 Female: 6 Total: 12

UNISON

Union address: UNISON Centre, 130 Euston Road,
London NW1 2AY
Tel: 0800 0 857 857
Web: unison.org.uk
Main trades and industries represented:
Local government, health care, the water, gas and
electricity industries, further and higher education,
schools, transport, community and voluntary
sector, housing associations, police staff
Membership stats:
Male 279,831 | Female 936,828 | Total 1,216,659
General Secretary: Dave Prentis
Delegates:
Andrew Anderson
James Anthony
Ellie Archer
Dave Auger
Darren Barber
Amanda Berger
Nicole Berrisford
Josie Bird
Jean Blevin
Lynn Booth
Jean Boswell
Belinda Burton
Liz Cameron

Jane Carolan
Sarah Crowe
Ruth Davies
Tracy Delaney
Caroline Glendinning
Paul Glover
Dettie Gould
John Gray
Margaret Greer
Maggie Griffin
Jenny Harvey
Mike Hines
Linda Hobson
Kevin Jackson
Justine Jones
Jackie Lewis
Sinead Liddy
Lilian Macer
Gordon McKay
Margaret McKee
Roger McKenzie
Mark McSheehy
Jenny Middleton
Gloria Mills
Caryl Nobbs
Roz Norman
Debi Potter
Dave Prentis
Nicky Ramanandi
Davena Rankin
Eric Roberts
Carol Sewell
Stephen Smellie
Penny Smith
Eleanor Smith
Liz Snape
Irene Stacey
Chris Tansley
Denise Thomas
Andrew Travers
Becky Tye
Denise Ward
Philip Warlow
Clare Williams
Glen Williams
Asha Wolfe-Robinson
Rena Wood
Male: 18 Female: 42 Total: 60

Unite

Union address: Unite House, 128 Theobald's Road,
London WC1X 8TN

Tel: 020 7611 2500

Web: unitetheunion.org

Main trades and industries represented:

Aerospace, shipbuilding, vehicle building, motor components, chemicals, pharmaceuticals, offshore oil, textiles, graphical, paper and media, steel and metals, electrical engineering and electronics, IT, communications, servicing and general industries, local authorities, MoD, professional staff in universities, NHS, voluntary and notforprofit, energy, construction, finance and legal, civil air transport, docks, rail, ferries and waterways, passenger transport, commercial road transport, logistics and retail distribution, food, drink and tobacco, rural and agricultural

Membership stats:

Male 967,800 | Female 325,608 | Total 1,293,408

General Secretary: Len McCluskey

Delegates:

Lyndsay Ada
Lisa Ashley
Elaine Baptiste
Howard Beckett
Mary Branigan
Colin Bull
Tony Burke
Dan Carden
Gail Cartmail
Hamed Chohan
Irene Clark
Bob Collins
Anna Costello
Tracy Coxhill
Richard Crease
Tony Croak
Alan Dobbie
Michelle Drummond
Norma Dudley
Dave Elson
Rosita Fichera
Sue Fitzell
Deborah Giles
Kelly Graham
Marina Gunn
Ruth Hayes

Mike Hedges
Brian Hewitt
Agnes Hildich
Diana Holland
Brian Holmes
Mike Jenkins
Jim Kelly
David Leech
Tony Lewington
Mark Lyon
Paul Maullin
Len McCluskey
Linda McCulloch
Sean McGovern
Mary McReynolds
Ivan Monckton
Dave Morgan
Thomas Murphy
Andrew Murray
Kerry Owens
Kieran Pallett
Mary Paul
Mark Porter
Mark Pryor
Abdul Rashid
Keith Reynolds
Stanley Ruddock
Peter Russell
Maggie Ryan
Taj Salam
John Seaman
Stan Si
Kathleen Smith
Anne Smith
Michelle Smith
Dave Smith
Jane Stewart
John Storey
Mohammed Taj
Jayne Taylor
Elizabeth Thacker
Pete Tsouvallaris
Mark Turner
Steve Turner
Charlotte Upton
Steven Wakefield
Adrian Weir
Richard Wileman

Tony Woodhouse
Male: 47 Female: 28 Total: 75

URTU

United Road Transport Union
Union address: Almond House, Oak Green, Stanley
Green Business Park, Cheadle Hulme SK8 6QL
Tel: 0800 52 66 39
Email: info@urtu.com
Web: urtu.com
Main trades and industries represented:
Drivers, warehousing, ancillary workers in the
logistics and food sectors
Membership stats:
Total 10,615 (gender split not available)
General Secretary: Robert F Monks
Delegates:
Alex Harris
Brian Hart
Robert Monks
Male: 3 Female: 0 Total: 3

USDAW

Union of Shop, Distributive and Allied Workers
Union address: 188 Wilmslow Road, Manchester
M14 6LJ
Tel: 0161 224 2804
Email: enquiries@usdaw.org.uk
Web: usdaw.org.uk
Main trades and industries represented:
Retail, distribution, food processing and
manufacturing, catering, chemical processing,
pharmaceutical, home shopping, warehouses,
clerical, dairy process, call centres
Membership stats:
Male 196,809 | Female 243,794 | Total 440,603
General Secretary: John Hannett
Delegates:
Paul Ada
Philipine Akaba
Maureen Bowen
Jeff Broome
Miss Pat Buttle
Miss Dolores Collins
Damian Cummings
Tony Dale
Gareth Davies

Brendan Duggan
Joanne Fisk
John Hannett
Jacob Haughey
Alan Higgins
Clare Jones
Keith Kivelehan
Paddy Lillis
Karl Lockley
Kate MacLeod
Charles McLaren
Ann Monk
Mandy Naylor
Amanda Owens
Peter Robson
Nicola Scarborough
Michael Soper
Janette Thomas
Miss Wendy Turner
Simon Vincent
Miss Michelle Whitehead
Christopher Wilcock
Anne Will
Michael Willia
Fiona Wilson
Barbara Wilson
Male: 18 Female: 17 Total: 35

WGGB

Writers' Guild of Great Britain
Union address: 134 Tooley Street, London SE1 2TU
Email: admin@writersguild.org.uk
Web: writersguild.org.uk
Main trades and industries represented:
Television, radio, film, books, theatre, video games, multimedia
Membership stats:
Male 812 | Female 507 | Total 1,319
Acting General Secretary: Ellie Peers

TRADES COUNCIL DELEGATE
Alec McFadden

SUMMARY

Number of affiliated unions: 51
Membership:
Male: 2,712,724
Female: 2,883,080
Gender split not available: 64,192
Total: 5,659,996

Section 4:

Details of past Congresses

No.	Date	Venue	President	General Secretary	Delegates	Unions	Members
1	1868	Manchester	W H Wood (Manchester Trades Council)	W H Wood	34	-	118,367
2	1869	Birmingham	T J Wilkinson (Flint Glass Makers)	George Potter	47	40	250,000
3	1871	London	George Potter (Working Men's Association)	ditto	57	49	289,430
4	1872	Nottingham	W H Leatherland (Organised Trade Association)	George Odger	77	63	255,710
5	1873	Leeds	W Lishman (Leeds Trades Councils)	George Howell	132	140	750,000
6	1874	Sheffield	W Rolley (President, Trades Council)	ditto	169	153	1,191,922
7	1875	Liverpool	J Fitzpatrick (Secretary, Trades Council)	ditto	151	107	818,032
8	1875	Glasgow	J Battersby (Compositors)	ditto	139	109	539,823
9	1876	Newcastle	J C Laird (President, Trades Council)	H Broadhurst	140	113	557,823
10	1877	Leicester	D Merrick (Boot and Shoe Finishers)	H Broadhurst	152	112	691,089
11	1878	Bristol	G F Jones (Secretary, Trades Council)	ditto	136	114	623,957
12	1879	Edinburgh	D Gibson (President, Trades Council)	ditto	115	92	541,892
13	1880	Dublin	J Murphy (Ironfounders)	ditto	120	105	494,222
14	1881	London	E Coulson (Bricklayers)	ditto	157	122	463,899
15	1882	Manchester	R Austin (Engineers)	ditto	153	126	509,307
16	1883	Nottingham	T Smith (Boot and Shoe Riveters)	ditto	166	134	520,091
17	1884	Aberdeen	J C Thompson (President, Trades Council)	ditto	142	126	598,033
18	1885	Southport	T R Threlfall (Typographical Association)	George Shipton	161	136	580,976
19	1886	Hull	F Maddison (Typographical Association)	H Broadhurst	143	122	635,580
20	1887	Swansea	W Bevan (Carpenters and Joiners)	ditto	156	131	674,034
21	1888	Bradford	S Shaftoe (Basket Makers)	ditto	165	138	816,944
22	1889	Dundee	R D B Ritchie (Dundee Trades Councils)	ditto	211	171	885,055
23	1890	Liverpool	W Matkin (Carpenters and Joiners)	C Fenwick	457	211	1,470,191
24	1891	Newcastle	T Burt (Miners)	ditto	552	213	1,302,855
25	1892	Glasgow	J Hodge (Steel Smelters)	ditto	495	225	1,219,934
26	1893	Belfast	S Munro (Typographical Association)	ditto	380	226	900,000
27	1894	Norwich	F Delves (Engineers)	S Woods	378	179	1,100,000
28	1895	Cardiff	J Jenkins (Shipwrights)	ditto	330	170	1,000,000
29	1896	Edinburgh	J Mallison (Edinburgh Trades Council)	ditto	343	178	1,076,000
30	1897	Birmingham	J V Stevens (Tin Plate Workers)	ditto	381	180	1,093,191
31	1898	Bristol	J O'Grady (Cabinet Makers)	ditto	406	188	1,184,241
32	1899	Plymouth	W J Vernon (Typographical Association)	ditto	384	181	1,200,000
33	1900	Huddersfield	W Pickles (House and Ship Painters)	ditto	386	184	1,250,000
34	1901	Swansea	C W Bowerman (London Compositors)	ditto	407	191	1,200,000
35	1902	London	W C Steadman (Barge Builders)	ditto	485	198	1,400,000
36	1903	Leicester	W R Hornidge (Boot and Shoe Operatives)	ditto	460	204	1,500,000
37	1904	Leeds	R Bell (Railway Servants)	ditto	453	212	1,422,518
38	1905	Hanley	J Sexton (Dock Labourers)	W C Steadman	457	205	1,541,000
39	1906	Liverpool	D C Cummings (Boilermakers)	ditto	491	226	1,555,000
40	1907	Bath	A H Gill (Cotton Spinners)	ditto	521	236	1,700,000
41	1908	Nottingham	D J Shackleton (Weavers)	ditto	522	214	1,777,000
42	1909	Ipswich	D J Shackleton (Weavers)	ditto	498	219	1,705,000
43	1910	Sheffield	J Haslam (Miners)	ditto	505	212	1,647,715
44	1911	Newcastle	W Mullin (Cotton Spinners)	C W Bowerman	523	202	1,662,133
45	1912	Newport	W Thorne (Gasworkers)	ditto	495	201	2,001,633
46	1913	Manchester	W J Davis (Brassworkers)	ditto	560	207	2,232,446
47	1915	Bristol	J A Seddon (Shop Assistants)	ditto	610	215	2,682,357
48	1916	Birmingham	H Gosling (Waterman)	ditto	673	227	2,850,547
49	1917	Blackpool	J Hill (Boilermakers)	ditto	679	235	3,082,352
50	1918	Derby	J W Ogden (Weavers)	ditto	881	262	4,532,085
51	1919	Glasgow	G H Stuart-Bunning (Postmen's Federation)	ditto	851	266	5,283,676

No.	Date	Venue	President	General Secretary	Delegates	Unions	Members
52	1920	Portsmouth	J H Thomas (Railwaymen)	ditto	955	215	6,505,482
53	1921	Cardiff	E L Poulton (Boot and Shoe)	ditto	810	213	6,417,910
54	1922	Southport	R B Walker (Agricultural Workers)	ditto	723	206	5,128,648
55	1923	Plymouth	J B Williams (Musicians' Union)	Fred Bramley	702	194	4,369,268
56	1924	Hull	A A Purcell (Furnishing Trades)	ditto	724	203	4,327,235
57	1925	Scarborough	A B Swales (Amalgamated Engineering Union)	ditto	727	205	4,350,982
58	1926	Bournemouth	Arthur Pugh (Iron and Steel Trades Confederation)	W M Citrine	696	207	4,365,619
59	1927	Edinburgh	George Hicks (Building Trade Workers)	ditto	646	204	4,163,994
60	1928	Swansea	Ben Turner (Textile Workers' Union)	ditto	621	196	3,874,842
61	1929	Belfast	B Tillet (Transport Workers)	ditto	592	202	3,673,144
62	1930	Nottingham	J Beard (Workers' Union Group, T and GWU)	ditto	606	210	3,744,320
63	1931	Bristol	Arthur Hayday (General and Municipal Workers)	ditto	589	210	3,719,401
64	1932	Newcastle	John Bromley (Locomotive Engineers and Firemen)	ditto	578	209	3,613,273
65	1933	Brighton	A G Walkden (Railway Clerks Association)	ditto	566	208	3,367,911
66	1934	Weymouth	Andrew Conley (Tailors and Garment Workers)	ditto	575	210	3,294,581
67	1935	Margate	William Kean (Gold, Silver and Allied Trades)	Sir Walter Citrine	575	211	3,388,810
68	1936	Plymouth	A A H Findlay (Patternmakers)	ditto	603	214	3,614,551
69	1937	Norwich	Ernest Bevin (Transport and General Workers)	ditto	623	214	4,008,647
70	1938	Blackpool	H H Elvin (Clerks and Administrative Workers)	ditto	650	216	4,460,617
71	1939	Bridlington	J Hallsworth (Distributive and Allied Workers)	ditto	*490	217	4,669,186
72	1940	Southport	William Holmes (Agricultural Workers)	ditto	667	223	4,886,711
73	1941	Edinburgh	George Gibson (Mental Hospital Workers)	ditto	683	223	5,079,094
74	1942	Blackpool	Frank Wolstencroft (Woodworkers)	ditto	717	232	5,432,644
75	1943	Southport	Anne Loughlin (Tailors and Garment Workers)	ditto	760	230	6,024,411
76	1944	Blackpool	Ebby Edwards (Mineworkers)	ditto	730	190	6,642,317
77	1945	Blackpool	Ebby Edwards (Mineworkers)	ditto	762	191	6,575,654
78	1946	Brighton	Charles Dukes (General and Municipal Workers)	Vincent Tewson	794	192	6,671,120
79	1947	Southport	George W Thompson (Draughtsmen)	ditto	837	187	7,540,397
80	1948	Margate	Florence Hancock (Transport and General Workers)	ditto	859	188	7,791,470
81	1949	Bridlington	Sir William Lawther (Mineworkers)	ditto	890	187	7,937,091
82	1950	Brighton	H L Bullock (General and Municipal Workers)	Sir Vincent Tewson	913	186	7,883,355
83	1951	Blackpool	A Roberts (Card, Blowing and Ring Room Ops)	ditto	927	186	7,827,945
84	1952	Margate	Arthur Deakin (Transport and General Workers)	ditto	943	183	8,020,079
85	1953	Douglas	T O'Brien, MP (Theatrical and Kine Employees)	ditto	954	183	8,088,450
86	1954	Brighton	Jack Tanner (Amalgamated Engineering Union)	ditto	974	184	8,093,837
87	1955	Southport	C J Geddes (Union of Post Office Workers)	ditto	984	183	8,106,958
88	1956	Brighton	W B Beard (United Patternmakers Association)	ditto	1,000	186	8,263,741
89	1957	Blackpool	Sir Thomas Williamson (General and Municipal)	ditto	995	185	8,304,709
90	1958	Bournemouth	Tom Yates (National Union of Seamen)	ditto	993	185	8,337,325
91	1959	Blackpool	Robert Willis (London Typographical Society)	ditto	1,017	186	8,176,252
92	1960	Douglas	Claude Bartlett (Health Service Employees)	George Woodcock	996	184	8,128,251
93	1961	Portsmouth	Edward J Hill (United Society of Boilermakers)	ditto	984	183	8,299,393
94	1962	Blackpool	Dame Anne Godwin (Clerical Workers)	ditto	989	182	8,312,875
95	1963	Brighton	Frederick Hayday (General and Municipal Workers)	ditto	975	176	8,315,332
96	1964	Blackpool	George H Lowthian (Building Trade Workers)	ditto	997	175	8,325,790
97	1965	Brighton	Lord Collison (Agricultural Workers)	ditto	1,013	172	8,771,012
98	1966	Blackpool	Joseph O'Hagan (Blastfurnacemen)	ditto	1,048	170	8,867,522
99	1967	Brighton	Sir Harry Douglass (Iron and Steel Trades)	ditto	1,059	169	8,787,282
100	1968	Blackpool	Lord Wright (Amalgamated Weavers' Association)	ditto	1,051	160	8,725,604
101	1969	Portsmouth	John E Newton (Tailors and Garment Workers)	Victor Feather	1,034	155	8,875,381
102	1970	Brighton	Sir Sidney Greene (Railway)	ditto	1,061	150	9,402,170

No.	Date	Venue	President	General Secretary	Delegates	Unions	Members
103	1971	Blackpool	Lord Cooper (General and Municipal Workers)	ditto	1,064	142	10,002,204
104	1972	Brighton	George Smith (Construction Workers)	ditto	1,018	132	9,894,881
105	1973	Blackpool	Joseph Crawford (Colliery Overmen, Deputies)	Lionel Murray	991	126	10,001,419
106	1974	Brighton	Lord Allen (Shop, Distributive and Allied Workers)	ditto	1,032	109	10,002,224
107	1975	Blackpool	Marie Patterson (Transport and General Workers)	ditto	1,030	111	10,363,724
108	1976	Brighton	Cyril Plant (Inland Revenue Staff Federation)	ditto	1,114	113	11,036,326
109	1977	Blackpool	Marie Patterson (Transport and General Workers)	ditto	1,150	115	11,515,920
110	1978	Brighton	David Basnett (General and Municipal Workers)	ditto	1,172	112	11,865,390
111	1979	Blackpool	Tom Jackson (Post Office Workers)	ditto	1,200	112	12,128,078
112	1980	Brighton	Terry Parry (Fire Brigades)	ditto	1,203	109	12,172,508
113	1981	Blackpool	Alan Fisher (Public Employees)	ditto	1,188	108	11,601,413
114	1982	Brighton	Alan Sapper (Cinematograph and TV Technicians)	ditto	1,163	105	11,005,984
115	1983	Blackpool	Frank Chapple (Electrical and Plumbing Workers)	ditto	1,155	102	10,510,157
116	1984	Brighton	Ray Buckton (ASLEF)	Norman Willis	1,121	98	10,082,144
117	1985	Blackpool	Jack Eccles (General, Municipal and Boilermakers)	ditto	1,124	91	9,855,204
118	1986	Brighton	Ken Gill (TASS)	ditto	1,091	88	9,585,729
119	1987	Blackpool	Fred Jarvis (National Union of Teachers)	ditto	1,065	87	9,243,297
120	1988	Bournemouth	Clive Jenkins (Manufacturing Science Finance)	ditto	1,052	83	9,127,278
121	1989	Blackpool	Tony Christopher (Inland Revenue Staff)	ditto	1,006	78	8,652,318
122	1990	Blackpool	Ada Maddocks (NALGO)	ditto	985	78	8,405,246
123	1991	Glasgow	Alec Smith (GMB)	ditto	937	74	8,192,664
124	1992	Blackpool	Rodney Bickerstaffe (NUPE)	ditto	892	72	7,762,469
125	1993	Brighton	Alan Tuffin (UCW)	John Monks	874	69	7,303,419
126	1994	Blackpool	Jimmy Knapp (RMT)	ditto	878	68	7,298,262
127	1995	Brighton	L Mills (BIFU)	ditto	828	67	6,894,604
128	1996	Blackpool	Margaret Prosser (TGWU)	ditto	821	73	6,790,339
129	1997	Brighton	Tony Dubbins (GPMU)	ditto	827	75	6,756,544
130	1998	Blackpool	John Edmonds (GMB)	ditto	811	74	6,638,986
131	1999	Brighton	Lord MacKenzie (UNISON)	ditto	809	77	6,749,481
132	2000	Glasgow	Rita Donaghy OBE (UNISON)	ditto	772	76	6,745,907
133	2001	Brighton	Bill Morris (TGWU)	ditto	766	73	6,722,118
134	2002	Blackpool	Sir Tony Young (CWU)	ditto	765	70	6,685,353
135	2003	Brighton	Nigel de Gruchy (NASUWT)	Brendan Barber	783	69	6,672,815
136	2004	Brighton	Roger Lyons (Amicus)	ditto	723	70	6,423,694
137	2005	Brighton	Jeannie Drake (CWU)	ditto	727	66	6,452,267
138	2006	Brighton	Gloria Mills (UNISON)	ditto	742	63	6,463,159
139	2007	Brighton	Alison Shepherd (UNISON)	ditto	762	59	6,471,030
140	2008	Brighton	Dave Prentis (UNISON)	ditto	723	58	6,537,545
141	2009	Liverpool	Sheila Bearcroft (GMB)	ditto	695	61	6,201,359
142	2010	Manchester	Dougie Rooney (Unite)	ditto	645	57	6,135,126
143	2011	London	Michael Leahy (Community)	ditto	281	55	6,056,861
144	2012	Brighton	Paul Kenny (GMB)	ditto	565	53	5,977,178
145	2013	Bournemouth	Lesley Mercer (CSP)	Frances O'Grady	542	54	5,855,271
146	2014	Liverpool	Mohammad Taj (Unite)	ditto	533	53	5,786,734
147	2015	Brighton	Leslie Manasseh (Prospect)	ditto	539	52	5,787,147
148	2016	Brighton	Liz Snape (UNISON)	ditto	533	51	5,659,996

Note: From 1869 to 1884, the figures in the final column of the above table included representatives of Trade Councils, causing some duplication

**Actual attendance; credentials were issued to 659 delegates*

Section 5:

Members of the General Council, 1921–2016

Names of members of the Parliamentary Committee which functioned from 1868 to 1921 are included in Reports up to 1976. From 1921 the General Council became the executive body of the TUC. Dates given below are of the year of the Congress at which appointment was made to the General Council, or in the event of election to fill a casual vacancy the year in which it took place.

Abberley, B: 2005–13
 Adams, J: 1992–98
 Airlie, J: 1990–91
 Alderson, R: 1984
 Allen, AW: 1962–78
 Allen, J: 1994–95
 Allen, S: 2000–01
 Allen, WP: 1940–47
 Anderson, D: 2000–04
 Anderson, WC: 1965–72
 Auger, L: 2005–07
 Baddeley, W: 1963–72
 Bagnall, GH: 1939–47
 Baird, R: 1987
 Baker, FA: 1976–84
 Bartlett, C: 1948–62
 Bartlett, J: 2009
 Basnett, D: 1966–85
 Baty, JG: 1947–54
 Baume, J: 2001–12
 Bearcroft, S: 1997–
 Beard, J: 1921–34
 Beard, WD: 1947–66
 Bell, J: 1937–45
 Bell, JN: 1921–22
 Benstead, J: 1944–47
 Berry, H: 1935–37
 *Bevin, E: 1925–40
 Bickerstaffe, R: 1982–2000
 Biggs, J: 1991
 Binks, G: 1998–2002
 Birch, JA: 1949–61
 Birch, R: 1975–78

Blower, C: 2008–15
 Boateng, AF: 1994
 Boddy, JR: 1978–82
 *Bondfield, M: 1921–23, 1925–29
 Boothman, H: 1921–35
 Bostock, F: 1947
 Bothwell, JG: 1963–67
 Bottini, RN: 1970–77
 Bousted, M: 2003–
 Bowen, JW: 1921–27
 Bowman, J: 1946–49
 Boyd, JM: 1967–74, 1978–81
 Brett, WH: 1989–97
 Briginshaw, RW: 1965–74
 Britton, EL: 1970–73
 Brooke, C: 1989–95
 Bromley, J: 1921–35
 Brookman, K: 1992–98
 Brown, J: 1936–45
 Brown, Joanna: 2009–15
 Brumwell, G: 1992–2004
 Buck, LW: 1972–76
 Buckton, RW: 1973–85
 Burke, T: 1993–2002, 2008–
 Burrows, AW: 1947–48
 Bussey, EW: 1941–46
 Cameron, K: 1981–83, 1991–99
 Camfield, B: 2000–06
 Campbell, J: 1953–57
 Callighan, A: 1945–47
 Cannon, L: 1965–70
 Carey, M: 1998–2005
 Carolan, J: 2005–
 Carr, J: 1989–92
 Carrigan, D: 2001
 Carron, WJ: 1954–67
 Carter, J: 1989–92
 Cartmail, G: 2005–
 Cash, M: 2014–16
 Caton, B: 2001–9
 Chadburn, R: 1981
 Chalmers, J: 1977–79
 Chapple, FJ: 1971–82
 Chester, G: 1937–48
 Chowcat J: 1998
 Christie, L: 1988–92
 Christopher, AMG: 1977–88
 Clancy, M 2012–

Coldrick, AP: 1968–71
 Collinridge, F: 1961–62
 Collison, H: 1953–69
 Conley, A: 1921–48
 Connolly, C: 1995
 Connor, Sir Bill: 1997–2003
 Cook, AJ: 1927–31
 Cookson, B: 2010–
 Cooper, J: 1959–72
 Cooper, T: 1996–99
 Cortes, M 2012–
 Courtney, K: 2016
 **Cousins, F: 1956–64, 1966–68
 Covey, D: 1989–98
 Cramp, CT: 1929–32
 Crawford, J: 1949–32
 Crawford, Joseph: 1960–72
 Crow, R: 2003–04, 2006, 2010–14
 Curran, K: 2003– 04
 Cusack, N: 2016
 Dale, A 2012–
 Daly, L: 1971–80
 Daly, JD: 1983–89
 Dann, AC: 1945–52
 Davenport, J: 1921, 1924–33
 Davies, DG: 1986–96
 Davies, ED: 1984
 Davies, DH: 1967–74
 Davies, O: 1983–86
 Dawson, C: 2016
 Deakin, A: 1940–54
 Dean, B: 1985–91
 Dear, J: 2002–10
 De Gruchy, N: 1989–2002
 Derrick, N: 2016
 Dhamrait, M: 1995–2000
 Dickinson, M: 2009–
 Doherty, G: 2004–10
 Donaghy, R: 1987–99
 Donnett, AM: 1973–75
 Doughty, GH: 1968–73
 Douglass, H: 1953–66
 Drake, JLP: 1990–2007
 Drain, GA: 1973–82
 Dubbins, AD: 1984–2007
 Duffy, D: 1988–91
 Duffy, T: 1978–85
 Dukes, C: 1934–46
 Dunn, V: 2001–02
 Dwyer, P: 1992–94
 Dyson, F: 1975–78
 Eastwood, H: 1948
 Eccles, JF: 1973–85
 Eccles, T: 1949–58
 Edmonds, J: 1986–2002
 Edmondson, LF: 1970–77
 Edward, E: 1931–46
 Ellis, JN: 1988–91
 Elsom, R: 1996–97
 Elvin, HH: 1925–39
 Evans, AM: 1977–84
 Evans, D: 1991–99
 Evans, L: 1945–52
 Evans, RL: 1985–91
 Evans, W: 1996–99
 Evans, WJ: 1960–62
 Exall, M: 2006–
 Farthing, WJ: 1935–43
 Fawcett, L: 1940–51
 Fenelon, B: 1998
 Ferns, S: 2005–
 Figgins, JB: 1947–52
 Findlay, AAH: 1921–40
 Fisher, AW: 1968–81
 Flanagan, L 2012–
 Ford, SWG: 1963–70
 Forden, L: 1958–65
 Forshaw, W: 1933–34
 Foster, J: 1999–2003
 Foulkes, P: 2006
 Fysh, M: 2001–10
 Gallagher, G: 2007–09
 Gallie, CN: 1940–46
 Garland, R: 1983
 Garley, A: 2005–10
 Gates, P: 2001, 2003
 Geddes, CJ: 1946–56
 Geldart, J: 1991–94
 George, E: 1988
 Gibson, A: 1988–99
 Gibson, G: 1928–47
 Gilchrist, A: 2000 –04
 Gill, K: 1974–91
 Gill, WW: 1983–86
 Gillan, S: 2010–
 Gladwin, DO: 1986–89

Godrich, J: 2003–15
 Godwin, A: 1949–62
 Golding, J: 1986–87
 Gormley, J: 1973–79
 Gosling, H: 1921–23
 Graham, JA: 1982–83, 1985
 Grant, J: 2002
 Grantham, RA: 1971–74, 1983–91
 Gray, D: 1982–83
 Green, GF: 1960–62
 Greendale, W: 1978–85
 Greene, SF: 1957–74
 Gretton, S: 1969–72
 Grieve, CD: 1973–82
 Griffiths, AE: 1963–69
 Guy, G – 2011
 Guy, LG: 1977–82
 Hagger, P: 1988–94
 Haigh, E: 1982
 Hall, D: 1996–97
 Hall, E: 1954–59
 Hallsworth, J: 1926–46
 Hallworth, A: 1955–59
 Halpin, A: 1996, 1999, 2001– 08
 Hammond, EA: 1983–87
 Hancock, F: 1935–57
 Handley, RC: 1938–39
 Hanley, P: 1968–69
 Hannett, J: 2004–
 Harrison, HN: 1937–47
 Harvey, D: 2008–15
 Harvey, P: 2016
 Hawkes, P: 1992–2004
 Hayday, A: 1922–36
 Hayday, F: 1950–72
 Hayes, W: 2002–15
 Haynes, E: 1964–68
 Henry, J: 1989–90
 Hewitt, H: 1952–63
 Heywood, WL: 1948–56
 Hicks, G: 1921–40
 Hill, AL: 1955–57
 Hill, D: 1992
 Hill, EJ: 1948–64
 Hill, J: 1921–35
 Hill, JC: 1958
 Hill, S: 1963–67
 Hillon, B: 1987–97
 Hindle, J: 1930–36
 Hodgson, M: 1936–47
 Hogarth, W: 1962–72
 Holloway, P: 1997–2000
 Holmes, W: 1928–44
 Houghton, D: 1952–59
 Howell, FL: 1970–73
 Hunt, S: 2002–
 Isaacs, GA: 1932–45
 Jackson, Sir Ken: 1993–2001
 Jackson, T: 1967–81
 Jarman, C: 1942–46
 Jarvis, FF: 1974–88
 Jenkins, C: 1974–87
 Jennings, K: 2013–15
 Jinkinson, A: 1990–95
 Johnson, A: 1993–94
 Jones, J: 1934–38
 Jones, JL: 1968–77
 Jones, JW: 1967–69
 Jones, RT: 1946–56
 Jones, RT: 1921–32
 Jones, WE: 1950–59
 Jordan, WB: 1986–94
 Jowett, W: 1986–87
 Kaylor, J: 1932–42
 Kean, W: 1921–45
 Kearns, T: 2008–15
 Keates, C: 2004–
 Kelly, J: 2004–07
 Kelly, L: 2004
 Kenny, P: 2000–15
 Keys, WH: 1975–84
 King, J: 1972–74
 Knapp, J: 1983–2000
 Laird, G: 1979–81
 Lambert, DAC: 1984–93
 Landles, P: 1995–2003
 Lascelles, D: 2001–05
 Lawther, W: 1935–53
 Leahy, M: 1999–2014
 Lee, P: 1933
 Lenahan, P: 1991–92
 Leslie, J: 1925
 Littlewood, TL: 1968–70
 Lloyd, G: 1973–82
 Losinska, K: 1986
 Loughlin, A: 1929–52

Love, I: 1987–94
 Lowthian, GH: 1952–72
 Lynes, A: 2010–13
 Lyons, CA: 1983–88
 Lyons, J: 1983–90
 Lyons, R: 1989–2003
 Macgougan, J: 1970–78
 MacKenzie, HU (Lord): 1987–99
 Mackney, P: 2002–06
 Macreadie, J: 1987
 Maddocks, A: 1977–90
 Maddocks, WH: 1979–81
 Manasseh, L: 2001–15
 Mansell-Green, A: 2016
 Martin, A: 1960–70
 Mather, S: 2013–15
 Mayer, M: 2007–08
 McAndrews, A: 1949–54
 McAvoy, D: 1989–2003
 McCaffrey, F: 2011–15
 McCall, W: 1984–88
 McCarthy, CP: 1983–84
 McCarthy, P: 2011–15
 McCluskey, L: 2007–
 McCulloch, L: 2003
 McCulloch, E: 1958–62
 McDermott, JF: 1949–57
 McGahey, M: 1982–85
 McGarvey, D: 1965–76
 McGonigle, A: 1992
 McGovern, S: 2010–
 McGrath, H: 1995–98
 McGregor, M: 2004
 McGurk, J: 1932
 Mckay, J: 2002–03
 McKenzie, R: 2016
 McKnight, J: 2000–07
 Mercer, L: 2000–14
 Mills, G: 1994–
 Mills, LA: 1983–95
 Moore, JH: 1922–23
 Morgan, B: 1995
 Morgan, G: 1981–89
 Morris, W: 1988–2002
 Morritt, M: 1989–91
 Morton, J: 1975–84, 1987–89
 Murnin, H: 1921
 Murphy, S: 2012–15
 Murray, A: 2011–13
 Murray, JG: 1980–82
 Neal, J: 2007–10
 Naesmith, A: 1945–52
 Nevin, E: 1985–88
 Newman, J: 1990–91
 Newton, JE: 1953–69
 Nicholls, D: 2005
 Nichols, G: 2000–02, 2005–
 Nicholas, HR: 1965–66
 Nicholas, M: 2015–2016
 Nicholson, B: 1983–87
 Noon, P: 2001–12
 O'Brien, T: 1940–69
 Ogden, JW: 1921–29
 O'Hagen, J: 1953–66
 O'Kane, E: 2003
 Openshaw, R: 1948–56
 Orrell, B: 1999–2008
 Owen, J: 1948–52
 Page, M: 1988–89
 Papworth, AF: 1944–48
 Parry, T: 1968–80
 Patterson, CM: 1963–84
 Payne, C: 2008 –09, 2012–
 Paynter, W: 1960
 Peel, JA: 1966–72
 Pemberton, S: 1974–81
 Penman, D: 2012–
 Pickering, R: 1985–96
 Pinder, P: 2001–2003
 Pinkney, P: 2014
 Plant, CTH: 1963–75
 Poil, T: 2005–15
 Poole, L: 1957–58
 Poulton, EL: 1921–29
 Prentis, D: 1996–
 Prime, AM: 1968–76
 Prosser, M: 1985–95
 Prudence, J: 1995–99
 Pugh, A: 1921–35
 Purcell, AA: 1921–27
 Purkiss, B: 1994–99
 Qualie, M: 1923–25
 Reamsbottom, BA: 1992–2001
 Richards, T: 1925–31
 Rickhuss, R: 2014–16
 Ritchie, A: 2005–10

Rix, M: 2001–02
 Roache, T : 2016
 Roberts, A (Sir): 1940–62
 Roberts, A: 1967–71
 Robinson, A: 2011–13
 Robinson, SA: 1959–69
 Rogers, S: 2002–08
 Rolph, L: 2015–
 Rooney, D: 1998–2010
 Rooney, M: 1990–2002
 Rosser, R: 2000: 2003
 Rown, J: 1921–34
 Russell, JG: 1982–86
 Ryan, M: 2015–
 Rye, B: 2015–
 Sage, M: 2009–
 Sanders, B: 2007
 Sapper, AL: 1970–83
 Saville, E: 2012–
 Scanlon, H: 1968–77
 Scard, D: 1990–2000
 Scargill, A: 1980–82, 1986–87
 Scott, J: 1961
 Scrivens, EM: 1982–86
 Serwotka, M: 2002–
 Sexton, J: 1921
 Sharp, L: 1957–65
 Shaw, A: 1929–38
 Sheldon, J: 1992–97
 Shepherd, A: 1995–2012
 Sherwood, W: 1934–36
 Simpson, D: 2002–10
 Sinnott, S: 2005–07
 Sirs, W: 1975–84
 Skewes, J: 2015–
 Skinner, H: 1921–31
 Slater, JH: 1974–82
 Slater, JW: 1972–73
 Smillie, R: 1921–36
 Smith, A: 1921
 Smith, AR: 1979–92
 Smith, E: 2007–
 Smith, GF: 1959–78
 Smith, H: 1922–24, 1931
 Smith, J: 2007–
 Smith, LJ: 1980–87
 Smith, P: 1999–2002
 Smith, R: 1957–66
 Smithies, FA: 1983–89
 Snape, L: 2001–
 Sonnet, K: 2001–06
 Spackman, EW: 1945–46
 Spanswick, EAG: 1977–82
 Spence, WR: 1931–41
 Squance, WJR: 1936–39
 Stanistreet, M: 2011–15, 2016
 Stanley, BC: 1983–85
 Steele, NJ: 1983–90
 Stevens, L: 1983
 Stevenson, RB: 1984–89
 Stewart, J: 2011–
 Stott, W: 1936–39
 Stuart, P: 2004–15
 Sullivan, C: 2014–16
 Swales, AB: 1921–34
 Sweeney, E: 1996–2006
 Sweeney, N: 2013–
 Swindell, B: 1962–65
 Switzer, B: 1993–97
 Symons, E: 1989–95
 Taj, M: 2000–16
 Talbot, P: 1999–2008
 Tallon, WM: 1957–66
 Tami, M: 1999–2000
 Tanner, J: 1943–53
 Tansley, C: 2012–
 Taylor, S: 2003: 05
 Thomas, JH: 1921, 1925–28
 Thomas, KR: 1977–81
 Thomas, P: 1989–91
 Thomson, GW: 1935–47
 Thorburn, W: 1990
 Thorne, W: 1921–33
 Thorneycroft, GB: 1948–52
 Thurston, J: 1999–2004
 Tiffin, AE: 1955
 Tillet, B: 1921–31
 Todd, R: 1984–91
 Townley, WR: 1930–36
 Tuffin, AD: 1982–92
 Turner, B: 1921–28
 Turner, J: 1921–24
 Turner, M: 1981–86
 Turner, P: 1981–88
 Turner, S: 2011–
 Twomey, M: 1989–96

Urwin, CH: 1969–79
Vannet, M: 1997–2001
Varley, J: 1921–25, 1926–34
Wade, JF: 1983
Walkden, AG: 1921–25
Walker, RB: 1921–27
Walsh, B: 1950, 1957–59
Walsh, J: 2005–10
Ward, B: 1985
Ward, D: 2016
Warrillow, E: 1997–1999
Warwick, D: 1989–91
Webber, WJP: 1953–62
Weakley, J: 1985, 1987–94
Weighell, S: 1975–82
Weller, S: 2011–
Whatley, WHP: 1979–85
White, J: 1990–92
Whyman, JR: 1983, 1985–89
Wilkinson, F: 1993–96
Williams, A: 1985–91
Williams, DO: 1983–86
Williams, JB: 1921–24
Williams, RW: 1938–46
Williamson, T: 1947–61
Willis, R: 1947–64
Wilson, F: 2007–
Winsett, J: 1986
Wolstencroft, F: 1928–48
Wood, L: 1979–84
Wood, W: 1936–37
Woodhouse, T: 2008–
Woodley, T: 2003–10
Wrack, M: 2006–
Wright, LT: 1953–67
Yates, T: 1947–60
Young, AI: 1989–2001

*Resigned on appointment as Minister of Labour

**Resigned on appointment as Minister of Technology, 1964

