

Report of Congress 2013

The 145th Annual Trades Union Congress
8–11 September 2013, Bournemouth

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General Council members

2013–2014

Sheila Bearcroft MBE
GMB

Christine Blower
National Union of
Teachers

Mary Bousted
Association of Teachers
and Lecturers

Joanna Brown
Society of Chiropractors
and Podiatrists

Tony Burke
Unite

Jane Carolan
UNISON

Gail Cartmail
Unite

Mike Clancy
Prospect

Brian Cookson
NASUWT

Manuel Cortes
Transport Salaried
Staffs' Association

Bob Crow
National Union of Rail,
Maritime and Transport
Workers

Tony Dale
Union of Shop,
Distributive and Allied
Workers

Mark Dickinson
Nautilus International

Maria Exall
Communication
Workers Union

Sue Ferns
Prospect

Larry Flanagan
Educational Institute of
Scotland

Steve Gillan
POA

Janice Godrich
Public and Commercial
Services Union

John Hannett
Union of Shop,
Distributive and Allied
Workers

Dave Harvey
National Union of
Teachers

Billy Hayes
Communication
Workers Union

Sally Hunt
University and College
Union

Karen Jennings
UNISON

Tony Kearns
Communication
Workers Union

Chris Keates
NASUWT

Paul Kenny
GMB

Michael Leahy OBE
Community

Leslie Manasseh MBE
Prospect

Sue Mather
Community

Fern McCaffrey
GMB

Paul McCarthy
GMB

Len McCluskey
Unite

Sean McGovern
Unite

Lesley Mercer
Chartered Society of
Physiotherapy

Gloria Mills CBE
UNISON

Steve Murphy
Union of Construction,
Allied Trades and
Technicians

Ged Nichols
Accord

Christine Payne
Equity

Dave Penman
FDA

Tim Poil
Nationwide Group Staff
Union

Dave Prentis
UNISON

Malcolm Sage
GMB

Eddie Saville
Hospital Consultants
and Specialists'
Association

Mark Serwotka
Public and Commercial
Services Union

Eleanor Smith
UNISON

John Smith
Musicians' Union

Liz Snape MBE
UNISON

Michelle Stanistreet
National Union of
Journalists

Jane Stewart
Unite

Patricia Stuart
Unite

Niamh Sweeney
Association of Teachers
and Lecturers

**Mohammad Taj
(chair)**
Unite

Chris Tansley
UNISON

Steve Turner
Unite

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 2013 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

15 Maritime skills

Despite its continued reliance upon maritime trade, the UK continues to witness continued significant decline in its seafaring skills base. Congress notes with concern that the government's own statistics show that, on current trends, the number of British seafarers will almost halve over the next 20 years.

Congress notes that continued decline of the UK maritime skills base will present a wide range of adverse economic and strategic consequences, and will present significant threats to safety and the environment, as well as posing a long-term risk to the UK's traditional global lead in major maritime industries and services.

Congress expresses its concern at the government's continued failure to develop a clear and coherent maritime policy that places UK seafarer employment and training at its heart, with explicit targets for expansion. It highlights recent government reductions in the Support for Maritime Training (SMarT) scheme and calls for this essential assistance to be enhanced and expanded, to keep UK seafarer training costs internationally competitive and to ensure that adequate numbers of British officers and ratings are trained and can progress their careers.

Congress deplores the lack of ambition on the part of the government for shipping and British seafarer employment and believes the UK must make determined measures to combat exploitation and unfair competition in British waters and develop, in consultation with the industry including the maritime trade unions, a proactive strategy for shipping which puts more jobs for British seafarers right at the top of the agenda.

Nautilus International

23 National minimum wage

Congress notes with concern the growing practice of employers offering unpaid opportunities of work, often to young and vulnerable workers who are trying to break into the world of employment.

Although some of these placements, commonly described as 'work experience', 'intern', or 'volunteer' positions, are a genuine opportunity for new entrants to the workforce to gain skills and experience that may improve their employability, they are more often just a blatant abuse aimed at securing the services of workers for nothing.

These unpaid positions appear across the economy, including the film and TV production sector, where a BECTU survey of young workers revealed that 33 per cent of respondents had undertaken more than 10 unpaid assignments since entering the industry.

Far from giving them a quick route to employment, the vast majority of respondents felt that unpaid work was a hindrance to their careers, and 95 per cent agreed that employers should be obliged to pay the national minimum wage (NMW).

Despite the activities of HMRC's enforcement unit, and the success of unions pursuing, through employment tribunals, employers who fail to pay the NMW, unpaid work opportunities abound on internet job sites.

Congress therefore calls on the General Council to campaign for:

- i. a change in the regulations to ensure that all advertisements offering positions at rates below the NMW are treated as a prima facie breaches of the law
- ii. a policy for automatic public 'naming and shaming' of any employer in breach of the NMW.

Broadcasting, Entertainment, Cinematograph and Theatre Union

24 Fair pay for young workers

Congress notes that despite the introduction of age discrimination legislation, age discrimination in government and society is still rife. The national minimum wage has arbitrary age bands and rates that result in lower pay for lower aged workers, with an Apprenticeship rate for under 19s of just £2.65 per hour.

Congress condemns the coalition government's decision to freeze national minimum wage rates for 16- to 20-year-olds. Since 2010, the increases to these rates have been pitifully low, with a 15p increase for

apprentices, 4p for 16- to 17-year-olds and 6p for 18- to 20-year-olds.

Many 16- to 24-year-olds are financially independent and therefore expected to pay for life's essentials including housing, energy and food – which have all seen dramatic price increases since the economic recession. Additionally, many employers appear to be using the recession to justify unnecessary cuts in the wages of young workers, which adds to their financial difficulties.

Young people are already disadvantaged by age-based reductions in benefits and the situation will worsen under the so-called welfare reform.

Youth unemployment is at an all-time high and young people who do find employment face low pay, poor terms and conditions, fixed-term and temporary contracts, with little job security.

With the hike in education fees, young people are being forced out of education.

To fight effectively for real equality in the workplace and the benefits system and to oppose government cuts and welfare reform, Congress believes that the TUC must support and work with young trade unionists, young workers, unemployed youth, students and other community and youth organisations.

Congress resolves to commit to a strategy of:

- i. establishing a collective campaign to increase pressure on the government and employers for young people to be given the rate for the job, with no age rates in the NMW and a fair living wage for all workers
- ii. an end to the age discrimination in the benefit system and against all discriminatory changes
- iii. in the governments welfare reform agenda
- iv. free education for all
- v. the alternative to cuts, and tax justice
- vi. organising youth protest days in conjunction with the STUC, WTUC and ICTU
- vii. naming and shaming employers that exploit young workers as cheap labour
- viii. building awareness through social media, road shows and media publicity
- ix. working with national anti-cuts organisations such as the Coalition of Resistance and others such as the NUS to

build for a national day of action for a fair NMW and a living wage for young people.

TUC Young Workers' Conference

25 Private copying and fair compensation

The government is attempting to introduce a private copying exception without fair compensation. This would make it legal to copy CDs or DVDs onto an iPod or computer. Congress agrees that this is a good idea as long as the government acknowledges its obligations under EU directives and ensures that the exception is accompanied by fair compensation.

Artists and creators in almost all other EU member states benefit from a levy system imposed on the manufacturers of MP3 players and similar devices.

These levies have not impeded market penetration of such devices and have not meant higher prices for consumers.

Therefore, what Congress is proposing is not an 'iPod tax' on consumers. Congress argues for fair compensation for creators from the device manufacturers. These manufacturers are already paying patent and software licences for each device sold and yet, under the UK proposal, the act of copying music onto these devices – the content the consumer is most interested in – will not generate any income for musicians.

Despite an outstanding international reputation for British musicians, more than half of MU members still earn less than £20,000 a year from their profession. Britain has one of the best music industries in the world. Congress believes the government should be making it easier to survive as a musician – not harder.

Congress calls on the General Council to support the Musicians' Union and UK music in a legal challenge, brought against the UK government, over this matter.

Musicians' Union

26 Saving local government

Congress notes with grave concern that the coalition's austerity programme is having a disastrous impact upon English local government, with a corresponding attack in Wales, Scotland and Northern Ireland. Over 400,000 jobs have already been lost across local

government since 2010 with numerous public services and facilities being cut or charged for.

Further major cuts in the spending review will now mean ever greater loss of services and more outsourcing. A further arbitrary freeze on English council tax imposed from the centre will stretch beyond the next election, with the most deprived communities continuing to be hit hardest.

The implications for local democracy, those that rely on vital public services and the families of those thrown out of work are stark. Despite determined community and trade union campaigning, children's centres, libraries, adult social care, youth services, leisure facilities and other services are being sacrificed in the name of dogma and ideologically driven austerity economics.

Drastic cuts to services suck demand and confidence out of local economies, as decent public sector jobs are increasingly outsourced and the UK's flexible labour market generates ever more temporary and part-time work.

Congress believes we need:

- i. a new fair settlement for local government and no more cuts
- ii. democratically accountable councils with the power and resources to provide the services that those they represent want and need
- iii. to employ people on decent pay and conditions and promote local economic growth
- iv. to lead a campaign for the renewal of local government.

UNISON

The following amendment was ACCEPTED by the mover:

In paragraph 5, insert new sub-paragraphs iii and iv and re-number subsequently:

"iii redistributive policies from central government which ensure the protection of local services in the poorest communities
"iv an end to outsourcing and privatisation"

Fire Brigades' Union

30 Stop the attack on teaching assistants

Congress notes that on 2 June 2013, the Daily Mail ran an article under the headline "Army of Teaching Assistants Faces the Axe" and pointed

to Michael Gove's department as the axe-wielders.

This despicable attack on hard-working, frontline public servants was backed up by a right-wing think tank, Reform, who claimed that teaching assistants should be phased out and instead schools should

have larger class sizes.

Congress agrees that there can be no doubt that these proposals would be detrimental to the development of the nation's school children. The SEN, behavioural, pastoral and learning support provided by properly deployed teaching assistants is integral to good educational outcomes.

Congress further believes that this current government does not have the interests of children at heart and is motivated solely by a 'slash and burn' mentality.

GMB and other education unions recognise and applaud the fantastic job done by teaching assistants to support pupils and teachers.

Congress is proud of the work educational staff do at all levels to ensure every child is able to realise their full potential.

Congress calls on the General Council to condemn Gove's insulting and bullying approach and use its best endeavours to protect this vital part of the whole school workforce. Congress also calls on the General Council to campaign for a properly funded education service that gives life opportunities to all.

GMB

The following amendment was ACCEPTED by the mover:

In paragraph 4, line 4, after "mentality" insert "that puts profit before pupils"

Insert new paragraph 5:

"Congress deplores the coalition government's decision to discontinue work on a national framework for school support staff and downgrade the work of teaching assistants."

Insert new paragraph 6 (after original paragraph 5):

"Congress further applauds the contribution of the school workforce in securing the UK's standing as amongst the world's best education systems."

NASUWT

32 Funding for further and higher education

Congress notes the coalition government's continued attacks on post-16 education, which include:

- i. the trebling of tuition fees
- ii. the abolition of the EMA
- iii. the loss of all state funding for learners over 24 studying Advanced Level qualifications or above
- iv. the marketisation and casualisation of the profession in both further and higher education
- v. the coalition's aim to open up the post-16 sector to for-profit providers
- vi. the new cuts imposed as a result of the spending review.

Congress further notes:

- a. Spending on higher education in the UK as a proportion of GDP is 18 per cent lower than the OECD average, an estimated funding gap of £4.3bn.
- b. State investment in supporting a young person through A-Levels and university is repaid to the exchequer ten times over.
- c. Demand for skilled and professional jobs is forecast to increase by 19 per cent in the decade to 2020.
- d. Higher levels of education are strongly associated with stable employment, better health, self-esteem and more active citizenship.

Congress welcomes UCU's widely supported campaign, The Knowledge Economy, for public investment in tertiary education, which seeks to close the international funding gap.

Congress believes that the future welfare of the country depends on the reversal of the catastrophic cuts in education funding imposed by this government and the investment of additional funding in our educational infrastructure.

Congress resolves to support UCU's national campaigning strategy around The Knowledge Economy and in defence of education up to and beyond the next general election.

University and College Union

33 Access to educational psychologists

Congress expresses its support for the Children and Families Bill and the Special Educational Needs and Disability Pathfinder Projects in seeking to improve joined-up working between a range of professionals who provide services for children and young people.

It welcomes the proposals to enable those young people with the most complex needs to continue to have an education, health and care plan up to the age of 25 years, which will ensure that they retain a legal right to specialist support and provision for all of that time.

However, the impact which this extended group of young people will make on the services of the specialist workforce who are already managing increased demands from schools, colleges and local authorities, given the changes to the roles and funding arrangements of both, has not been fully considered.

Congress expresses grave concern that there is no funding system in place for training to provide newly qualified educational psychologists after 2016 which could further exacerbate the already growing inequity of access to educational psychologists across the UK.

Congress calls for:

- i. continued central funding to be made available for a sustainable training system for new educational psychologists
- ii. sufficient educational psychologists to be available within the children and young people's workforce to meet the increased and new challenges brought about by the extended and changed responsibilities within local authorities, schools and other establishments.
- iii. all children and young people who need it to continue to have free access to educational psychologists.

Association of Educational Psychologists

37 Foot health of the nation

Preventative care is the key element in keeping the population of the UK active. The cost to the economy and the NHS of an inactive population is enormous in lost productivity and the demand on the NHS as a result.

According to the British Heart Foundation the cost to the economy of type 2 Diabetes was £13bn, including £8.8bn to the NHS in 2012. Obesity costs by 2050 will be £9.7bn to the NHS and £49.9bn to the economy.

Podiatrists and other allied health professionals (AHP) are therefore more in demand than ever before to keep our population healthy. Almost every sport and most activity will involve walking, jogging, running or standing. All of these activities need healthy feet, yet we are seeing NHS organisations reducing podiatry and other AHP posts due to the austerity measures that are being forced on the NHS by the current government.

Congress calls on the General Council to include this vital information and make it part of the wider anti-austerity campaign in the UK. The country cannot afford to ignore the fact that the cost of inactivity is added pressure on our NHS and is economically wasteful, and blights families who cannot work and are forced into poverty or onto benefits as a result when investment in preventative measures such as more podiatrists and other AHPs would see a reduction in the causes of inactivity in the UK.
Society of Chiropodists and Podiatrists

38 Education for health and care

Commissioners for undergraduate and postgraduate education must ensure the NHS workforce is fit for purpose to deliver comprehensive health and care services, recognising the changing needs in the ageing population. At present, short-term financial decisions are being made in education and in the NHS, including down-banding and reductions in undergraduate places. Difficulties in funding clinical placements are causing problems for the universities in finding enough high quality placement sites to ensure appropriate practical experience in the workplace. There are similar issues for post graduate education. In future this will lead to a reduction in specialists in health and care at a time where the NHS will be under more pressure to deliver more for less.

Congress calls on the General Council to lobby the commissioners for NHS education in the UK to maintain a long-term focus to ensure

the health and care workforce is appropriate for the needs of the communities they serve.

British Orthoptic Society Trade Union

The following amendment was ACCEPTED by the mover:

In paragraph 2, line 2, after "UK" insert:
"to work with representatives from the allied healthcare professions"

Society of Radiographers

39 Cuts to the fire and rescue service

Congress notes the wide-ranging and malevolent attacks on public services and on public sector workers by this Tory-Liberal Democrat coalition government.

Congress condemns the unprecedented level of cuts imposed on the fire and rescue service, with central funding cuts of more than seven per cent in the next two years.

Congress notes that cuts have already led to 3,600 firefighter jobs lost since 2010, nearly seven per cent of firefighters across the UK. Austerity has already led to fire stations being earmarked for closure, fire engines removed and further threats of firefighter job cuts.

Congress notes the 7.5 per cent cut to the fire and rescue service for 2015–16, with promises of further cuts to 2020 and beyond. These cuts will increasingly undermine and cause delays in the fire service's emergency response. This will put public safety at risk and cost lives, particularly in vulnerable communities.

Congress urges the government to abandon their austerity plans and invest in public services.

Congress also urges the Labour Party to reject austerity clearly and to fund public services properly.

This would mean the immediate reversal of cuts in central government funding and the scrapping of the further cuts targeted for 2015–16 and set out in the recent spending review.

Congress supports the FBU's political and industrial campaign against cuts to the fire and rescue service.

Congress encourages affiliated unions to defend the fire and rescue service, as part of the general campaign against cuts in the public sector.

Fire Brigades' Union

The following amendment was ACCEPTED by the mover:

Insert new paragraph 3:

“Congress particularly condemns the Mayor of London’s decision to press ahead with his cuts to fire services in Greater London that jeopardise public safety and will reduce the capacity and speed of the service to respond to major incidents, including those on the Capital’s public transport network.”

Transport Salaried Staffs’ Association

42 The impact of legal aid cuts on family proceedings

Congress notes with concern the Legal Aid, Sentencing and Punishment of Offenders Act 2012 on the conduct of private family proceedings.

The impact of legal aid cuts and the removal of mediation is already proving detrimental to the courts’ ability to resolve such cases. The consequences of this legislation were anticipated not only by the various professional bodies working with children, but by a Ministry of Justice research summary. The cuts on the legal aid budget will bring increased costs elsewhere in terms of court time, and unnecessary adjournments. It will also cause further emotional harm to adults and children as angry and fractious parties are denied legal advice from a critical and legally trained friend who can often find a child-centred resolution to a dispute.

Congress is alarmed that the new rules for legal aid in cases featuring domestic violence set a dangerously high threshold of proof that ignores all previous research showing that victims may have been assaulted up to forty times before reporting the abuse. Congress also notes that in the absence of appropriate support, such victims face the risk of being cross-examined by the perpetrator in the Family Court. It also deprecates the lack of attention given to cases where parties have committed suicide after having killed or harmed their children.

Congress calls all affiliates to join the campaign to highlight the harmful impact of the legal aid cuts on communities and seek their full restoration.

Napo

43 Politicisation of the civil service

Congress recognises that a politically impartial, permanent civil service is the bedrock of our democracy and has ensured the government of the day is supported in delivering their democratic mandate for over 150 years.

Civil servants’ roles in providing impartial, evidence-based advice, with the ultimate decision made by elected ministers, provides for effective and better government.

Congress recognises that reform is a constant feature of a modern public service, not least when public servants are being asked to deliver ever more with ever-decreasing resources.

The government’s proposals to allow ministers to surround themselves with an extended, personally appointed group of civil servants has the potential to politicise and destabilise the core of government departments.

Congress recognises that elected ministers require effective support from the civil service to deliver their democratic mandate, but the danger is that proposals to ‘personalise’ that support will in reality politicise it.

The last thing the civil service needs, faced with the unprecedented challenges being demanded of it, is a firewall of officials between the civil service and the minister who are loyal to the minister – not the taxpayer – which then destabilises the entire department every time a minister is reshuffled or sacked.

Congress calls on the General Council and all the main political parties to work to find a consensus on civil service reform that ensures that the bedrock of a permanent, politically impartial civil service, recruited on merit rather than patronage, remains intact.

FDA

44 Royal Mail privatisation

Congress notes the intention of the coalition government to privatise Royal Mail. Privatisation will lead to higher prices for domestic and small business customers. Private owners will press for the removal of the current universal service and uniform tariff obligations. Inevitably service will decline for rural and remote areas.

Congress rejects the government’s suggestion that this is the only method that can secure investment for the service. In the previous year

Royal Mail made £411m profit as a public service, and could become self-financing. Without changing ownership, Royal Mail could borrow from money markets, at a cheaper rate, in line with companies such as Network Rail. Such methods of investment operate throughout the EU for government-related entities like Royal Mail.

Congress applauds the decision of postal workers to reject privatisation in an independent ballot by 96 per cent on a 74 per cent turnout. This was despite government attempts to buy off the workforce with suggestions of a distribution of shares to staff.

Congress registers that the CWU is in dispute with Royal Mail on future terms and conditions, and supports its campaign to defend these.

Further, Congress supports Post Office staff who have undertaken a number of days strike action for justice on pay, and against the downgrading of the Crown Office network. Congress pledges its support for an equitable settlement.

Congress agrees to support the campaign to Save Our Royal Mail (SORM), and directs the General Council to ensure the TUC's participation in its initiatives.

Communication Workers Union

49 Defending the welfare state and the rights of disabled people

Congress congratulates the Spartacus group on the Tipping Point report detailing the impact of arbitrary government austerity cuts and the disproportionate negative impact on disabled welfare claimants.

Congress agrees the worst of the cuts have yet to have an impact and is alarmed that despite undeniable evidence about the irreversible harm that will ensue, the government intends to cut another £10bn from the welfare budget.

Congress agrees that the cuts will lead to thousands of disabled people losing their jobs, homes and independence and force thousands of disabled people into further socio-economic deprivation.

Congress therefore believes that a united campaign of action against all those attacks is the most effective way of resisting the coalition's attempts to divide disabled and non-disabled benefit claimants.

Congress condemns the government's campaign to vilify benefit claimants in the media, which has hardened public opinion against welfare and sought to divide those in from those out of work. Congress believes the cuts will facilitate the destruction of the welfare safety net and increase suicides.

Congress agrees the TUC Disabled Workers' Committee should encourage TUC affiliates to pool resources and work strategically with community campaigners to:

- i. launch a counter-offensive, public relations community-focused campaign exposing misreporting and debunk myths about the cuts and welfare claimants
- ii. continue lobbying MPs to stop the cuts programme
- iii. continue defending disabled people's rights
- iv. support trades councils and regional TUC disabled workers' committees in building up a broad coalition of resistance with community groups and organisations of disabled people
- v. produce campaign guidance on how to block bailiffs from evicting tenants by taking direct action and to build awareness of the law
- vi. support local campaigns to block evictions of disabled workers.

Congress therefore calls upon the TUC Disabled Workers' Committee to request that the TUC organise an emergency 'benefits justice' national demonstration.

TUC Disabled Workers' Conference

50 Food banks

Congress notes that in 2012–13, foodbanks fed 346,992 people nationwide, including 126,889 children. Congress is angered and concerned that the number of people being fed by charity food banks during the three months since the government's welfare changes took effect has risen by 200 per cent. Congress condemns this government's policies that have driven more people to become dependent on food aid and commits to campaigning for political changes that reduce dependency on food banks.

However, Congress also welcomes the work of charities and voluntary groups such as the

Trussell Trust in providing support to those in need.

Congress further recognises and welcomes the work of thousands of volunteers, including many trade unionists, who give their time to local food banks across the UK. Congress further recognises trade unions are the original community organisers and supports trade union efforts to provide practical support to local communities.

Therefore, Congress calls on the TUC to:

- i. support trade union efforts to increase the capacity and capability of local food banks and the Trussell Trust
- ii. assist affiliates in building community campaigns against coalition policies or in organising and providing support to communities to alleviate the worst excesses of austerity policies.

Community

The following amendment was ACCEPTED by the mover:

Insert new paragraph 3:

“Congress congratulates education staff who go the extra mile by feeding hungry children, welcomes the School Food Plan produced by the Leon review and urges all political parties to pledge to increase the provision of breakfast clubs and free school meals, especially for the children of the working poor.”

Association of Teachers and Lecturers

54 Fighting austerity and attacks on trade union rights

Congress condemns the government’s attack on employment rights including:

- i. fees and increased qualifying periods for tribunals
- ii. TUPE and redundancy protection
- iii. shares for rights
- iv. reduced facility time
- v. scrapping strict liability for employees’ health and safety at work.

Whilst Congress welcomes Labour’s opposition to the above attacks, there has been no commitment they will be reversed. Congress calls on the next Labour government to reverse these attacks and agrees to campaign especially for Labour to do so.

The assault on workers’ rights is part of the wider ideological austerity attack on working

people and their communities, as demonstrated, for example, by the disgraceful bedroom tax.

Congress believes it is incumbent upon us to do all within our power to fight back and believes that the consideration of the practicalities of a general strike should remain.

Congress notes that whilst the ETUC called a day of action against austerity on a Wednesday, workers in the UK were not called upon to take action on a working day.

A mid-week day of action and protest, coupled with the General Council assisting in coordinating any strike action on that day, would have a significant and different impact to those called on a Saturday.

Congress agrees to hold what could be the first of a series of mid-week days of action involving communities throughout the country and for the General Council to urgently consult affiliates on the timing of such a day of action.

National Union of Rail, Maritime and Transport Workers

60 Women in male-dominated industries

Congress is dismayed that 100 years after the death of Emily Davison and 43 years after the Equal Pay Act, women continue to be under-represented in key sectors of the economy. For example, women account for one in 10 employees in science, technology, engineering and mathematics (STEM), compared with one in two women in the workforce overall. Women are similarly under-represented in range of other sectors and occupations including transport, construction, farming, forestry and some health professions.

Occupational segregation means that large numbers of women never have the opportunity to follow their interests or to use their qualifications at work. Those that do often face challenges linked to insecure employment, male-dominated work groups and a presumption against part-time working.

Congress welcomes the role played by teachers in influencing young women’s career choices, but believes that more needs to be done to counter pervasive stereotypes and entrenched workplace cultures.

Congress agrees with the BIS Select Committee’s report Women in the Workplace that government needs to send a consistent,

strong message about workplace equality at all levels and make it clear that regulatory measures will be introduced where necessary. It calls on the General Council to promote:

- i. Apprenticeship, mentoring and coaching programmes to encourage young women to enter male-dominated industries and support their development;
- ii. good practice policies, practices and case studies that are easily accessible to all union negotiators;
- iii. action to remove barriers to flexible and part-time working;
- iv. positive and diverse images of women at work.

Prospect

The following amendment was ACCEPTED by the mover:

Insert new paragraph 2:

“Congress recognises the importance of Public Sector Equality Duties within the Equality Act 2010 in increasing female representation across workplaces and regrets these don’t apply to all private organisations performing public functions, including train operating companies. Bringing more companies under the Act could improve gender balance in key sectors.”

Associated Society of Locomotive Engineers and Firemen

61 Pregnancy discrimination

Congress notes with dismay that a recent survey indicates that one in seven women have lost their job while on maternity leave. Furthermore, the survey found that 40 per cent of women’s jobs change while on maternity leave and 50 per cent of women experience a cut in hours or demotion.

In the context of soaring unemployment, real terms cuts to maternity pay, prohibitive tribunal fees and cuts to social security, the position of pregnant women and new mothers in the labour market is increasingly vulnerable.

A recent BIS Select Committee report noted the effect that tribunal fees are likely to have in deterring women who have suffered pregnancy or maternity leave discrimination from seeking justice at employment tribunal. Congress supports the report’s recommendation for

government to collect data on the incidence of pregnancy discrimination.

In the absence of any government action to monitor or curb rising levels of pregnancy discrimination,

Congress calls upon the TUC to:

- i. work with unions to gather evidence about the incidence of pregnancy discrimination and to update and publicise TUC guidance on maternity rights
- ii. encourage unions to support the Valuing Maternity campaign and to affiliate to Maternity Action who work with unions to campaign to protect and improve maternity rights.
- iii. urge the government to strengthen the legal right of mothers to return to the same job
- iv. press the government not to proceed with the introduction of tribunal fees and to reverse the repeal of statutory questionnaires, which are a vital legal tool to prove discrimination.

Accord

62 Women and employment rights

Congress notes that the government’s austerity measures are having a disproportionate detrimental impact on the lives of women and notes with concern the government’s pincer attack on the rights of women, removing rights at work and access to justice.

Congress deplores the coalition government’s plans to curtail employment rights, in particular, the government proposals for fees for employment tribunals, reduction for qualifying period for unfair dismissal and regionalised and local pay systems.

Congress believes that doubling the qualifying period to be able to bring an unfair dismissal claim and introducing fees for employment tribunals will have a disproportionate effect on women. The workplace turnover rate for women is higher than that for men and women are less likely to be able to afford even lodging the claim.

The ConDem wheeze of ‘Shares for Rights’ will push vulnerable female workers to ‘cash in’ what little rights they have, compounded by the removal of the Equality Impact Assessment provision. This scheme is at the cost of

protection against unfair dismissal, the right to request training and flexible working conditions, to receive redundancy pay, maternity, parental and adoption leave. These changes will make it easier for employers to sack workers and reduce their pay and conditions and will have a disproportionate affect on women workers. It will worsen existing disadvantage, such as the very high rates of unemployment faced by BME women in the labour market.

Congress also condemns the attacks on the Criminal Injuries Compensation Scheme and health and safety protection. The Enterprise and Regulatory Reform Bill was amended so that a worker can be injured due to an employers' breach of a statutory duty within health and safety at work regulations but the worker will now be prevented from enforcing that breach.

Women over the age of 50 are suffering particular hardship, with a 31 per cent increase in unemployment for this age group; employment discrimination; and a growing burden of care.

Congress condemns the government's decision to attack the Equality Act and the EHRC, suggesting that equality law is an unnecessary bureaucracy.

In our campaign to defend employment rights, we must restate the case for effective equality legislation, day one rights for all workers and statutory rights for union equality reps.

Congress calls on the General Council to:

- i. demand that the government halts this attack on access to justice, health and safety and reasserts its belief that workers' rights should begin from day one
- ii. highlight the impact of reducing employment rights on women
- iii. lobby the Department of Business, Innovation and Skills (BIS)
- iv. lobby the Labour Party to set up a Commission to set a clear route to redress this imbalance and to create fair rights for the millions of women and working people
- v. ensure that the gender impact of stripping away employment rights is a main feature of our campaign to defend employment rights

- vi. press government to monitor redundancies and unemployment rates disaggregated by gender and ethnicity
- vii. support union organisation through union equality representatives to ensure trade union members are protected from discrimination at work
- viii. campaign vigorously to keep the issue of statutory rights for trade union equality reps on the agenda
- ix. continue the campaign to oppose vigorously the government plans to weaken the statutory powers and duties of the Equality and Human Rights Commission.

TUC Women's Conference

63 Discriminatory working environments

Congress believes that the austerity cuts are having an adverse effect on black workers in the labour market. In particular it notes with concern that black workers are being subjected disproportionately to disciplinary and capability procedures.

Congress notes that recent research from Bradford University concluded that in the NHS, incorporating all departments within it, black staff were almost twice as likely to be disciplined compared with their white counterparts. The research refers to similar experiences in other public sector organisations including the police service and local government departments, such as education.

The coalition government's ideological reforms, alongside the dismantling of equalities legislation, has created a discriminatory working environment for black workers.

Congress calls on the General Council to encourage TUC affiliates to:

- i. seek data from employers on disciplinary, capability and grievances by ethnicity, age and gender using Freedom of Information requests if applicable
- ii. arrange urgent meetings with employers to seek assurances that this data will be collated within a certain time frame and lead to a plan of action
- iii. produce campaign materials to explain the issue to all members and seek any examples as evidence

- iv. campaign against 'cheque book' justice and support black members taking race discrimination cases, ensuring no disproportionate impact.
- v. publish the findings to raise the profile on the issue.

TUC Black Workers' Conference

65 Supporting members beyond the workplace

Congress calls on the General Council to support initiatives and programmes that support trade union members with depression and mental health issues.

The PFA has provided its members with vital support to combat problems with addiction and has also taken steps to help players with the difficult transition following retirement from professional football.

Congress believes the concept of a job for life is very much an anachronism in today's world but it is well understood in sport, and the PFA has been working hard to provide the skills and knowledge for ex-players to have a successful career post-football.

The immediate period when players are forced to hang up their boots is a very uncertain and difficult time and the working environment can seem very alien to someone who has only ever known the inside of a dressing room.

This drastic change is usually accompanied by a significant drop in income at a time when family commitments and expenditure is high. It is in this situation and environment that the PFA has encountered real difficulties for members and in order to assist them it has put in place a nationwide network of qualified counsellors to be on hand when required.

This service, as well as the substantial financial provision through its Education, Benevolent and Accident Funds, gives PFA members critical help when they need it most.

The PFA is passionate about helping its members in this way and Congress hopes that the message that support extends beyond the workplace resonates strongly throughout the trade union movement.

Professional Footballers' Association

66 Occupational diseases

The HSE estimates there are 13,500 new cases of workplace cancer every year, resulting in 8,000 deaths.

Congress notes that three-quarters of workplace cancers are caused by asbestos, shift work, mineral oils, the sun and silica.

Congress further notes that exposure to asbestos remains the leading cause of workplace cancer and that while construction workers are at the greatest risk of exposure other sectors, including the teaching profession, are at risk.

Congress believes that in most cases exposure to workplace carcinogens can be prevented. Research has demonstrated that by increasing enforcement and ensuring that regulations are compiled with there could be a huge reduction in people developing workplace cancer.

Congress further believes that the government's attacks on the HSE and safety laws means that enforcement activity in preventing workplace diseases is falling.

Congress is dismayed that due to intensive lobbying from the insurance industry, only victims of mesothelioma and not victims of other fatal asbestos conditions will be covered by the Employers Liability Insurance Bureau being created by the Mesothelioma Bill.

Congress calls on the TUC General Council to campaign for:

- i. lower exposure levels and more stringent regulations on workplace carcinogens
- ii. an increase in enforcement and prosecutions to ensure employers comply with existing regulations
- iii. increased funding for campaigns that warn workers of the risks of workplace diseases and provide clear advice on how to avoid exposure
- iv. the provisions of the Mesothelioma Bill to be extended to cover victims of all fatal asbestos-related conditions.

Union of Construction, Allied Trades and Technicians

The following amendment was ACCEPTED by the mover:

In the final paragraph, insert new subparagraph iii and re-number iii and iv as iv and v:

“iii urgent action to reduce the risk of exposure to asbestos in schools and colleges, starting with measures to report publicly the asbestos levels in every school and college”

NASUWT

67 NHS staff health and wellbeing

Congress welcomes the pledge by NHS leaders to support the health and well-being of staff.

However, Congress remains concerned that, as has been seen repeatedly since the Boorman Report of 2009, genuine action to address the shameful state of health and well-being of NHS staff will be consigned to the “too difficult” pile. Not only does this failure condemn thousands of NHS staff to unnecessary suffering and disability, the cost to the NHS runs into many millions of pounds per year. Evidence shows that poor attention to staff health is also adversely affecting the quality of care for patients.

The irony that the world’s leading organisation in health care cannot look after its own employees is nothing short of a national scandal.

Congress calls on General Council to mount a UKwide campaign to tackle the issue at policy and local levels so that the NHS might become a model for good practice in promoting staff health.

Society of Radiographers

The following amendment was ACCEPTED by the mover:

Add new paragraph at the end:
“Congress recognises that sickness absence affects all sectors, costing the UK £15bn annually in lost economic output and devastating people’s lives.
Congress calls on the General Council to campaign for all workers to have early access to occupational health services and employer support to ensure a sustainable return to work.”

Chartered Society of Physiotherapy

68 Workplace culture

Congress notes that the unacceptable extent of harassment and bullying in press newsrooms came to the fore during the Leveson inquiry and regrets that there is still no change in the system of regulating the press.

Congress welcomes the proposal in both royal charters to include a hotline for journalists pressured into behaving unethically but regrets that Leveson’s recommendation for a conscience clause, endorsed at TUC 2012, is included in neither royal charter after strong opposition by the publishers.

Journalists working collectively through their union can fight for better standards of journalism by developing a workplace where fear is not used to oblige them to behave unethically.

Congress is appalled that the bullying and harassment of media workers extends far beyond the national press to broadcasting, as the NUJ’s submission to the Rose Review on bullying and harassment at the BBC revealed. The subsequent report demonstrated bullying and harassment on an institutionalised scale at our public service broadcaster.

Congress believes that strong trade unionism in every workplace is the best defence against bullying at work and is a safeguard to counter the often health-threatening stress levels. That is why the NUJ and sister unions in the Federation of Entertainment Unions have launched a major campaign to highlight the scale of the problem and the aim of eradicating bullying in the creative industries.

Congress calls on the TUC in all its campaigns to back such anti-bullying initiatives and work to promote the essential role of trade unionism in workplace culture.

National Union of Journalists

The following amendment was ACCEPTED by the mover:

Insert new paragraph 4:
“Congress notes that high levels of stress amongst staff in further and higher education are also caused by excessive workloads, longer hours and demands to meet unachievable deadlines. Collective bargaining at both local and national level is important in tackling this abusive culture.”

In the final paragraph, line 2, delete “antibullying initiatives” and replace with “anti bullying, harassment and stress initiatives; promote manageable workloads;”

University and College Union

69 Whistle blowing

Hospital consultants and specialists, like all other healthcare workers, are primarily committed to the welfare and safety of the patients they treat; however, many fear that their jobs and careers will be affected by speaking out and whistle blowing.

Congress believes there should be no need for hospital consultants to become whistle blowers but experience shows that when financial targets become the mantra corners are cut, leadership loses clinical focus, and bullying becomes the norm. Often when a consultant or specialist speaks out, it is they who become the subject and focus of an investigation.

They become isolated, sometimes, unsupported by their colleagues and excluded from practice.

In addition to the fear of being bullied, consultants have little faith that action will be taken if they do speak out. Procedures are often lengthy and complex, invariably not followed properly and intimidating.

Congress believes there should be clear blue water between the employer and the investigator when dealing with whistle blowing claims; often they are one and the same. The coalition government has recently created the post of Chief Inspector of Hospitals, who will be responsible for assessing and judging the quality of care for patients and assuring safe and effective care. Congress believes that the office of the Chief Inspector could be extended to investigate cases of whistle blowing as well. This would ensure a truly independent investigation, led by clinicians whose only remit would be the interests of patients.

Hospital Consultants and Specialists Association

72 1984/85 miners' strike – inquiry into police actions

Congress notes with profound concern that the Independent Police Complaints Commission have received a referral from the South Yorkshire Police relating to incidents at Orgreave between May 1984 and June 1985 during the miners' strike and this referral contains allegations of assault, perjury, perverting the course of justice and misconduct in a public office.

This followed a BBC "Inside Out" documentary alleging that police who were involved in prosecutions following arrests at the Orgreave Coke Plant in South Yorkshire colluded when they wrote their statements, and the 95 miners who were charged with riot and unlawful assembly at Orgreave were subsequently acquitted.

All the evidence used in those trials should now be fully investigated. Congress requests that the General Council campaign and raise the profile for a public inquiry to deliver a full comprehensive inquiry into the policing of the miners' strike throughout the UK and if the allegations prove to have merit they should be referred to the Director of Public Prosecutions.

National Union of Mineworkers

The following amendment was ACCEPTED by the mover:

Add a final sentence at the end:

"Furthermore, this inquiry should include other labour disputes where trade unions have been victimised by state action such as the imprisonment in 1984 of the 37 trade unionists campaigning for work at the Cammell Laird shipyard."

GMB

73 The right for trade union representatives to carry out their role

At a time when many council workplace representatives are struggling to find time to respond to the demands of their role as well as continuing to deliver high quality public services, Congress endorses the recent study from the NatCen Social Research that lists the key benefits of trade union facilities:

- i. Meaningful consultation and negotiation saves money and reassures employees that their views are valued.
- ii. Partnership working improves workplace relations.
- iii. Early intervention in the handling of workplace disputes prevents escalation and is cost-effective.
- iv. Better communication during redundancy exercises improves understanding and minimises disputes.

Congress expresses dismay about advice issued by the DCLG in March, Taxpayer funding of trade unions: delivering sensible savings in

local government, which is another blatant attack on working people and their rights to fair treatment in the workplace. This ill-judged advice encouraged councils to slash facilities time at the same time as the Chancellor was announcing a further cut of £220m from council budgets for 2014–2015.

Congress regrets that when implementing government cuts, councils are increasingly resorting to the use of S188 exercises to force through redundancies and changes to terms and conditions.

S188 brings a statutory duty to consult with workplace representatives at the very time that these same representatives are being denied appropriate time to respond to those consultations.

Congress calls for:

- a. a campaign for properly resourced workplace representation, vital to a successful and progressive economy
- b. the withdrawal of the DCLG advice, which openly encourages employers not to make workplace consultation meaningful.

Association of Educational Psychologists

The following amendment was ACCEPTED by the mover:

Insert new paragraph 3:

“Congress further expresses dismay at DCLG Secretary Eric Pickles’ decisions to cut facility time in his own department and to end the deduction of staff’s union subs through check-off. Congress notes DCLG staff morale came 93rd out of 97 civil service departments, and calls on Pickles to reverse his decisions.”

Public and Commercial Services Union

74 Union learning fund

The Union Learning Fund (ULF) and the benefits that it has brought to many thousands of NHS and other public sector employees, as well as their employers, cannot be underestimated. The projects that have been running since the ULF was introduced have added to training programmes that some employers undertake on behalf of SCP members. They have greatly enhanced and underpinned the continuing professional development (CPD) that many allied health professionals (AHPs) undertake on a regular basis.

However, Congress has seen over the past few years the facility time that union learning representatives (ULRs) are entitled to being squeezed. This is evident in the NHS as its budget is cut and pressure mounts on already overstretched podiatry staff, other AHPs and the wider NHS. ULRs are being put under pressure to not take time away from their jobs to organise and deliver training.

Congress believes that by increasing time and resources to negotiating union learning agreements that include best practice for facility time, the ULF can be even more effective in reaching and benefitting many more members within the NHS and other public sector employers.

Congress therefore calls on the General Council and unionlearn to provide detailed information and to campaign, focusing on employers within the NHS and other public sector bodies, to promote the need for and to assist unions to sign more union learning agreements, which will have a positive effect on the workforce in demonstrating that their employer is committed to training.

The Society of Chiropodists and Podiatrists

75 Supporting local campaigning

The fight by trade unions, the TUC and communities against the cuts in both the private and public sectors and the defence of jobs, services and public assets has built a strong and rejuvenated movement across the country. It is now necessary to put further resources into building stronger links at the local level bringing together as many different organisations as possible fighting austerity policies.

Trades union councils are key in developing local campaigns but they need more resources both physical and financial. Congress calls on the TUC to develop a programme of building such support with the affiliated unions.

Congress has agreed that unions should focus on community organisation and the TUC recognises the key work undertaken at the local level by trades union councils. Congress calls on the General Council to take a positive position so that the existence of trades union councils is an act of policy of the movement and not an act of will on the part of local activists. There should be guidance and direction to unions

nationally and locally to develop and promote trade unionism at local level through greater activity within branches and together through trades union councils.

Therefore, Congress requests the TUC to agree:

- i. to re-examine funding available to local TUCs and county TUCs
- ii. to encourage regional TUC councils positively to support fully the invaluable work carried out by local TUCs, while encouraging adequate representation on ECs
- iii. that a trades union council delegate attends TUC Congress and moves the Trades Union Councils' Conference motion as a delegate.

TUC Trades Union Councils' Conference

76 Bangladesh Accord

Congress is appalled by the loss of 1,127 workers' lives in Bangladesh on 24 April. The collapse of the Rana Plaza building was not a one-off event. Since 2005 at least 1,800 garment workers have been killed in workplace fires and building collapses in Bangladesh.

Congress congratulates IndustriALL and UNI Global Union for their work in developing the Accord on Fire and Building Safety in Bangladesh.

Congress applauds the work of the TUC in helping to persuade UK retailers to sign up to the Accord.

Over 30 major retailers, including Marks & Spencer, Next, Debenhams, Primark, Tesco, Sainsbury's and Topshop signed the Accord. Congress expresses its concern that Gap and Walmart have refused.

Poor wages and dangerous working conditions are not due to western consumers wanting cheaper clothes. The Bangladesh trade unions have made the case that wages could be doubled with almost no effect on the prices of goods in the shops.

Boycotting cheap consumer goods from countries such as Bangladesh would not benefit the garment workers. The international trade union movement working together to deliver safe working conditions, decent pay and labour rights is the way forward.

Congress calls on the General Council to:

- i. campaign for all retailers who source products from Bangladesh to sign the IndustriALL/UNI Global Union Accord
- ii. support campaigns for decent pay, safer working conditions and trade union rights for factory workers in Bangladesh
- iii. adopt a similar Ethical Trading Initiative model of campaigning for other countries producing goods for shops in the UK.

Union of Shop, Distributive and Allied Workers

The following amendment was ACCEPTED by the mover:

In paragraph 6 at end insert:
"This includes essential support for Bangladesh trade unions to increase their organising capacity within the garment industry."

In final paragraph add new sub-paragraph iv:
"iv campaign against any further outsourcing of jobs from the UK garment industry to countries which are in direct contravention of labour standards and human rights."

Community

77 Attacks on trade unions

Congress deplores the attacks on teacher trade unions around the world.

Congress asserts that attacks on teachers are a fundamental breach of the human rights of children and young people.

Congress believes that the globalised attack on teachers and educators are designed to open education to predatory privatisation and profiteering.

Congress reasserts that education is a public good and not for private profit.

Congress notes with concern evidence of increasing violations of teacher trade union rights, together with intimidation and violence against teacher trade unionists, published by the International Trade Union Confederation, Amnesty and other bodies.

Congress further asserts that high quality education depends on national and international governments respecting fully the rights of teachers and educators under ILO Conventions 87 (Freedom of Association), 98 (Right to Organise and Collective Bargaining) and 111 (Discrimination).

Congress deplores the UK coalition government's union-busting practices and actions designed to bully and bribe teachers into joining government-sponsored/financed organisations as a means of undermining independent, free trade unions.

Congress demands an immediate end to the violent repression and flouting of international labour laws, including laws which criminalise strikes by teachers or which prohibit teachers from establishing or joining free and independent teachers' unions.

NASUWT

78 Solidarity with Greek workers

Congress notes the continued austerity programme carried out by the Greek government, backed by international financial institutions and other European governments. These attacks include sacking public sector workers, slashing salaries and pensions, worsening contracts of employment, cutting benefits and decimating public services.

Congress notes that workers, the unemployed, pensioners, the young and poor in Greece are at the sharp end of these attacks. But this austerity agenda is Europe-wide and affects us all.

Congress condemns the Greek government's actions bringing about the overnight closure of ERT (the Greek national broadcasting corporation) and applauds the Greek journalists and technicians, and the European Broadcasting Union, for their occupation of the building and the continued transmission of news and programmes to the Greek people.

Congress also calls on the Greek Health Ministry to end its appalling, degrading policy of forced HIV tests aimed at immigrant and marginal workers and the LGBT community, in the context of massive public health cuts.

Congress supports the Greece Solidarity Campaign, who organised a joint delegation with the FBU and other trade unionists to Greece in March 2013, as well as other campaigns and solidarity.

Congress supports the Medical Aid for Greece appeal, launched in response to a call for support from Greek anti-austerity campaigners in association with health unions, health workers and community organisations in Greece.

Congress supports the labour movement resistance to these attacks and encourages all affiliates to forge direct links with workers and their representative organisations in Greece.

Fire Brigades' Union

79 Freedom of musical expression

In 2012, there were 173 attacks worldwide on musicians as a result of their work. The cases included six artists being killed, 14 imprisoned, two abducted, 12 attacked, five threatened, 16 prosecuted and 84 detained, as well as 34 cases of state censorship.

Last year also saw three members of the punk-rock collective, Pussy Riot, incarcerated for "hooliganism" following their protest performance at Moscow's Cathedral of Christ the Saviour. They have been described as political prisoners by the Union of Solidarity with Political Prisoners, and Amnesty International called the conviction "a bitter blow for freedom of expression".

Freemuse is an independent international organisation which advocates freedom of expression for artists worldwide. Its objectives are to:

- i. document violations and discuss their effects on music life
- ii. inform media, human rights organisations and the public
- iii. support musicians in need and observe at their trials
- iv. develop a global network in support of threatened musicians and composers.

Congress calls on the General Council to help promote Freemuse and to support freedom of musical expression worldwide.

Musicians' Union

80 International LGBT rights

Congress deplores the fact that being gay is illegal in 76 countries, and in 10 of these it is punishable by death or imprisonment. It is also well known that LGBT people in many more regions around the world are victims of violence, such as targeted killings, violent assaults and torture.

Congress therefore looks to the TUC to help the campaign to end discrimination against LGBT people around the world as a human rights principle generally and also to be able to

respond swiftly to international events, prioritising case-by-case incidents.

Congress calls on the General Council to:

- i. support campaigns against homophobia around the world
- ii. raise the issue of LGBT rights at international events
- iii. build solidarity links with LGBT rights campaigners and trade unionists around the world
- iv. support and mobilise for appropriate protest actions
- v. support LGBT people facing deportation to countries where they face homophobic or transphobic persecution.

TUC Lesbian, Gay, Bisexual and Transgender Conference

Composite 1 Anti-austerity campaigning, cuts and growth

Congress welcomes the initiatives taken by the General Council over the last year to stimulate campaigning against austerity and the poverty that it has caused across the country, in particular the bus tour in summer 2013.

Congress further recognises the depth of social misery being caused by government policies, often to the most vulnerable, and therefore resolves to place the organised labour movement at the heart of a national campaign of opposition to austerity and its consequences and for the promotion of alternative policies.

Congress calls for the end of the austerity programme and politically motivated public spending cuts and the introduction of a programme of economic stimulus that will create the necessary jobs and growth to boost the economy.

The austerity programme has caused the slowest period of UK economic recovery in 100 years; 2.5 million people unemployed; and borrowing increased to pay for the failure of the government's policies. Congress further notes that far from tackling the deficit, Chancellor Osborne's strategy will mean an extra £245bn in borrowing – not for growth-creating investment, but for filling the gap left by his growth-choking policies.

Over 700,000 public service workers have lost their jobs since 2010 and real wages across the economy will be on average £1,700 lower in 2015.

The austerity policies have also had a negative impact on the private sector with consumer demand being squeezed as public spending has been cut. The real pay of workers, in both the public and private sectors, is under pressure as a result of below-inflation pay rises and pay freezes. Congress notes that people are facing the biggest fall in living standards on record, with the average family £1,800 worse off this year – with UK disposable income falling from fifth in the world to twelfth. The recent Spending Review has attacked jobs, pay and local government services in particular.

Congress believes that with all major UK parties signing up to the same spending plans and promising further austerity after the 2015 general election, it is up to trade unions and communities to resist these failed policies that are only succeeding in impoverishing increasing numbers of people.

The programme of cuts and privatisations affecting our NHS, schools, social security system, and public services is a co-ordinated and systematic attack – that is disproportionately hitting working class communities, and in particular women, disabled people and ethnic minorities. Congress believes that the crisis facing people and their local services is so severe that we cannot wait for a general election in 2015, we must act now.

Congress calls for:

- i. a moratorium on cuts in the public services
- ii. the reversal of the swingeing cuts to social security
- iii. fair and progressive taxation, tackling tax evasion and avoidance
- iv. a massive public infrastructure programme to build railways, schools, homes and utility networks that boosts businesses, public services and incomes.

Congress resolves to:

- a. instruct the General Council to organise in the course of 2014 a nationwide march against poverty, focusing on the bedroom tax, food banks and other effects of government policy; designed to draw in working people and their communities in all parts of the country and to unite people around the trade union movement

- b. continue the local, regional and national campaign actions highlighting the damage of the cuts
- c. highlight the squeeze on low and middle earners and promote collective bargaining as the best way to tackle falling living standards and inequality
- d. highlight the devastating impact of austerity on women, disabled, black, young and LGBT workers and their families
- e. work with the ETUC against European austerity
- f. step up the campaign against austerity and for an economic alternative based on tax justice, investment, job creation, public ownership, and the redistribution of wealth
- g. promote political education and campaigning on the economic choices at the 2015 general election
- h. welcome and support the People's Assembly Against Austerity and encourage affiliated organisations and trades councils to involve themselves in this and similar local initiatives aiming at opposing the bedroom tax and welfare cuts, defending the poorest, and demanding action to end unemployment
- i. promote and support the day of action called by the People's Assembly for 5 November 2013
- j. reaffirm that mass industrial action to oppose the cuts and the wrecking of the welfare state is a legitimate option in Britain as it has been in Greece, France, Spain and other countries in Europe, and that it will continue to work to create the conditions, including membership support and public sympathy, which makes discussion of this option a realistic possibility
- k. instruct the General Council to facilitate a co-ordinated programme of civil and industrial action involving trade unions and other campaigns.

Mover: Unite

Secunder: UNISON

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

Composite 2 Economic policy

Congress notes that the austerity policies carried out by the coalition government have failed, even by their own measures. The government said that austerity would restore growth in the economy; promote manufacturing; stimulate private investment; and cut the public sector deficit. Yet the economy has stagnated; manufacturing has fallen faster than services; private investment has been on strike; and the public sector deficit has grown.

Congress believes these are the inevitable results of implementing austerity during a recession. Comparable results occurred during the 1930s, and the coalition government is ignoring the contemporary and historic evidence.

The alternative must be to expand the economy through government-led investment programmes. Utilising the government's ownership of banks, growth can be restarted by rebuilding infrastructure and public services; a major programme of social and council house building; and stimulating consumption by ending wage cuts, freezes, low pay and benefit reductions.

Public finances can also be improved by addressing tax avoidance and scrapping the replacement of Trident. Money saved by ending our nuclear weapons system could be used to sustain the process of defence diversification, vital to our manufacturing future. Such a policy would need to ensure that the jobs and skills of tens of thousands of workers in the sector were preserved.

Congress agrees to support "investment, not cuts" as a theme for work against austerity. The General Council is directed to promote this on all appropriate occasions.

Congress congratulates the General Council in its continuing work that highlights the unfairness of the coalition government's cuts and austerity policy and offers an alternative approach based on fairness, full employment, inclusion, social justice with high labour standards and workers rights.

Congress continues to reject the economic policies of the coalition government, including the further measures announced in June's comprehensive spending review that will further damage the economy and people's standards of living.

Congress is alarmed that the Labour leadership has stated that a future government would apply the spending limits set for 2015/16. The prospect of further cuts in public services and falling living standards will not inspire working people. Congress pledges to challenge the austerity consensus, no matter who implements it.

Congress is particularly critical of measures such as the 'bedroom' tax, cuts in legal aid and work capability assessments for disabled people that are targeted at the poorest and most vulnerable in society. By contrast, at the same time, the wealthiest in society continue to prosper and get richer and more powerful with highest earners benefiting from a cut in income tax, company executives being excessively remunerated and transnational companies like Google and Starbucks who are allowed by current laws to avoid UK corporation tax altogether, or pay very little.

Congress considers that the coalition government's economic policy will continue to fail at all levels and result in higher national debt, dwindling capital investment, falling living standards and increased levels of poverty.

Congress calls on the General Council to continue to challenge the coalition government's economic policy and work with affiliates and other progressive, like-minded organisations in mobilising opposition to this failed approach and put forward a real alternative that will deliver sustainable economic growth, increased standards of living and a fairer and more equal society.

Austerity cuts are impacting on the poorest in a disproportionate way. In the meantime big corporations and well-known wealthy individuals are practising tax avoidance on a seemingly grand scale.

Companies are increasingly falsely self-employing workers to avoid paying employers national insurance contributions. This strips workers of basic employment rights and acts as a huge hidden subsidy to industry.

Tax dodging and the use of tax havens deprive governments of money that could be spent on essential public services in Britain and on alleviating poverty world-wide. They also put domestic companies who operate in a more ethical way at a disadvantage.

Congress therefore welcomes the focus on taxation policy in the A Future that Works

campaign and also endorses the proposals made by FDA members in HMRC in their 2013 Budget Submission to help reduce the tax shortfall that is currently equivalent to an extra £1,000 of tax for every adult in the country. Congress calls on the TUC General Council to ensure that future campaigning includes:

- i. a demand for multinational firms to report their earnings on a country-by-country basis, as well as their use of tax havens
- ii. for HMRC to have sufficient resources and sustained additional investment to address current tax loopholes, tackle tax evasion and avoidance and reduce the tax gap
- iii. continued support for the introduction of a financial transactions – or Robin Hood – tax, in the face of sustained finance sector lobbying against this.
- iv. consideration of the role that more progressive rates of income tax and/or national insurance could play in rebalancing our economy.
- v. the end of the Construction Industry Scheme (CIS) and all forms of false self-employment.

Mover: Communication Workers Union

Secunder: Chartered Society of Physiotherapy

Supporters: Transport Salaried Staffs' Association; Unite; Union of Construction, Allied Trades and Technicians; Fire Brigades' Union; FDA

Composite 3 Banking policy

Congress is appalled that despite causing the most severe financial crisis in the UK in living memory, much of the banking sector has reverted to 'business as usual'. Unjustifiable bonuses are being awarded to executives and ordinary bank workers are having their jobs and terms and conditions slashed.

Congress condemns the government's failure to tackle excessive bonuses to bank executives, including its opposition to the proposed EU bonus cap.

Congress notes the publication of the Parliamentary Commission on Banking Standard's (PCBS) report, Changing Banking for Good and the government's response published on 8 July 2013.

Congress shares the aspiration to move the UK banking sector from rescue to recovery and to build a banking sector that upholds the high standard of ethics and professionalism that society expects and underpins a strong, safe and successful banking system that supports the economy.

Congress welcomes the creation of new powers to jail bankers who are reckless with other people's money and the commitment to introduce more competition into banking.

However, Congress notes with dismay that job losses in the industry continue unabated and that many consumers still feel that they are not getting treated fairly by their banks.

Banks are also failing to lend to support small businesses and initiatives such as Project Merlin and the Funding for Lending Scheme has failed to adequately address the issue of providing access to finance.

Rather than exercise its influence in the nationalised banks for the long-term good, the government is in a rush to privatise RBS and Lloyds before the election for short-term expediency.

Congress supports urgent reform of the banking sector so that it meets the needs of society and the real economy. This includes the creation of a properly resourced British Investment Bank to provide finance for infrastructure investment and to small businesses. More immediately, government stakes in RBS and Lloyds should be used to support the real economy.

Congress calls on the General Council to:

- i. oppose any attempts to sell off the state's stakes in RBS and Lloyds
- ii. campaign for the government stakes in the nationalised banks to be used to support investment in the real economy including consideration of how the RBS branch network can be used to promote regional banking and local economic growth.

If the government starts to sell its stake in the Lloyds Banking Group, Congress insists that the funds raised are used to boost jobs and growth to repair some of the damage caused by the financial crisis. The funds must not be used for tax cuts or pre-election bribes.

Congress also notes the growth in pay day loans and similar operations which charge exorbitant interest rates to some of the poorest

people in society who do not have access to normal banking facilities.

Congress asks government to widen the scope of recommendations on the future of banking and insist that banks provide social banking facilities and use their networks and resources to provide banking facilities to customers who may otherwise be subjected to the extortionate interest rates and other charges imposed by pay day lenders.

Mover: Unite

Seconded: Accord

Composite 4 Security of energy supply and energy intensive industries

Congress welcomes progress in creating an active industrial strategy for the UK but recognises that the level and coherence of government support for UK industry still falls far behind competitor countries such as Germany.

Congress is concerned that published government sector strategies consistently fail to consider how energy intensive industries or 'enabling sectors', such as steel, chemicals, cement, ceramics, glass and brick, could be supported to develop local supply chains for key sectors.

Congress notes that these energy intensive industries make up a fifth of manufacturing output and consume half of its energy needs and, therefore, recognises that how these industries are supported and regulated is fundamentally important to any overarching industrial strategy aimed at increasing manufacturing output.

Therefore Congress calls on the TUC to support, develop or promote:

- i. procurement policies that maximise opportunities for UK industrial supply chains and the inclusion of local content
- ii. policies that deliver energy security for industry – particularly energy intensive industry – including the development and use of carbon capture and storage for industry
- iii. the production of a government sectoral strategy for energy intensive industries and recognition of the role of energy intensive industries in existing government sectoral industrial strategies.

Congress states the need for a secure, balanced energy mix together with the use of carbon capture and storage technology which will include coal if the lights are to be kept on.

The importance of the coal industry in power generation, especially in winter, is evidenced when more than 50 per cent of the UK's electricity is coming from coal-fired power stations.

The Energy Act 2011 introduced an obligation on Ofgem to provide the Secretary of State with a report assessing plausible electricity capacity margins and the risk to security of supply and the responsibility for the security of supply is with the government.

However, Ofgem has warned the government that spare electricity power production capacity could fall, increasing the risk of blackouts if the nation's energy demand remains at current levels.

Congress also notes that the closure of eight gigawatts of coal fired capacity, in accordance with the EU's Large Combustion Plant Directive, is continuing apace and that there is little evidence that the UK is providing the urgently needed investment and regulatory climate to ensure remaining coal stations can still run, and that new carbon capture coal stations are built. All of this is occurring when coal is the cheapest form of electricity generation and at a time when the indigenous coal industry in the UK is in crisis.

Congress notes with great concern the effects of the failure within 20 years of the politically motivated privatisation of the British coal industry. Thousands of direct and indirect highly skilled jobs have been lost which has brought about social and economic devastation to communities across Britain.

Privatisation has failed.

The possibility of Britain facing power shortages could significantly rise towards the middle of the decade as ageing power plants retire.

The UK has abundant indigenous coal reserves and only government intervention will secure a future for the UK coal industry.

The government is urged to take steps to protect the market for coal produced in this country to save employment, provide security of supply and provide the consumer with cheap, environmentally benign electricity.

Mover: Community

Secunder: National Union of Mineworkers

Supporter: British Association of Colliery Management – Technical, Energy and Administrative Management

Composite 5 Arts funding

Congress notes the funding crisis facing local theatres in the UK. This crisis is primarily due to reductions in Arts Council funding and local authority budgets as a result of the government's failing austerity agenda.

Congress believes that the arts industry plays an important role in the UK, both culturally and economically, and notes with alarm the devastating reduction in financial support for the sector since the financial crisis began.

The Department for Culture, Media and Sport will see a 26 per cent real reduction in budget by 2015; 41 per cent of arts fundraisers have reported that business sponsors plan to reduce their donations; and local authorities, traditionally major supporters of the arts, face cuts of up to 50 per cent in central government grants by 2018.

Congress further notes that cities such as Sheffield and Newcastle, where the arts and culture has been central to regeneration, have been forced to cut huge sums from their arts budgets, while local authorities in Westminster and Somerset have opted to end all funding for the arts and culture. In Westminster the arts spend was just £350k, 0.04 per cent of the Council's total budget.

Under extreme pressure, most councils have reviewed their arts expenditure, all of which is discretionary, resulting invariably in cuts, sometimes to zero. Taken with reductions in other funding, for example a 30 per cent cut in grants from the Arts Council of England, the existence of hundreds of arts organisations is threatened.

Arts activities contribute to their local areas by enriching the lives of citizens, encouraging social inclusion, supporting learning and achievement, and developing a visitor economy.

The arts also boost local economies as a whole, and a survey by Arts Development UK revealed that for every £1 of local authority arts expenditure, a further £3.83 was raised in alternative funding, with most of it being spent locally. Another study in Newcastle showed a benefit six times greater than the level of public subsidy.

Congress believes that cuts to local theatres are damaging and short sighted and supports the work of the My Theatre Matters! campaign, which brings together local communities, audiences, theatres, performers and creative

workers to lobby local and central government about the importance of supporting local arts provision.

Recognising the crisis in arts funding, particularly in council grants, Congress calls for local authority support for the arts to be a statutory obligation throughout the UK.

Mover: Equity

Secunder: Broadcasting, Entertainment, Cinematograph and Theatre Union

Composite 6 Housing

After three years of Conservative-led government and as a result of their policies there has been a huge increase in the housing crisis.

Congress notes that the government's latest figures show that there are now 53,540 people considered to be homeless and 55,300 households in temporary accommodation, of which 4,500 are living in bed and breakfast.

Congress further notes that despite there being nearly five million people on housing waiting lists, the government has cut capital spending on social housing by 60 per cent.

Congress recognises that the cost of private renting has increased dramatically, that the market rents for properties in 55 per cent of local authority areas are unaffordable. It is estimated that it costs £132 a month more to rent a property than pay a mortgage.

Congress is deeply concerned that over five million homes still fail to meet the Decent Homes Standard, of which 88 per cent are in the private sector and 26 per cent are privately rented.

Congress welcomes the commitment by Ed Miliband to invest in truly affordable housing and as a result reduce the housing benefit bill.

Congress calls on the TUC General Council to campaign for:

- i. a huge expansion in the building of council and social housing
- ii. an immediate end to the Right to Buy and homes that are sold replaced like for like
- iii. the establishment of a comprehensive system of local authority-led regulation for the private rented sector, including a statutory register of licensed private landlords

- iv. the introduction of workable rent control measures and reformed tenancy arrangements by local authorities to regulate the cost of private sector rented accommodation and improve security for tenants.

Mover: Union of Construction, Allied Trades and Technicians

Secunder: UNISON

Composite 7 Fair pay and standards in the public sector

Congress condemns the public sector pay freeze and ongoing pay cap.

Pay has failed to keep pace with the cost of living and many public sector workers have been hit with actual pay cuts due to pay freezes and higher pensions contributions, with prices rising faster than pay every month since November 2009 and wage cuts for UK workers the deepest since records began.

Workers are collectively losing £50bn a year due to the restricting of pay in both the private and public sectors.

Congress welcomes the TUC report *Where Have all the Wages Gone?* that highlighted the fall in share of national income going to wages over the last 30 years while the proportion going to profits increased.

Congress congratulates unions for their national and local campaigns against the pay freeze, threats of regional and local pay and attempts to undermine national structures and agreements.

Congress is encouraged that community and industrial campaigns for a living wage, as a means of bringing pay up and not levelling it down, have gathered momentum.

Congress is deeply concerned by the rise of casualisation, the use of zero hours contracts, that appears to have grown rapidly in the health sector over the past two years, extending into most job roles, attacks on terms and conditions, agency worker loopholes, unpaid standby and travel time and longer working hours, especially in social care.

Congress deplores the attacks on the professional status of teachers in England and Wales and from publicly funded employers in further and higher education. Introducing performance-related pay will further demoralise teachers and will trigger a decline in the quality

of education that children and young people receive.

Congress asserts that the attack on teachers' terms and conditions is a naked attempt to encourage predatory companies to make a profit out of children's education.

Congress notes the despicable actions of the coalition government to bankroll a raft of hostile organisations to intimidate teachers and undermine teacher unions.

Congress is alarmed that the government is now attacking pay progression. Pay progression supports skills acquisition, recruiting and retaining staff, the delivery of equal pay and structures that provide a transparent pathway to a rate for the job, thus saving the public sector money.

Congress calls on the General Council to:

- i. campaign for an end to the public sector pay cap, to protect pay progression and equal pay for work of equal value, an equal pay strategy prioritised in both the private and public sectors, and the outlawing of zero hours contracts
- ii. campaign for a living wage and 'fair wages' clause in public procurement, as part of a strategy to end in-work poverty
- iii. support the maximum number of unions coordinating necessary industrial action, across sectors where possible, as the most effective way to break the cycle of pay restraint
- iv. oppose any proposals to further restrict the right of trade unionists to make efforts to defend their working conditions through collective action, sharing best practice on potential legal challenges
- v. call on the government to engage with all public sector unions to deliver a meaningful, long-term reward strategy for the public sector and lobby political parties to support collective bargaining and a national framework of pay and conditions
- vi. campaign to maintain teachers' national pay and conditions of service and the entitlement of all children to be taught by qualified teachers
- vii. research the extent of zero-hours and other forms of casualised contracts across sectors

- viii. provide guidance and material for trade unions to win public opinion.

Mover: UNISON

Secunder: National Union of Teachers

Supporters: NASUWT; FDA; Public and Commercial Services Union; Prospect; University and College Union; Educational Institute of Scotland; Chartered Society of Physiotherapy; Transport Salaried Staffs' Association; Society of Chiropodists and Podiatrists

Composite 8 Pensions

Congress reaffirms its support for affordable, high quality occupational pensions in both the private and public sector, along with a state pension linked to earnings. Congress, therefore, condemns the austerity measures introduced by the UK government that have resulted in those in receipt of state pensions and those in private and public sector pension schemes suffering as a consequence of the banking crisis in 2008.

Congress, in particular, condemns the decisions of the UK government which have resulted in:

- i. an increase in employee pension contributions
- ii. the raising of normal retirement age to 68
- iii. cuts to pension income by as much as 40 per cent.

Congress recognises that the replacement of DB with DC pension schemes has transferred all of the risk from the employer to the employee. With little prospect of a resurgence in defined benefit schemes and despite the ground-breaking work of auto-enrolment, Congress recognises the reality that if pension provision is to be adequate for the younger generation then individuals will increasingly need to save more and for savings to achieve a better return by good governance.

Congress recognises this will be no easy task in the current economic climate and against a backdrop of real cuts in incomes since 2008. Congress, therefore, welcomes the original work done by TUC officers on the informative Touchstone pamphlet *Third Time Lucky*, on building a progressive pension consensus.

Congress welcomes the declared opposition by the Scottish government to UK government pension policy and calls on the Scottish government to devote additional resources to

realise this and ameliorate some of the effects of this policy. Congress, therefore, instructs the General Council to:

- i. continue to campaign against the UK government's damaging pensions policy
- ii. provide support, coordination and publicity to those affiliates resisting changes to pension provision

call on future governments to reverse the harsh changes to pension entitlement which the current government has introduced.

Congress calls on the General Council to build on the philosophy of the Touchstone pamphlet. This work might include a major membership engagement exercise on the need for individuals and their employers to pay more into DC pension pots and exploiting annual pay negotiations as an opportunity to increase contribution rates, with tax relief easing the burden of increased contributions for members.

Congress also recognises that charges can make a significant difference to pension outcomes and is appalled at the lack of transparency of the true costs members have to bear. Congress instructs the General Council to undertake a survey of costs and expose the good, bad and ugly providers and produce a gold standard of oversight arrangements.

Mover: Educational Institute of Scotland
Seconder: British Air Line Pilots' Association

Composite 9 Defence of comprehensive education and national curriculum

Congress reaffirms its support for the principle of high quality, comprehensive education which should be available to all young people within their local communities. Congress also recognises the key role currently played by local authorities in the provision of a democratically accountable comprehensive education service for all.

Congress notes:

- i. Alongside attacks on teachers' pay, pensions and working conditions, the academy and free school programme is part of the government's drive to privatise education and undermine the professional status of teachers and teacher trade unions.
- ii. Academies and free schools are unaccountable to local authorities, are

outside national pay and conditions arrangements and can determine their own admissions and curriculum.

- iii. Twenty per cent of the mainstream free schools approved to open in 2012–13 are in local authorities with a projected surplus of places of 10 per cent or more by 2016.
- iv. Private schools are converting to free schools to access state funding.
- v. Many parts of England have a shortage of primary places which the free school programme fails to address.
- vi. Changes to the way student teachers are trained, programmes such as Troops to Teachers, and the ability of academies and free schools to employ unqualified teachers represent a sustained and substantial attack on the professional status of teachers and will damage the quality of education in England.

Congress resolves to campaign for:

- a. the right of all children in state-funded schools to be taught by a qualified teacher
- b. all state schools to be funded equitably regardless of their status
- c. the restoration of local authorities' role as the democratic and accountable middle tier in education
- d. place planning to be determined by local authorities in consultation with communities
- e. the ending of the academy or free school presumption for new schools.

Congress believes that such a comprehensive system of education offers our communities the strongest foundation for an education system that promotes the values of social justice and equality, and provides opportunities for all.

Congress, therefore, opposes any initiative that seeks to undermine the provision of accountable comprehensive education and that:

1. gives undue influence or control over state schools to unaccountable and unrepresentative individuals or businesses
2. fragments coherent and harmonised comprehensive education provision for all
3. acts as a vehicle for the marketisation and privatisation of the public education service.

Congress calls on the General Council to campaign for the advancement of comprehensive education and to ensure that both the UK government and the devolved administrations provide sufficient funding for our state education service to enable all of our young people (aged 3 to 18) to have access to the highest quality education service possible.

Congress congratulates the General Council for introducing the TUC campaign Education not for Sale in order to raise awareness amongst the electorate of the intention of the Conservative Party to introduce profit into the management of state-funded schools in England.

Further, Congress regrets the lost opportunity for moving towards a curriculum that will meet the needs of economy and society, including social cohesion, and remains committed to a broad and balanced curriculum which includes not only academic subjects but the understandings, skills and behaviours which will equip young people to become successful citizens and workers, and prepares them for Apprenticeships and employment, as well as higher education. Congress condemns the Secretary of State for Education for ignoring all expert opinion, including that of the CBI and TUC, in developing a revised national curriculum for England. Congress is seriously concerned by the skills cliff edge, a diminishing skills base, outsourcing, crumbling infrastructure and endemic youth unemployment. Congress therefore calls for funding for secondary schools to develop vocational and practical skills in their syllabuses, with equal promotion of Apprenticeships alongside further and higher education.

The urgency of the need for the government to review its flawed proposals about qualifications and the curriculum is highlighted by youth unemployment figures. With one million young people 'not in education, employment and training', Congress calls on the General Council to work with a broad coalition of organisations campaigning for a more appropriate school curriculum.

Mover: National Union of Teachers

Secunder: Association of Teachers and Lecturers

Supporters: Educational Institute of Scotland; Unite

Composite 10 The future of the NHS

The NHS needs our support more than ever in this, its 65th, year.

Congress notes the tragic events at Mid Staffordshire NHS Trust. There will be different interpretations of the recommendations across the NHS; however, Congress welcomes the

Francis Report and that the DoH is working with NHS unions to drive the change needed and eradicate such events from happening in the future.

Congress is appalled that the government is using the report to denigrate the NHS. While lessons can and must be learnt when things go wrong with the quality of care given to patients, such instances must not be allowed to devalue the excellent care delivered by committed staff every day. Nor must they be allowed to divert attention away from the damage being inflicted on the NHS in the name of efficiency savings and competition.

Congress believes:

- i. Healthcare workers must ensure they interact with patients with dignity, compassion and respect, as set out in the NHS Constitution.
- ii. Good multidisciplinary team working in Strategic Clinical Networks will help improve care and the patient experience.
- iii. Future service developments and reconfigurations should be based solely on the needs of the community and only made after full clinical involvement.
- iv. Royal Colleges, healthcare trade unions and professional bodies should have a role in hospital visits by regulators and external reviewers, to ensure that high quality standards in medical education, training and service provision are maintained. Current statutory reviews by Monitor and the CQC do not include measures that are covered by the Royal Colleges and other healthcare trade unions and professional bodies' roles and responsibilities.
- v. Individual clinicians and Trusts must be enabled to submit accurate and truthful data to the NHS on patient care.
- vi. It must be acknowledged that cuts affect care quality. Safe minimum staffing levels are needed now.

Congress asks the TUC General Council to:

- a) continue to expose the consequences of competition, job cuts, stripping out of specialist clinical skills, and constant reorganisation and fragmentation of services
- b) campaign to promote the value of a properly funded, accountable and publicly delivered NHS as the most fair and cost effective way of delivering high quality, comprehensive health care
- c) campaign to give NHS staff and local communities a genuine say in the future of their own local health services
- d) campaign for more investment in prevention, early intervention and rehabilitation as a key part of meeting future healthcare needs
- e) campaign to remove the appalling term 'bed blocking' when used to describe vulnerable older people who do not want to be in hospital but have no choice
- f) ensure these themes are raised as part of the march and rally at the Tory party conference.

Mover: Chartered Society of Physiotherapy
Seconder: Hospital Consultants' and Specialists' Association
Supporters: UNISON; Society of Radiographers

Composite 11 Contracting out in the criminal justice system

Congress notes the continued contracting out and privatisation of the criminal justice system from prisons through to probation and the court services.

Congress notes the collapse of planned police privatisations in West Midlands, Bedfordshire, Hertfordshire and Cambridgeshire and the termination of the custody procurement project in Thames Valley. Congress notes the turning of a tide on privatisation as police forces realise the lack of evidence for private sector claims for efficiency.

In May the government published its Transforming Rehabilitation plans. These plans, which include the outsourcing of 70 per cent of the probation service's work, including the supervision of all medium and low risk offenders, are being promulgated within a very short and 'aggressive' timeframe, and will see

the 35 current probation trusts replaced by a small

National Probation Service, delivering work with high risk offenders; the creation of 21 government companies; the reallocation of up to 250,000 cases; and the transfer of 18,000 staff to new employers by October 2014. The likely bidders for the outsourced work will be big multinational security companies such as G4S, Serco, and Sodexo.

Despite the revelation that a 'restricted' MOJ risk register shows that ministry officials warn that this so called 'rehabilitation revolution' carries a high risk of operational failure and reputational damage, the Justice Secretary refuses to change course. Napo has called for a moratorium on the plans.

Congress believes the government's ideologically driven plans pose a threat to service delivery and a risk to public safety.

Congress expresses its full support for Napo's alternative methods of assisting the under-12 month custodial community, by properly resourced and locally accountable partnerships, and endorses their campaign of resistance to this attack on the probation service, including possible industrial action.

Congress instructs the General Council to:

- i. campaign not just against privatisation within the criminal justice system but all public services
- ii. make representations to the government, alongside the probation trade unions, that no changes to the probation service should proceed until there has been full parliamentary and public scrutiny of the identified risks
- iii. in light of the allegations of over-charging by millions of pounds in the electronic monitoring contract, call for an independent public inquiry into the true cost of privatising public services.

Mover: POA
Seconder: Napo
Supporter: UNISON

Composite 12 Rail privatisation

Congress congratulates the TUC and affiliates in their work making the case for a publicly owned and accountable rail industry and highlighting the failings of the industry's current structure as exemplified by the fiasco of the intercity West

Coast franchising process that landed taxpayers with a £50m bill.

Congress is alarmed at the government's and the industry's apparent denial that there is anything fundamentally wrong with the industry and their determination to continue with the competition for passenger rail franchises.

Congress believes this complacency and blatant self-interest must continue to be challenged at every opportunity. Congress, therefore, welcomes the findings of TUC-commissioned research by the Centre for Research on Socio-Cultural Change as further evidence of the failure of rail privatisation that has, amongst other things, artificially boosted private profits of the privately owned train operating companies.

This research also explodes the myth that rail firms are bringing added value to our railways or are responsible for passenger growth since privatisation. In reality they rely upon taxpayers to turn a profit, virtually all of which ends up in shareholders' pockets, rather than being used to improve services. Since the franchising system came into being, subsidies are about three times as high as they were at the time of privatisation.

The fact remains that rail privatisation has not brought the improvements its supporters promised. The reality is the highest fares in Europe, the average age of trains has increased and most new investment is funded by the state, no real increased private investment in the network.

Congress reiterates its support for rail re-nationalisation.

Congress notes with concern and condemns the European Commission's 4th Railway Package, which presents the British franchising system as a structure that should be replicated across the whole of the continent.

Congress is concerned that the package, which will impose fragmentation and privatisation, forces member states to introduce market forces into their rail network. By December 2019 it will be mandatory for services to either be provided through tendered public service contracts or by open access operations.

Congress also opposes the package's intentions to transfer many safety functions away from national bodies to the European Railway Agency. This move could lead to a

reduction in safety standards and a loss of regional expertise.

Congress fears that if implemented, the package would not only force countries to allow the same profiteers to take money out of their networks in the same way that they do in the UK, but stop the UK from ever reversing the disastrous privatisation of our railway.

Congress calls on the General Council to:

- i. continue working with affiliates and others to campaign for a publicly owned rail network that works in the public interest
- ii. lobby and campaign to stop the 4th Railway Package passing in to law and to work with the ETUC and European partners to ensure that the mistakes of British rail policy are not spread across Europe and made irreversible here
- iii. mobilise for the days of action against the fourth rail package on 9 October and for the 20-year anniversary of UK rail privatisation on 5 November.

Mover: Transport Salaried Staffs'

Association

Secunder: Associated Society of Locomotive Engineers and Firemen

Supporter: National Union of Rail, Maritime and Transport Workers

Composite 13 Campaigning for social security

Congress notes that coalition social security policies have resulted in an extra million people living in poverty, homelessness up 14 per cent in the last year, rough sleeping up 31 per cent in the last two years, and 500,000 people now relying on food banks.

Congress notes that the minimum wage will again rise below the rate of inflation in October, and that millions of public and private sector workers have been subject to below-inflation pay rises for several years.

Congress further notes that UK state benefits and pensions are among the lowest in the developed world, and leave many in poverty and despair, and at the mercy of payday loan companies. Congress condemns the Westminster consensus which has perpetuated the myth that benefits spending requires capping, that has abandoned universal benefits, and which demonises 'scroungers'.

Congress believes that social security is an important trade union issue for our members and their families, whether in work or out of work, and that as a movement we must do more to defend the welfare state.

Congress believes the Universal Credit system, due to be introduced in the UK in October 2013, will have a devastating effect on the lives of many members of trade unions, such as Equity and the other entertainment unions, where those members are fully self-employed and surviving on a low income.

These welfare reforms will also mean that those members who are assumed to have a minimum income floor (MIF) may find the help they can get with their housing costs (rent or mortgage interest) is very limited, leading to an increased risk of homelessness or repossessions.

Congress condemns the reforms which will remove access to certain benefits from striking workers and reduce the benefit entitlement of dependants of strikers.

Congress urges the General Council to campaign against this unfair system and seek its replacement with a more workable and equitable system.

Congress instructs the General Council to:

- i. actively challenge and debunk welfare myths from politicians and in the media
- ii. actively campaign for:
 - a) repeal of the bedroom tax and the benefit cap
 - b) the defence of universal benefits
 - c) decent, liveable benefit levels
 - d) abolition of workfare schemes
 - e) scrapping the Work Capability Assessment
 - f) removal of the sanctions regime
 - g) a publicly run welfare system
 - h) a mass council house building scheme.

Mover: Public and Commercial Services Union

Secunder: Equity

Supporter: Associated Society of Locomotive Engineers and Firemen

Composite 14 Trade unions and employment rights: new rights, new freedoms

Congress recognises the coalition has launched a vicious attack on individual workers' rights at work, including:

- i. fees at employment tribunal, that will weaken access to justice for working people
- ii. reduced protection for unfair dismissal, including raising the qualifying period for unfair dismissal to two years
- iii. capping ET awards
- iv. shorter periods for redundancy consultation
- v. the watering down of health and safety at work legislation.

In addition, the Growth and Infrastructure Act introduces the widely discredited 'shares for rights' proposals, despite lack of employer support for them.

The Enterprise and Regulatory Reform Act will undermine workplace equality and make it harder for workers to claim compensation for injuries at work, by abolishing strict liability in PI cases, which is a further blow to millions of workers and could deny justice to millions of workers and their families in compensation claims for injury at work.

Congress remembers 6 July 2013, the 25th anniversary of Piper Alpha, the world's worst offshore industry disaster, which claimed 167 lives.

Congress notes the increasing use of casualised contracts alongside the worsening impact of cuts and marketisation in post-16 education, as well as more broadly across both the public and private sectors.

Congress also condemns the government's decision to remove the requirement on employers to consult collectively on redundancies resulting from the ending of fixed-term contracts. Congress believes the removal of the obligation to consult when a fixed-term contract finishes is likely to:

- a. give unscrupulous employers an incentive to increase the use of fixed term contracts
- b. remove employment rights not only from staff in HE/FE, but from some of the poorest and most vulnerable in

- society, who work in industries such as catering, tourism and construction
- c. militate against the principle of giving employees and their trade unions a chance to propose alternatives when faced with redundancies
 - d. prevent or not allow long enough time for a meaningful attempt at redeployment.

Congress calls on the General Council to consider all possible avenues of opposition to the proposed legislative changes, including joint campaigns with affiliates against these legislative changes and supporting unions if they decide to mount a legal challenge on whether this change puts UK legislation in breach of the EU Directive on Fixed- Term Work.

Congress deplores the long-lasting failure of UK trade union law to meet the baseline international standards on labour and human rights, and believes that recent ideological attacks on facilities time arrangements attempt to further undermine workers' rights to be effectively represented at work

Congress notes that figures associated with the Conservative Party are calling for:

1. further restriction on individuals' rights at work;
2. further legislation against the trade unions, including audited membership records, attacks on the use of political funds, legislative changes curtailing the right to strike, including an outright ban in certain sectors, and the abolition of the requirement for a simple majority in favour of strike action.

Congress believes this represents yet another stage in a campaign to fundamentally weaken the trade union movement. In a recent report, examining law and practice in the United Kingdom, the United Nations' Special Rapporteur on Freedom of Association has emphasised that the right to strike is a legitimate and integral part of the activities of a trade union. Any removal of this right, however selective, shackles the ability of workers to protect their rights within the employment relationship.

Commenting upon existing balloting restrictions in the United Kingdom, potential breaches of which allow employers to seek injunctive relief against the proposed action, the United Nations Rapporteur added that any

restrictions have to meet the strict test, set out in Article 22 of the International Covenant on Civil and Political Rights, of necessity in a democratic society for the identified legitimate interests. Even now, current limitations around strike action, it is suggested, do not meet this test.

Congress agrees that the government's approach is rooted in ideology not logic, and will do nothing to stimulate corporate investment or economic growth. An effective collective voice, a strong network of union representatives and proportionate regulation are key to a sustainably successful economy – not unilateral control of a workforce stripped of its rights.

Congress believes that it is more than coincidence – in fact it is directly correlated – that the trade union laws introduced in the 1980s that limited unions' ability to organise workers into unions and to bargain collectively are a direct cause of ever-widening income disparity which impacts particularly on the most vulnerable.

In many European countries where the institutions of collective bargaining have not been dismantled workers have not endured such a catastrophic collapse in wage levels.

To address the so-called race to the bottom on rights and a restoration of wages to proper and decent levels, there is an urgent need to change the law in Britain. Congress calls on the General Council to work with the TUC to develop proposals to campaign for United Kingdom employment rights to be based, as a minimum, on international labour standards, to allow the protection of workers' employment rights.

Congress believes that campaigning over employment rights being under attack must be one of the key priorities for the TUC in the year ahead.

Congress therefore calls on the General Council to:

- A. oppose detrimental changes to employment rights
- B. campaign for an end to zero-hours and insecure contracts and to make the case for new and extended rights for zero-hours contracts and agency workers
- C. campaign for a positive legal and regulatory framework for employment relations, drawing on evidence and

good practice internationally, including the legal right to gain access to workplaces for the purposes of talking to working people about the benefits of trade union membership and to ensure compliance with employment legislation

- D. campaign for improved offshore safety standards including trade union access to the offshore workplace and for equal powers for seafarer, offshore and land-based safety representatives.
- E. prioritise membership recruitment and organisation, particularly in the private sector.

Congress and the General Council call on the Labour party leadership to support workers rights and pledge to support workers rights – including the firm commitment to repeal laws that have been described as ‘the most restrictive on trade unions in the western world’ – in their manifesto; to reverse the application fees and qualifying period for access to employment tribunals; and to restore adequate protection in health and safety legislation if they form the next government in 2015.

Congress also calls for a new legal settlement to provide for new rights and new freedoms for trade unions and people at work. This should:

- i. repeal the relevant parts of the Enterprise & Regulatory Reform Act and associated measures, moving to a system of Day 1 rights
- ii. support collective bargaining
- iii. promote trade union rights to organise and bargain collectively.
- iv. end the ability of companies to hire ‘union busters’ to oppose recruitment campaigns, or to engineer the end of a recognition agreement.

Mover: Unite

Secunder: Prospect

Supporters: University and College Union; POA; United Road Transport Union; GMB; Union of Shop, Distributive and Allied Workers; National Union of Teachers; Communication Workers Union; National Union of Rail, Maritime and Transport Workers; National Union of Journalists

Composite 15 Employment discrimination

Congress:

- i. commends the work of the Scottish Affairs Committee and others in progressing the campaign for justice for the 3,213 blacklisted construction workers and environmentalists
- ii. condemns the ICO’s continued failure to be pro-active when, four-and-a-half years after it caught 44 construction companies red-handed, it is still sitting on the details of 3,213 blacklisted construction workers and environmentalists – the majority of whom are still unaware they have been blacklisted and therefore denied the opportunity of justice
- iii. sees as hollow the apologies by some construction companies for blacklisting when not a single penny in compensation has been paid to their victims
- iv. applauds those using ethical procurement policies to exclude the blacklisters from public contracts until they apologise to, and compensate, their victims.

Congress notes that currently UK law does not outlaw blacklisting even though the practice is outwith ILO Convention 98 and likely to be a breach of the European Convention of Human Rights – here Congress notes the supportive work of the Institute of Employment Rights – and building on the resolution agreed by Congress 2012, Congress instructs the General Council to campaign:

- a. for companies to be required to answer whether they have ever compiled, used, sold or supplied a prohibited list which contains details of trade unionists or was compiled for the purpose of discrimination in recruitment, as part of ethical procurement practices
- b. to use ethical procurement in national and local government and other public bodies to secure justice for those blacklisted by barring companies who used The Consulting Association from public contracts until they fully purge

- their guilt by apologising to, and compensating, their victims
- c. for all workers, including agency workers, to have stronger legal protection and employment rights protecting them from any form of blacklisting; to make blacklisting a criminal offence punishable by imprisonment and unlimited fines and for the Labour Party to make these manifesto commitments
 - d. for a public inquiry on a par with the Leveson Inquiry.

Mover: GMB

Secunder: Unite

Supporter: Union of Construction, Allied Trades and Technicians

Composite 16 Electronic balloting

Congress recognises that credibility and influence depend upon membership engagement and the democratic legitimacy it affords in our dealings with employers.

Congress notes with concern the low levels of membership participation in statutory election and industrial action ballots and the risk this poses.

Congress believes online ballots would be a major step in broadening membership engagement, given the growing proportion of members and potential members who take online transactions as a normal part of everyday life.

Congress notes with concern that Regulations have never been made under S54 of the Employment Relations Act 2004 and thus the law still continues to prevent the use of online voting for statutory trade union ballots including those for union elections, industrial action, and political funds. Congress agrees to highlight government inaction on this issue in its media briefings.

Congress believes that the current restrictions on the use of electronic ballots may unfairly disqualify many members from being able to exercise their democratic rights – especially those who work overseas or at sea.

Congress therefore calls for the government to bring trade union ballots into the 21st century by making Regulations under the 2004 Act or other appropriate legislation to remove outdated and unnecessary barriers to ensure

that union members can use the various available techniques to cast their votes in union election ballots. This would include online voting and other mechanisms as appropriate to enhance participation and further enhance democratic processes.

Congress instructs the General Council to:

- i. campaign for the maximum accessibility of union members to union democracy
- ii. seek the introduction of permissive legislation allowing electronic and other appropriate forms of voting in statutory ballots.

Mover: Nautilus International

Secunder: British Air Line Pilots' Association

Supporter: FDA

Composite 17 Mental health

Congress is concerned by the growing number of workers struggling with mental health problems. The government's programme of cuts to benefits, jobs and services together with their wholesale attack on employment rights has caused a sharp rise in conditions such as anxiety, stress and depression.

Redundancies, pay cuts, job insecurity, cuts to staffing budgets, unmanageable workloads, long working hours and higher performance targets are all taking their toll on workers' mental health. Despite the fact that conditions such as depression and anxiety affect one in six workers in the UK each year, eight out of 10 employers do not have a mental health policy to help sustain good mental health in the workplace. The stigma that surrounds this issue, combined with increased insecurity at work, means many workers do not disclose that they are experiencing mental distress. This leaves them vulnerable to disciplinary action and dismissal.

The crucial role trade union reps play supporting members with mental health problems is taking on even greater significance. Reps are keen to support members with mental health problems and are looking toward their trade unions for advice and guidance.

Congress welcomes the on-going work of the TUC in monitoring and reporting the impact of the cuts and calls on the General Council to continue to encourage the work unions are doing to support reps dealing with mental

health in the workplace and tackling the stigma that surrounds this issue.

The General Council should campaign for:

- i. the introduction of a coherent government-wide policy on work mental health
- ii. increased HSE resources to update the management standards to include perceived justice
- iii. a stronger requirement on employers to have mental health policies
- iv. mental health first aid training for union representatives
- v. working with employers' organisations to address work-related mental health, develop preventative policies and training programmes to reduce sickness absence through mental health and to protect the mental health of workers.

Mover: Union of Shop, Distributive and Allied Workers

Secunder: Prospect

Supporter: Community

Composite 18 Defending democratic rights and civil liberties

Congress expresses grave concern at the continued erosion of civil liberties and democratic rights in Britain and declares its determination to win back traditional rights and freedoms.

Congress is particularly concerned about the unprecedented industrial scale of NSA and GCHQ secret data trawling, mass-monitoring of mobile phone and Internet surveillance and the harvesting of vast amounts of information about tens of millions of citizens, British among them, revealed by former US NSA contractor Edward Snowden.

Congress would point out that the British labour movement knows from bitter experience the appalling impact that secret intelligence service surveillance has had on its members, particularly in the 1980s, which led to the subversion and distortion of trade union democracy and organisation.

Congress believes that the protection of privacy, beyond the necessity of providing a legal shield for whistleblowers, is of clear public interest, especially in the realm of freedom of information.

Congress does not believe that the loss of liberty is an appropriate sacrifice to pay for security and opposes any system which monitors and records all the private communications of its citizens. Congress further asserts that such a system fundamentally undermines the principles of a free, fair, open and democratic society.

Congress joins privacy campaigners to demand an urgent review of the laws being used to authorise the mass collection data by GCHQ.

As well as breaches of civil rights already underway without parliamentary oversight, Congress is equally concerned about increasing restrictions on the right to march and demonstrate, in particular:

- i. Organisers of marches and demonstrations are expected to pay the local authority for a temporary road closure order before police intervene to stop traffic.
- ii. Marches and demonstrations continue to be proscribed in the vicinity of Westminster parliament.
- iii. The police tactic of 'kettling' restricts movement of demonstrators, even preventing them peacefully leaving the area.

Congress should join campaigns to force an open debate about the work of the spy agencies and how they are overseen in the wake of Snowden's revelations, and oppose and resist any attempt by government to erode our civil liberties and to shield its action in a veil of secrecy.

Congress calls on the General Council to lobby and campaign for the rewriting of the Regulation of Investigatory Powers Act 2000 and an end to the blanket surveillance of the UK population.

Congress acknowledges that many telecommunication companies and internet service providers, in which TUC affiliates have both members and recognition, are complicit in the surveillance scandal and urges those companies to explain to the public and their employees what they knew.

Mover: National Union of Journalists

Secunder: Associated Society of Locomotive Engineers and Firemen

Emergency 1 North Sea helicopter tragedies

Congress expresses its deepest sympathy to the relatives of those killed and injured in the helicopter tragedy off Shetland on 23 August, the fifth incident involving Super Puma helicopters in the last four years.

Congress is appalled that a Fatal Accident Inquiry (FAI) over the deaths of 16 people in the Super Puma crash off the Aberdeenshire coast in April 2009 has still not been launched.

Congress fully supports unions with members working in the North Sea and other off-shore platforms in the UK in demanding a full inquiry (as happened with the Piper Alpha tragedy 25 years ago) into the causes of these incidents and tragedies.

Congress welcomes the recommendation by the Step Change In Safety's Helicopter Safety Steering Group (HSSG) to initially ground all Super Pumas operating in the North Sea while assessments were carried out into the 23 August incident. Congress notes that flights have recommenced, with the exception of the Super Puma L2, which will not carry passengers until the reasons for the ditching are known.

Congress supports unions giving support to members who refuse to travel to and from work on Super Puma helicopters until it is clear they are declared safe and the health and safety concerns related to travel to and from platforms are addressed.

Congress demands the helicopter operators and the oil companies involved ferrying workers must be required to now invest in new helicopters – that are safe and fit for purpose – from the vast profits currently being made.

Mover: Unite

Secunder: National Union of Rail, Maritime and Transport Workers

Supporters: GMB; British Air Line Pilots' Association

Emergency 2 Justice for Colombia: Huber Ballesteros

Congress is outraged at the detention of Colombian union leader, Huber Ballesteros, on 25 August on false charges of rebellion and financing terrorism, including the channelling of Justice for Colombia funds to FARC. Congress utterly rejects these charges, condemns his

imprisonment and calls for his immediate release.

Mr Ballesteros is a leading member of the agricultural workers' union FENSUAGRO, a member of the CUT National Executive, as well as being a leader of the Patriotic March.

Congress notes this arrest comes during a series of industrial actions by unions and others opposing free trade agreements and neoliberal policies. Congress wholeheartedly supports these actions and condemns the widespread repression by police and army, with the killing of 19-year-old Juan Camilo Acosta on 26 August, FENSUAGRO trade unionist Victor Alfonso Ortega on 5 September and more than 10 others.

Congress believes that Mr Ballesteros' arrest aims to undermine the industrial action and shows the government continues to criminalise legitimate union activity and social protest.

Congress firmly believes the right to organise is a fundamental part of any democracy. Congress is particularly appalled that the repression takes place during peace talks between the government and FARC guerrillas.

Congress calls on the General Council to:

- i. campaign for Mr Ballesteros' release
- ii. support the work of FENSUAGRO, the CUT and the Patriotic March
- iii. continue to support JFC politically and financially and encourage unions to affiliate
- iv. continue to oppose the EU Colombia Free Trade Agreement support the JFC peace campaign.

Mover: National Union of Teachers

Secunder: Unite

Emergency 3 Section 28 policies

Congress notes the findings in August by the British Humanist Association that a number of 'free' schools have introduced Section 28 style policies banning the 'promotion of homosexuality'.

Section 28 of the Local Government Act 1988 stated that local authorities 'shall not intentionally promote homosexuality or publish material with the intention of promoting homosexuality' or 'promote the teaching in any maintained school of the acceptability of homosexuality as a pretended family relationship'.

The policies are now directly enacted by the schools themselves so will bind teachers and non-teaching staff and promotes a state sanctioned view that homosexuality and same-sex relationships are not as acceptable as heterosexuality and opposite-sex relationships. This has the potential to cause serious harm to lesbian, gay and bisexual pupils, teachers and other staff.

Congress calls on the General Council to facilitate a coordinated campaign amongst affiliated unions representing staff in the Department for Education (and related arms-length bodies), staff within Local Authorities with responsibility around education, teachers and non-teaching staff within schools and colleges to:

- i. promote and build on the exceptional work of 'Schools Out'
- ii. protect the rights of lesbian, gay and bisexual students and staff
- iii. highlight the positive impact policies protecting lesbian, gay, bisexual and transgender pupils can have on the school experience
- iv. ensure all schools are aware of equality legislation and DfE guidance when updating sex and relationship policies.

Mover: Public and Commercial Services Union

Secunder: National Union of Teachers

Supporters: NASUWT; Association of Teachers and Lecturers

Emergency 4 Ambulance Service – NHS employer-imposed cuts to sick pay

The Ambulance Service unions call on the TUC to give its full backing to ambulance workers in England who are facing imposed cuts of up to 25 per cent to their sick pay without agreement, and who are prepared to take strike action to defend their terms and conditions.

The GMB, alongside Unite and UNISON, balloted their members on a proposal put forward by NHS employers to cut ambulance workers Unsocial Hours Allowance Sickness Entitlement. In the GMB consultation, over 90 per cent of ambulance workers rejected cuts to their sick pay with similar results in UNISON and Unite.

Despite this, NHS employers told unions on 29 August they were proceeding and have imposed

changes without notice and without agreement with effect from 1/9/2013. As a result of this imposition, local and national disputes have been lodged with the ambulance service.

999 ambulance workers are doing an incredible job looking after the public whilst government policy is crippling the NHS, and driving ambulance services to crisis point. GMB ambulance members have spoken loud and clear in this ballot; ambulance workers refuse to see their colleagues, and ultimately the public, put at risk and we ask for TUC support in calling on NHS employers to withdraw their imposition and get back round the negotiating table. The prospect of industrial action is an inevitable reality should employers not withdraw their imposition.

Mover: GMB

Secunder: Unite

Supporter: UNISON

Emergency 5 Lobbying Bill

Congress believes that the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill is a clear attack on democracy in this country.

Congress condemns the Government's cynical introduction of the Bill to the House of Commons at the start of September and its deliberate timetabling to avoid detailed scrutiny in the House of Commons.

Congress notes that the Electoral Commission on 3 September suggested the Bill will create uncertainty, raises questions of workability and will be impossible to enforce. Congress further notes there have been no requests for new restrictions on trade union membership from the Trade Union Certification Officer, employers or trade unions themselves.

Congress agrees:

The comments by the Prime Minister in the House on the 4 September 2013 are the clearest indication yet that the real reason for the bill is to curb the campaigning activities of the trade unions.

The new law would be neither necessary nor proportionate. Further, it only covers 1 per cent of the lobbying industry.

The Bill would seriously limit the campaigning activity of registered third parties, trade unions, charities and others.

Such attacks and state imposed restrictions run contrary to the ECHR, allowing workers to join a union for the protection of their interests.

The Bill restricts the campaigning activities of trade unions, charities and other civil society groups – including those who seek to protect the rights of citizens and fight oppression and discrimination. They cover the lead up to local, European and parliamentary elections and also impact on the devolved administrations of Scotland, Wales and Northern Ireland. These provisions also attack democracy, freedom of speech and are designed to silence coalition critics.

The Bill totally fails to introduce transparency or accountability to the lobbying sector by limiting the Bill to consultant lobbyists.

The Bill creates new unjustified intrusions into individual trade unions' membership arrangements.

Congress agrees that the General Council should:

- i. continue with its work with charities, third parties and others who have expressed their opposition to this Bill in order to develop co-ordinated action to its opposition
- ii. explore the potential for legal action against its implementation and co-ordinate this action with all who are willing
- iii. investigate and report to all affiliates on the practicalities of a policy of non-co-operation should the Bill become law
- iv. adopt a position of campaigning for the full repeal of the Bill should it become law.

Congress calls on the TUC to ensure:

- a. the attacks on trade unions within the Bill are rejected
- b. the assault on free speech, democracy and the gagging of campaign groups is defeated
- c. an acceptable framework for regulating lobbying is introduced.

Mover: UNISON

Secunder: Communication Workers Union

Emergency 6 Tory GLA proposals to ban strikes on London Underground

Congress condemns the press release issued by Greater London Authority Conservatives on 22 August 2013 attacking the validity of strike action to be taken by London Overground Guards against plans to introduce Driver Only Operation linked to cuts to the Transport for London budget.

Congress is appalled the release proposes a ban on strikes on London Underground and 'binding pendulum arbitration' where a judge or panel would choose between the position of the trade union and management.

Congress is alarmed that a consequence of this Tory policy is it could be adopted by the Tories nationally as part of their wider anti union agenda and will also encourage the London Mayor to drive through widespread staffing cuts on London Transport without considering the genuine safety concerns that have been raised in respect of the impact of these cuts.

This approach will also reinforce the Mayor's anti-union agenda, the effect of which has been characterised by a refusal to meet the trade unions to discuss industrial concerns.

Congress calls on the General Council to:

- i. Support representations to the Mayor and Government opposing the GLA Tories' proposals
- ii. Consider using the recently agreed Action for Rail London wide day of action on 23 October against London Transport cuts to urge the Mayor and GLA members to address the safety concerns of passengers and workers, instead of adopting an aggressive approach to industrial relations.

Mover: RMT

Secunder: TSSA

Part 2

Motions lost

16 Referendum on Britain's membership of the European Union

Congress notes the last referendum on Britain's place in Europe was in 1975 in respect of membership of the Common Market.

Since then there have been five further treaties, meaning the European Union now has a clear political as well as economic structure.

The vote on the Common Market was thirty eight years ago, meaning no-one in Britain under the age of 56 has had the opportunity to vote on the EU, despite the EU gaining substantial legislative, political and economic powers.

Congress also notes there has been no vote on Britain's membership of the EU despite the fact that the three main British political parties have all promised referenda in recent years and that polls are overwhelmingly in favour of a referendum.

Congress accepts there are divergent views on what should be the nature of Britain's relationship with Europe, with some for example supporting withdrawal from the EU while others support continued membership.

Congress believes there is now, however, a growing consensus for a referendum, including from senior MPs from all the main political parties, and it is fundamentally undemocratic to deny the British people a vote on this issue.

Congress therefore supports a referendum on Britain's membership of the European Union.

Congress also agrees to campaign vigorously for a referendum and also considers that while there may be strong arguments for the referendum to take place as soon as possible, the General Council should conduct an urgent consultation to establish affiliates' views on the timing of the referendum.

National Union of Rail, Maritime and Transport Workers

36 Confidential inquiry into premature deaths of people with a learning disability

Congress notes with concern the publication on 12 July of the Six Lives Progress Report on healthcare for people with learning disabilities and the Department of Health's response to the confidential inquiry.

These publications show that while some improvements have been made, people with learning disabilities are still experiencing poor care and face unacceptable inequalities in health and social care.

Congress believes that while the government shows recognition of the inequalities identified by the confidential inquiry and expresses support for the majority of the recommendations, the response does not provide any set goals on timescales for tackling the issues highlighted.

Congress further believes that this is a weak response from government. This clearly shows the continued lack of value they put on the lives of people with a learning disability, especially compared to its strong reaction and detailed response to the Mid-Staffordshire scandal.

The confidential inquiry showed that over a third (37 per cent) of deaths of people with a learning disability were due to them not getting the right health care. How many more deaths at the hands of the NHS do there need to be before the government takes this issue seriously.

Congress applauds MENCAP in its tireless campaign to improve the position of individuals with learning disabilities.

Finally, Congress calls on the government to commit urgently to a National Learning Disability Mortality Review Body to allow for the improved collation of information about deaths of people with a learning disability in order to enhance understanding.

Society of Radiographers

Part 3

General Council Statements

The TUC Campaign Plan

Congress welcomes and endorses the Campaign Plan agreed by the General Council and published on May Day 2013.

It embraces the programme of policy and campaign work set out in the Plan as providing a clear set of priorities and activities to guide the work of the TUC up the next General Election.

While recognising that affiliates will have their own priority issues that flow from the interests and concerns of their members, Congress calls on unions to consider how best they can contribute to the Campaign Plan, and work together as a cohesive movement to bring about its objectives.

Cuts have held our recovery back and are slashing vital public services. Growth is only just beginning to move back to long-term trend, and years of stagnation have failed to generate the good jobs that the country needs. Even a fragile and faltering recovery raises the question of who benefits. If it is used for further tax cuts for the rich, rather than investment in jobs and living standards for the many, growth will pass the majority of the population and much of the country by.

It is increasingly clear that austerity is a political programme, not an economic necessity. Austerity, accompanied by the scapegoating of unemployed and disabled people, migrants and public sector workers, has been used as a toxic cover for policies that would be rejected if put to the British people. Cuts and privatisation are damaging public services, dismantling our NHS, fragmenting our education system and handing our services over to private companies. The welfare state is under sustained attack, with affordability and much exaggerated claims of fraud used as excuses to cut benefits, intimidate the disabled and stigmatise the unemployed. Employment rights are being chipped away at by changes that open the way for exploitative employers.

Congress reaffirms its commitment to building a strong and diverse movement against austerity and working with allies to win support for alternatives. We recognise that there are many allies with whom we can work, whether on broad objectives or on specific campaigns where wide coalitions can be built, such as with employers who share our support for industrial policy, service users who wish to defend public services and oppose privatisation and claimant groups speaking out for decent welfare.

Congress supports the General Council's decision to organise a national demonstration against austerity and for jobs, growth and fair pay during 2014.

Congress also calls for a wide mobilisation in support of the North West TUC-organised demonstration outside the Conservative conference on 29 September, with the theme 'Save our NHS, defend jobs and services, no to austerity'.

Congress recognises that our country faces a series of fundamental choices about what kind of society and economy it wants to build after the damage done by the 2008 crash and that this makes the next General Election a crucial choice for the British people.

Over the next 18 months we will have a determined campaigning focus on the road to the general election, building on the campaigns already under way on rail, public services and employment rights and developing further activity around all of the priorities set out in the Campaign Plan.

Congress resolves to inject the policies and priorities set out in the Campaign Plan into the debates approaching the 2014 local and European parliamentary elections and the 2015 General Election and to urge political parties to adopt them.

In particular, Congress commits to work to ensure that our members and all British citizens can vote for a commitment to full employment and a job guarantee for young people; a pledge to build a million council and affordable homes; measures to boost pay and living standards, including the spread of the living wage and modern wages councils that can set a minimum above the minimum wage in those sectors that can afford it; measures to boost skills and productivity; reforms to corporate governance; a fair tax system and a commitment to rebuild the National Health Service as a genuine public

service, made more comprehensive by integrating social and health care.

Everyone has a right not to be discriminated against on grounds of their race, gender, sexuality, disability or age and our campaign will reflect and promote a diverse approach to securing improvements both at work and in society.

Under austerity, many have been forced to trade job security in order to stay in work. But 'any job is better than no job' is not an acceptable basis for employment in the twenty-first century. Our campaign will aim to put an end to exploitative zero hours contracts and other unacceptable practices. We will support decent protection for working people, individual rights and stronger collective bargaining.

A formidable union presence is the best way of providing decent standards at work, and a strong and diverse movement is essential if we are to challenge austerity effectively and build a more equitable society. Building stronger unions will be at the heart of the campaign and Congress commits to ensure that this goal underpins all that we do.

Syria

The TUC and its members are appalled by the death, destruction and suffering in Syria. We believe that the humanitarian crisis – including the huge number of dead and injured, as well as the number of refugees and displaced persons – requires urgent and substantial action from the international community. We pay tribute to those workers from around the world who are attempting to address the current needs of the Syrian people.

We reiterate our commitment to peace, disarmament, human rights, democracy and dialogue as the only ways to effect lasting and inclusive change, and urge all parties to desist from violence. In particular, we condemn the targeting of civilians, terrorism, and the use of chemical or other weapons of mass destruction. We express our solidarity with the people of Syria and demand that their right to self-determination, as set out in the UN Charter, should be respected by all concerned.

Rather than assuming that the only intervention possible is military, we urge the use

of diplomatic mechanisms such as the United Nations to negotiate and mediate, and we advocate the use of international instruments such as the Convention on the Prohibition of the Development, Production, Stockpiling and Use of Chemical Weapons and on their Destruction, as well as the use of the International Criminal Court as the proper mechanism for the trial and punishment of war crimes. In this context, we note that there has been no United Nations Security Council resolution authorising military intervention in Syria, as international law would require.

We welcome Parliament's decision not to support military action. The TUC believes that the UN weapons inspectors must be given the opportunity to conclude their work, and that external military intervention, whether targeted on specific sites or otherwise, would not lead to an improvement in the situation facing the Syrian people and could make diplomatic and humanitarian efforts even more difficult. In particular, we counsel caution in the context of the long-term impact of past western intervention in the region, the complexity of the civil war and opposition to external intervention expressed by trade union centres in the region, and the lack of certainty as yet over responsibilities for the atrocities committed in the conflict.

We endorse the statements of the International Trade Union Confederation on the Syrian crisis, urge the international community to redouble their efforts to find a peaceful solution, and strongly oppose external military intervention. Where appropriate, we will work with civil society organisations including faith, women's, disarmament development, community and disarmament groups and the Stop the War Coalition, in pursuit of these ends.

Europe

Congress condemns the devastation that has been imposed in Europe by neo-liberalism and austerity, especially in those countries such as Greece, Ireland and Portugal where the Troika of the European Central Bank, International Monetary Fund and the European Commission have driven employment, standards of living and public service provision down to unacceptable levels. These policies –

implemented through the EU but driven by national governments – are unsustainable economically, socially and politically.

At the same time, the Prime Minister's promise of a referendum on UK membership of the European Union (EU), after the renegotiation of key elements of that membership, is a divisive attempt to scrap vital employment rights from Europe, removing British workers from their scope. The TUC is strongly opposed to any attempt to undermine employment rights and protections, as are the British people.

Workers' rights to health and safety, paid holidays and rest breaks, protection against discrimination, equal pay and equal treatment for part-time, temporary, agency and contracted-out workers are essential elements of a Europe that works for its people. These protections help insulate vulnerable and insecure people at work across Europe from the effects of globalisation and recession. They are supported by trade unions across Europe, including the TUC. They are at risk and they need to be defended and strengthened.

The TUC is therefore concerned that uncertainty around the UK's relationship with Europe could further jeopardise investment and jobs at a time when Britain has not recovered from the global financial crisis, with high unemployment, especially among young people. This is particularly the case where major unionised companies have invested in plants in the UK because EU membership gives access to the single market.

Congress welcomes the work of the European Trade Union Confederation and unions around Europe in opposing austerity and neo-liberal policies and developing alternatives such as the ETUC's Social Compact. We congratulate the European Parliamentary Labour Party for standing up for measures such as the Working Time Directive, workers' rights in trade deals and the Robin Hood Tax.

Congress also condemns those far-right and xenophobic parties who have risen on the back of austerity politics, making migrant workers and other vulnerable groups the scapegoats for Europe's ills instead of targeting exploitative employers and tax avoiders.

Nevertheless, Congress notes that support for the European Union among voters and trade unions is not unconditional.

Whatever decision any future government may take on the issue of a referendum after the next General Election, Congress believes that the TUC must call for an informed, balanced debate not influenced by media and right wing xenophobic views. The most important priority in the run up to the European elections must be to campaign with unions across Europe, and build popular support for a People's Plan for Europe: opposing austerity and attacks on public services; demanding action on jobs-led growth through investment in infrastructure and housing; fairer pay and progressive taxation; and protecting and extending rights at work.

Section 2

Keynote Speeches

The following pages contain a record of key speeches given at the 145th Congress in Bournemouth, by the General Secretary, the President, and guests Ed Miliband and Amirul Haque Amin.

Frances O'Grady, General Secretary

**Monday, 9 September 2013,
Bournemouth**

President, Congress, this is my first ever speech as General Secretary, and after seeing that film ever more determined that we will play our part in building a fairer, more equal Britain.

Delegates, we are just 18 months away from a General Election and the choice that the British people could make will shape the kind of country we live in for generations. If we've learned anything from the crash, then it's this: politics is too important to be left to the politicians. People don't just need us to tell them how tough life is for them. They want to hear the alternative. They want hope and they want action.

It was five years ago this month Lehman Brothers filed for bankruptcy in New York, citing debt of over \$600 billion, a price tag on obscene greed and monumental stupidity that sent shock waves around the world. But we all know that the roots of that crash go much deeper, they go back more than three decades to the election of Margaret Thatcher's government when the right set out to break the post-war consensus.

Once, it seemed that everybody agreed the state should provide decent public services and social security as a human shield against boom-bust capitalism. Everyone saw the value of a mixed economy that put the brakes on private monopolies and guaranteed a public realm; but no longer. What followed the election of that government became the articles of a new economic faith, a fire sale of public assets, deregulation of the City, and weaker worker rights, and trade unions, once respected across the political spectrum for our role in fighting fascism and as a pillar of any free and democratic society, now treated with disdain. The values of a mythical middle England came to dominate, stretching the United Kingdom to breaking point. The City and the new kids on the block – private equity, hedge funds and share traders – increasingly called the shots and they unleashed an escalation of greed and inequality that ultimately led to the financial

crash creating a new Anglo-American model that was a kind of capitalism on crack cocaine, but it was not always this way.

Whatever happened to the Conservative Party that over 100 years ago backed Winston Churchill's proposal for tripartite wages councils so that every worker would be guaranteed a living wage? Whatever happened to the Conservative Party of John Major who at least felt obliged to promise voters a "classless society"? Remember that one? And whatever happened to the Conservative Party of Theresa May who once warned against becoming a Nasty Party but who, just this summer, sent government-funded vans onto the streets of multiracial London brandishing a slogan last used by the National Front? Shame on them.

This government seems intent on dividing Britain, Thatcher-style, between those in work and those out of it; between the top rate taxpayers and everyone else; between the metropolitan elite with their country retreats in Chipping Norton, and the so-called desolate North. Governments may have had no choice about bailing out the banks but they have a political choice about what went wrong, and about where we go next. After all, the rest of continental Europe did not deliberately de-industrialise and make a fetish of financial services in the way that Britain did.

And today, of course, many workers in many countries have also seen their living standards fall, they have not taken the same hit we have, and trade unionism is not vilified in the same way. Even from the European engine room of austerity in Berlin, the German Chancellor still defends co-determination and her finance minister has called on business to meet union demands for better pay as a way to boost consumer demand.

Here in the UK, more thoughtful Conservatives are a little nervous that this war on working people will lose votes. They admit that the Conservatives are seen as the party of the rich and privileged. They worry that attacks on the unions of ordinary decent working men and women look high-handed, cold-hearted, and out of touch. To paraphrase Rex Harrison in *My Fair Lady*, they say, "Why can't David Cameron be more like Angela Merkel?" But instead of listening to his moderates, the Prime Minister is in hock to those who demand an ever more uncompromising stance.

There is plenty of ugly talk about a crackdown on migrants but no crackdown on those bosses who use cheap labour to cut costs; tough on welfare fraud for sure but no sympathy for those unlucky enough to fall on hard times or lose their job; freedom to raise prices for big business but no pay rise for ordinary families, *decent* families up and down the land facing worries that the Eton-educated elite, with their serial holidays, hired help, and inherited millions, simply haven't got a clue about.

Beyond the rhetoric, what has this Government actually done to recover and rebalance Britain's economy? Invest for the future in greening Britain's infrastructure? No, leave the banks alone and slash state capital investment by £22bn. Back Britain's advanced manufacturing base? No, hand out government contracts to the cheapest bidder regardless of the cost to local business and jobs. Build affordable housing? No, launch a lending scheme that risks the very same perfect storm that got us into this mess in the first place, and then slap on a cruel bedroom tax for good measure. The Government is rehearsing the same old arguments, repeating the same old mistakes, rehashing the same old bust economic model built on sand.

I know that Conservatives are fond of referring to their PR man, Lynton Crosby, as their very own Wizard of Oz but what does that make Cameron, Osborne, and Clegg? When it comes to any vision for a new economy, they are the Scarecrow, the Tin Man, and the Cowardly Lion: no brain, no heart, and no courage.

In many ways, it is a testimony to the enduring strength of our trade union values of care, compassion, and fairness that the Right has chosen to put us in the firing line. It explains why this week they are debating a Lobbying Bill that, far from dealing with the real dirt in politics, is designed to deny us a political voice. Now, debating the internal arrangements of the Labour Party and the role of its affiliated unions is not the business of Westminster, or, indeed, of this Congress, and in the hall today we also have unions who are just as proud of their party political independence. But one thing is for sure, we are united in defending the basic democratic principle that ordinary people have the right to a political voice – that union money,

the few pence freely given each week by nurses, shop workers, and train drivers, is the cleanest cash in politics today and that whether unions set up a political fund is a matter for members, not ministers. For too long, politics has been controlled by those who already have far too much money and far too much power. Half of the Conservative Party's funding comes from the City. One-third of their new intake of MPs is drawn from the banking industry alone and we know what happens when the super-rich get to run the tax system.

In contrast, unions are Britain's biggest democratic membership movement of ordinary people. We are already required by law to report our membership records every year. We have more than ten times the membership of all of Britain's political parties put together. It may even be more. The truth is we simply don't know because political parties don't have to account for their members in the way that we have to account for ours. In fact, the Conservative Party refuses point blank to say how many members it has but I'm pretty sure that David Cameron has fewer members than our very own Sally Hunt, or Steve Murphy, or Mike Clancy, and maybe even Bob Crow. So before he starts lecturing unions about transparency, the Prime Minister should take a long hard look in the mirror. We already publish our numbers. I challenge David Cameron to publish his.

But more than all this, and here is the democratic bottom line, if unions were denied a political voice we wouldn't have had the 1944 Education Act; we wouldn't have the NHS; we wouldn't have equal pay for women; we wouldn't have a minimum wage, and remember who first exposed the scandal of tax avoidance, who first raised the alarm on falling living standards, and who first blew the whistle on zero-hours? You can see why some people want to shut us up. That is why we have to stand up for our rights, not just union rights, civil rights, people's rights.

The government has attacked the union link to Labour, a link that, of course, will evolve and change over time, but their real aim is to discredit *all* unions, and the reason is simple: we stand for popular policies to shift wealth and power from the few to the many. So, if they can't win the policy argument, then attack them as "trade union demands". If they don't like

what we say, then call us “union paymasters”. And if all else fails then try that old trick of smears.

The government may be preparing for a humiliating climb down on some of the worst parts of the Lobbying Bill, but don’t be fooled into thinking that the battle for civil liberties has been won. Unions will still be hit by cuts in funding limits. Many charities could find themselves clobbered, too. And, shockingly, one thing is sure, this Bill will virtually close down Hope not Hate and Unite against Fascism in what amounts to a free gift to the BNP. They should be ashamed of themselves. Congress, this is an anti-democratic, dangerous bill, and it must be defeated.

But, Congress, I need to issue a challenge to the cynics within our own ranks, too. We’ve all heard people say that the next election does not matter. You don’t have to go very far to hear people say, “There’s no difference between the parties, it doesn’t matter who wins, they’re all in it for themselves.” I respect everybody’s right to an opinion but I must tell you they are wrong. The result of the next election does matter. It matters a lot to the unemployed teenager desperate for a decent job, to the young family hoping for a decent home, and to the elderly, the disabled, and their carers, who know there must be a better way.

For trade unionists to argue that voting is a waste of time is a dangerous game that plays into the hands of our opponents. Yesterday, we debated industrial action, and we all know that we always try to find a fair resolution to our disputes but let me be crystal clear, the TUC is always ready to coordinate industrial action whenever unions want it and whenever members vote for it. But let’s remember this, ever since the Chartists first lifted their banners, the democratic voice of the people has always been our best weapon against rule by the markets, the rich, and the powerful. To deny that would be a betrayal of the millions of our members whose jobs, living standards, and pay depend on it.

I am certainly not arguing that we should button up and keep quiet in the run-up to the election, as the Government’s Lobbying Bill wants to see, nor am I arguing that we should put up with some kind of vanilla version of austerity, on the contrary, but it does mean that we have to roll up our sleeves and start helping

to shape the choices on offer at that next election. We need to win public opinion to our policies and we need to prove that they are election winners.

Remember when we first campaigned for a minimum wage? The business lobby said it would wreck the economy and politicians trembled. Now it’s as much a part of mainstream British culture as curry and chips. It’s time for us to push for the same kind of ambitious policies, to transform the economy, improve working lives, and change the country for the better, a popular programme that can inspire voter confidence, a test of both values and valour. This is what we want to see on a pledge card to take to the doorstep. Today I want to challenge politicians from all parties to tell us where they stand on it.

First, decent jobs: it’s time to restore that goal of full employment and give a cast iron guarantee of jobs for the young. Full employment is the best way to boost the economy, drive up living standards and generate the tax that we need to pay down the deficit, and let’s be clear, the reason why low-paid jobs are growing is because people have no choice but to take them. That is wrong. Employers should compete for staff, not the other way around.

Now, I know that George Osborne will say, “But how are you going to pay for it?” Of course, the best way to pay for it is by getting economic growth. That’s why we need to invest in an intelligent industrial strategy for the future, but if the Chancellor wants to talk numbers then here’s a big one. According to the Rich List, since the crash, the 1,000 – just 1,000 – richest people in Britain increased their wealth by no less than £190bn. That’s nearly double, just so you get it in perspective, the entire budget for the NHS. So when they ask how we’ll pay for it, let’s tell them: fair taxes, that’s how.

As we’ve heard, one of the best ways to create jobs and apprenticeships would be to build new houses, and that’s pledge number two, one million new council and affordable homes. Our country has a desperate shortage of housing: that means landlords rake it in and the housing benefit bill rockets, it drives up the cost of a buying a home, and it puts people in more debt. So cut the waiting lists, stop the bubble, and let’s build the homes that young families desperately need.

Pledge number three: fair pay, and new wages councils to help back it up. Of course, the national minimum wage should go up and we need tough enforcement but take one look at company profits and you'll see that there are plenty of industries that could, and should, pay more. That's why we need new wages councils, so that unions and employers get around the table and negotiate. That's the best way to guarantee not just a minimum wage, not just a living wage, but a fair wage and fair shares of the wealth workers help to create.

Pledge number four could be the most popular one of all: let's pledge that the NHS will once again be a public service run for people, not for profit. Let's make adult social care a community responsibility by bringing it together with the NHS. In fact, that would save money because good social care helps elderly people stay at home when they want to be, instead of in hospital when they don't. And while we're about it, delegates, if you will let me add this, let's have a proper system of childcare too. So instead of shrinking our welfare state, let's strengthen it. That is the way to build a stronger economy, too.

Pledge number five, the last one: fair rights at work, no more union busting, no more blacklisting, and no more zero hours. Instead, we need decent employment rights, strong and free trade unions, and let's have some more economic democracy, too. We already work with the best employers, keeping workers healthy and safe, giving them the chance to learn new skills, guaranteeing fair pay and fair treatment. Through the worst of the recession, we made thousands of sensible agreements to save jobs and keep plants open. And let me say this, I believe there isn't a boardroom in Britain that wouldn't benefit from giving ordinary workers a say.

Of course, these aren't the only issues on which we campaign. We also oppose the creeping privatisation of our education system. We want our railways returned to public ownership. And, Congress, let's send a strong message from this hall, that we will fight this latest senseless, stupid sell-off of the family silver – hands off Royal Mail.

We've got sensible policies, good policies, popular policies, and their importance is that, together, they make a promise for a better future. They cut through the pessimism, they

give people confidence, so I want to end not just by asking Congress to back the General Council Statement that I move today but, more importantly, to unite, to organise, and to campaign. I want to quote the late Seamus Heaney, the great Irish poet who died recently. He told us to: "Move lips, move minds and let new meanings flare", for the people we saw on that film, for a new economy that puts the interests of working people at its heart, for our values of equality, solidarity and democracy, so that together we build a Britain of which we can all be proud. Thank you very much, Congress.

Lesley Mercer, President

**Sunday, 8 September 2013,
Bournemouth**

It has been a privilege and a pleasure to have been your President for the last 12 months, the first TUC President to come from a unified professional body and trades union, the Chartered Society of Physiotherapy, and the first TUC President to serve alongside a woman TUC General Secretary. You are right, Congress. That has been very special.

I had an inkling that my year would be a busy one and I was not wrong, but I have found it very rewarding, especially the opportunity to take our core trades union messages out to wider audiences – from the 20th October rally in Hyde Park last year through to the Burston School strike rally just last weekend in Norfolk. In between, I have chaired, addressed and indeed eaten my way through conferences, seminars, festivals, rallies, awards ceremonies, memorials, equality and youth events.

People have asked me what the highlights have been as TUC President and that is a hard question to answer because in many ways everything has been a highlight – even chairing General Council meetings, if you can believe that.

My journey in the North East and Yorkshire with the TUC Austerity Uncovered bus will stay with me for a long time, Congress. I have heard stories of hardship, confusion and outright panic, created by the cuts and not a Coalition politician in sight.

The opportunity to play a bigger role in the TUC's international work has been special too. International solidarity is hardwired into our DNA in the trades union movement and with just cause. This year saw politicians from Northern Ireland travel to Colombia to help with a very fledgling peace process there, thanks to the incredible organising abilities of Justice for Colombia, but the fact that the Colombian speaker that we were hoping to welcome here to Congress has been detained and imprisoned by the authorities shows how far there is to go.

Concrete steps have also been taken this year to build a Europe-wide response to the dilution of workplace rights and the impact of austerity. The first of the Miami Five has finally been released from prison celebrated by Cuba Solidarity this summer. Let us not rest until the other four men are home, free with their families.

Congress, my presidency has brought the odd lighter moment, like waiting to be introduced to somebody and seeing their eyes drift over my shoulders wondering who the bloke called Leslie is. Like speaking at the London Pride festival this June, where I felt a bit like the warm-up act for the boy band Class A; they are a very good band I have to say, with a nod to the entertainment unions, as was the whole festival. I was proud to be there.

Turning to this week's Congress, like all TUC presidents before me, I thought long and hard about the wording on my Congress badge. I eventually settled on "Equality, jobs and fair pay". Jobs and pay echo two of the key priorities of the TUC campaign plan, "A Future that Works", real jobs, real pay, not short-term, zero-hours, low-paid, low-respect jobs.

But my badge starts with equality because I believe that this has to underpin everything we do, not in spite of the economic situation but because of it. I mean equality in its very widest sense: freedom from discrimination, of course, including from the hateful EDL who tried to invade my home borough of Tower Hamlets yesterday and failed. Those thanks need to go to the protestors who were part of that effort to make sure they fail.

In talking about equality, I am also referring to freedom from income inequality, from tax inequality, from health inequality, from unequal access to justice in the workplace, and from having no voice in the workplace. The trades union movement has always stood for fairness and equality. Our challenge right now, I sincerely believe, is to cut through the belief – the almost fatalism – that there is no alternative to what is going on at the moment; no alternative to the grubby spectacle of some of Britain's highest paid workers delaying their bonuses to take advantage of the Chancellor's cut in the top rate of tax. Is this really just how it is? Food prices rising four times faster than average pay. What can you do? Economic recovery leaving many ordinary people behind:

well, hasn't it always been that way? No, it hasn't always been that way and, no, it does not have to be that way now. Our economy can be run in a different, fairer, and more sustainable way and the TUC Campaign Plan shows how.

When it comes to achieving better representation in public life, I believe we are showing the way. We have Frances at the helm of the TUC and more and more women coming through individual unions. Not job done yet but think how much better the world of banking, of business, the media, and parliament would be if more people followed our example; and think how far we have come from the days when women coming up to the rostrum at this Congress would be wolf-whistled. Who, here, would dream of telling a woman who is expressing a view, to, "Calm down, dear."

Before I wind up I must say a few words about my own sector, health. When I spoke at the 20th October rally, I quoted from the NHS Constitution the most important phrase: "The NHS belongs to the people." How many of us fear that when we look back in 10 years' time this may no longer be true?

If we want to stop our NHS being turned into just another business commodity, if we want to stop it being talked out of existence by a relentless focus on bad news with no recognition of the good work going on day in, day out, then now is the time to rally behind it, not out of self-interest, Congress, but because the NHS, like our schools, like the Royal Mail, is part of what makes us a civilised society. That is why we will be standing up for the NHS on 29th September in Manchester.

Before I close, it is traditional for outgoing TUC presidents to say a few words of thanks, and I am not going to buck that tradition. I want to thank my own union, the CSP, for their support and encouragement over the past 12 months. I am proud that coinciding with my presidency, the CSP has received accreditation as a London living wage employer, and we have also finalised our first ever apprenticeship scheme.

I want to thank all of my colleagues on the TUC General Council for their comradeship and advice, especially my predecessor Paul Kenny.

I want to thank my partner, Graham, for being my chief blog adviser, my chauffeur, and my confidante. Ever a glutton for punishment,

Graham is here today. He will be a bit embarrassed about that.

I also want to thank all of the staff at the TUC. You see behind the scenes when you are president and in my book the people we have working for us at the TUC, out in the regions as well as in Congress House, are amazing.

I opened my address on the theme of unity and I want to end on this same theme. We are a diverse movement, we all have our own views on how to go forward and sometimes we disagree, but I firmly believe we are strongest when we come together and we should never forget this.

Thank you for listening and have a great rest of Congress.

Ed Miliband, Leader of the Labour Party

Tuesday, 10 September 2013, Bournemouth

Lesley and friends, let me say what a pleasure it is to be here at the TUC Congress today. I want to pay tribute to the all female combination that we have of the President and your new General Secretary.

Frances, you have fought all your working life for working people. You are doing an outstanding job as the first female General Secretary of the TUC, and I am sure that the audience will want to show their appreciation for the great job you are doing. It is right on these occasions also to remember those who have gone before. I want to pick out one particular individual. In a speech that I read that he gave, he talked how the “voices of Birmingham, Manchester, Leeds, all the great industrial centres, have been unheard in British in British politics.” He went further. He talked about that march through central London. He talked about the marshals and sub-marshals, the scarves, the banners, the immense organisation and the almost perfect military discipline. Yes, friends, I come here today to pay tribute to, and I ask you to do so, too, the Conservative Prime Minister of 1867, the 14th Earl of Derby, the longest ever serving leader of the Conservative Party, and the man who first legislated to allow trade unions in this country. His real name was Edward Stanley or, as he would be known today, “Red Ed.”

I tell this story to make a serious point. The 14th Earl of Derby was succeeded by Benjamin Disraeli. They were One Nation Conservatives. They thought that the Conservative Party had to represent the whole country. They thought that to write off whole swathes of Britain was something that they could not possibly do. It seems extraordinary that I have to tell this historical lesson from the past, but I do. The reason I do is because of the current leader of the Conservative Party – David Cameron. He writes you off and he writes your members off. In fact, he goes further than that. He oozes contempt for trade unionists from every pore of his being.

What did he say about the trade union movement? He said it was a “threat to our economy”. Back to being the enemy within. We are talking about six-and-a-half million people who teach our kids, who look after the sick, who care for the elderly, who build our homes, who keep our shops open morning, noon and night. How dare he – how dare he – say that they are a threat to our economy? Your members are the backbone of Britain, and let’s not forget it, friends.

Quite frankly, the Earl of Derby, Benjamin Disraeli, and other One Nation Conservatives, would be turning in their graves at the nasty, divisive, small-minded rhetoric of this Prime Minister. But, friends, we have got experience from recent political history to know what happens when a political leader writes off a whole section of society. Remember Mitt Romney and what he said about the 47 per cent of people who would never vote for him. It is true, he turned out to be right as they didn’t vote for him. That is what happened to Mitt Romney. Let’s make sure the same thing happens to David Cameron at the next general election.

I am a One Nation politician, unlike Mr. Cameron. That means that we need to hear as a party the voices of the people who are your members and the people who are not your members.

Let me say something about your members. I want a different relationship with individual trade union members as part of building a different kind of Labour Party. Some people ask me: “Why do you think it is necessary to make these changes?”, and let me try and explain. We have three million working men and women affiliated to our party, and I am proud of that link, but here is the problem. The vast majority of them play no role in our local parties. They are affiliated in name only. That wasn’t the vision of the founders of our party. That is not my vision and it is not your vision either. I want each and every affiliated member of the Labour Party to be a real part of our party, a real voice in our party, based on an active choice to be part of our party. Why is this such an exciting idea? It means that we can be a Labour Party not of 200,000 people but of 500,000 people and many, many more; a party rooted in every workplace in this country, rooted in every community in this country, a living, breathing

movement, the vision of our founders. Of course, it is a massive challenge to make this kind of change. Part of the responsibility of the Labour Party would be to reach out to your members and persuade them to be part of our party. I think that is a good thing, not a bad thing. Of course, some people say that it is a risk, and it is, like anything that is difficult is a risk. But I believe that the bigger risk is carrying on as we are because, after all, it is you who have been telling me year after year that the Labour Party isn't sufficiently connected with the lives of working people. That's why we have to have the courage to change. It is the right thing to do. Change can happen, change must happen and I am absolutely determined that change will happen, so we can build a One Nation party and we can then build a One Nation country. That One Nation country starts with a One Nation economy.

George Osborne was at it again yesterday. What is it about this guy? He said that he had saved the economy. He said that everything is fixed. They go on about trumpeting the recovery. But I have to ask: "Whose recovery is it, anyway?" We have a million young people looking for work. It's not their recovery. We have more people out of work for longer than at any time for a generation. It is not their recovery. We have 1.4 million people who are working part-time when they want to work full-time. It is not their recovery. Millions of your members and millions of people who are not your members are seeing their living standards falling year on year. It is not their recovery either. Living standards have been falling for longer now than at any time since 1870 – that's about the time that the Earl of Derby left office – and this complacent Government say that everything is fixed, but we know why they say it, don't we? They say it because it is fixed for their friends, for a few people at the top of our society.

The City bonuses are back, up by 82 per cent in April of this year alone, thanks to David Cameron's tax cuts. It is a recovery for the few. It is an unequal recovery and an unfair recovery. That is not just wrong. It's bad for our country, because an unfair recovery won't be a stable recovery. It won't be built to last. The only way we can create a durable recovery in this country is through an economy that genuinely works for working people.

You see, I have a fundamentally different vision of the way our economy succeeds. It succeeds not on the basis of a few people at the top of society, but on the basis of the people who do the hours, who do two jobs, who, frankly, get up in the morning before George Osborne's curtains are open and come back late at night, well after he has closed his curtains again for the evening. They're the people who power our economy. They are the people who we have to support if our economy is to succeed.

I won't pretend to you that life will be easy under the next Labour Government, and I think you would not believe me if I said it was going to be easy. We'll have to stick to strict spending limits. I know that means you then ask: "What's the difference. What can we tell our members is the difference between a Labour government and a Conservative government?" Let me spell it out to you very plainly. It is about making different choices in pursuit of this fundamentally different vision of an economy that works for working people. That starts with young people. On day one as me as Prime Minister, we mobilise every business in this country to get our young people back to work.

If we were in Government now, we would be taxing those bankers' bonuses and using the money to say to every young person unemployed for more than a year, "We will get you a job." A Labour Government would get our young people working again in this country.

It is not just about jobs for our young people. It is also about skills for all of our young people. We have got to end the snobbery in this country that says "University is always best and apprenticeships are always second best." We have got to make sure that the forgotten 50 per cent of young people have proper jobs, proper qualifications and proper careers. We'll start by saying to any business that wants a major government contract, "If you want that government contract, you must provide apprenticeships for the next generation in this country." That is what I mean by responsibility all the way to the top of society.

I want us to invest in the future of our country. Under these Tories, we are 159th in the international league table for investment. I repeat – 159th! That starts with our banks. Still in Britain today, we have businesses that are serving our banks, not banks that are serving

our businesses. We have got to change it with a British Investment Bank for our small businesses and a regional banking system, a regional banking system with one purpose and one purpose alone. That is to invest in the small businesses of each and every region, not to gamble businesses' money in the City of London as too many of our banks have done. It is not just about investment from our banks. It is also about investment from the Government, too.

If we were in government now – we have made this absolutely clear – we would be investing in the future of our infrastructure differently from what this Government is doing, and we would be doing something else. We would be building homes again in this country as we haven't done for decades, putting construction workers back to work and creating homes to rent or buy for the next generation. So creating an economy that works for working people is about making different choices about young people, different choices about skills, different choices about investment, different choices about infrastructure and different choices in pursuit of that fundamentally different vision.

The Tories really do believe that the way an economy succeeds is by cutting taxes for those at the top, because that is the way you get more out of them, and, as you know, insecurity for everybody else. I just have a different view about how we succeed as a country. We can't build an economy that works for working people in Britain unless working people have confidence and security. That is what other countries know. That is what the British people know, too.

That takes me to the issue of flexibility. You have shown during the recession that unions can work with employers to put jobs ahead of pay rises, sometimes to have reduced hours, in order to maintain employment. But you know and I know that we should say yes to flexibility but no to exploitation, and nowhere is that more true than when it comes to zero-hours contracts. Of course, we have had zero-hours contracts for some time. People can understand why you have them, maybe, for supply teachers or for locum doctors, or occasionally for young people working in bars, but that is not what we are talking about. We know that we have an epidemic in this country of zero-hours contracts. We have exploitation at work.

I had the privilege last week of meeting some people who were on zero-hours contracts. One in particular in the care sector who told me about his experiences, and he said to me in words that really stuck with me: "The problem is I just can't plan my life on the basis of a zero-hours contract". A woman told me of her experience. She had had a regular contract for 23 years and had gone through the nightmare of two years on a zero-hours contract. As she said, "Just imagine if you were in the position that you didn't know from one week to the next whether your pay was going to be halved?" That is the reality for so many people in this country when it comes to zero-hours contract. They don't know how many hours they're going to be able to do, not knowing whether they are going to be paid properly, having no confidence and security, and all the risks which used to be shared between employers and employees transferred on to the individual worker. Friends, the worst of this owes more to Victorian working practices than 21st century fairness at work, and a Labour government is going to change it. We are going to change it by legislating. We are going to change it by banning zero-hours contracts that say workers have to be exclusively available for one employer. We are going to ban zero-hours contracts that say the worker has to guarantee that they are going to be available but they get no guarantee of work. We are going to end zero-hours contracts – the abuse of zero-hours contracts – where people are actually doing regular hours but get a zero-hours contract, not a regular contract. We will end the exploitation of zero-hours contracts in this country.

Confidence and security for working people is not just about ending the abuse of zero-hours contracts. It is about a living wage, child care, dignity at work and that fundamentally different vision of how our economy succeeds: confidence and security for working people.

Friends, we know where this Government stands. The next election, therefore, is a high-stakes election. It is high stakes for you, it's high stakes for your members, it's high stakes for working people and it's high stakes for the country. They stand for a few people at the top of society. They are never going to create an economy that works for working people because they don't believe in it. They will do something else. They will use every opportunity

to try and divide our country between people in unions and people out of unions, between people in the private sector and the public sector, between those on benefits and those in work. They will take any opportunity to divide this country for political advantage.

Well, friends, I have a different vision, a different vision of how we conduct politics in this country and a different vision of how our country succeeds. We succeed by appealing to the best of people, not the worst. We succeed by drawing deep into our British history which says that in tough times we don't lower our sights, we raise our sights about what we can achieve as a country, just like that great reforming 1945 Labour Government did. It raised its sights and said, "Let's use the talents of all. Let's listen to all. Let's build a country for all." That was a One Nation government, building a One Nation Britain. That is the prize. That is my vision of Britain. Let's build that country together. Thank you very much.

Amirul Haque Amin, President of the National Garment Workers' Federation, Bangladesh

**Sunday 8 September 2013,
Bournemouth**

Chair, and other TUC union leaders, friends and comrades, it is my pleasure that I represent the Bangladeshi garment workers. This is the opportunity to share the conditions, the situation, the fight, the challenge, and the struggle of Bangladeshi garment workers with you, the members of the TUC.

Friends and comrades, while we are in this TUC Congress, in Bangladesh there are still more than 100 injured workers of Rana Plaza who have been in hospital for the last four-and-a-half months.

While we are in this Congress, more than 500 children between three months and eight years are in an uncertain situation, having lost their parents, some of them lost their father, some of them lost father and mother, both.

Nearly 1,400 injured workers, though discharged from the hospital still they need more and better treatment.

You see in the Rana Plaza collapse 1,133 workers were killed and those 1,133 workers' families and 500 injured workers are waiting for compensation.

Five months before, on 24th November, a fire also happened in Tazreen fashion factory, where 112 workers were killed and another 150 workers were seriously injured.

From this Rana Plaza collapse, and the Tazreen fashion fire, it is clear that the Bangladeshi garment workers sector is not a safe workplace. That is the reason we, the local trade unions, as well as global trade union federations, with the support of the Foreign Labour Rights Group, initiated the Bangladesh Fire and Building Safety Accord; that is, you can say, a union Accord.

Up to now, 86 multinational companies have already signed this Accord but, unfortunately, six of the multinational companies are in the UK,

including Matalan, River Island, and Republic. Up to now they did not sign this Accord.

On behalf of the Bangladeshi garment workers I am asking you, please, raise your voice and send a very clear message to the six companies to stop killing workers, end the death traps, come forward and sign the Accord, and ensure a safe workplace for Bangladeshi garment workers.

Friends and comrades, in Bangladesh at present, there are 5,000 garment factories, 3.6 million workers are working, and 85 per cent of them are women. The garment and textile sector covers 79 per cent of total exports.

But still today the minimum wage for the Bangladeshi garment workers is only £24 in a month; even the skilled sewing machine operators only get between £32 and £42 in a month. Bangladeshi garment workers need a living wage.

As a local trade union we are fighting with our government. We are fighting with our local business people and factory owners but again to ensure the living wage for the Bangladeshi garment workers is the need to campaign the multinational companies. These multinational companies will say that, "Yes, the living wage is very important and this is needed for the workers," but, on the other hand, these multinational companies always are pressurising the local business people and factory owners to decrease the price of the product, so this situation is totally contradictory. On the one hand, they will advise for the living wage but, on the other hand, they will pressurise to decrease the price so that the living wage cannot happen.

That is the reason we again ask you to please send a very clear message, pay the fair price for the garment products to ensure the living wage for the Bangladeshi garment workers.

Friends and comrades, we know very well we are in the worst situation but we also know that you, the workers, and people in the UK are also not in a good position. You are also facing a lot of problems, especially in the case of social security, pensions, and other benefits.

Now is the time to fight together. This is the high time to work together. This is the high time to raise our voice in unity to challenge the multinationals together. Let's fight united for better conditions, for a better life and for a better society.

Workers of the world unite! Thank you, everybody.

Baroness Doreen Lawrence OBE

**Wednesday, 11 September 2013,
Bournemouth**

Good morning, Congress, and thank you for your warm welcome. I am honoured to be here to speak to you today.

I will be talking about steering the boat from the inside; drive, desire and discrimination. After working with the Stephen Lawrence Charitable Trust over the past 16 years, I have had my eyes opened to what it takes to lead an organisation, working on initiatives, managing its team and developing its individuals. Although the Trust is known for championing the campaign for social justice, we are also developing new areas to meet the needs that we have discovered as advocates for justice as well as an employer of people from different communities.

Education is still a big issue. We have to do more than simply encouraging qualifications. There is a need to develop leadership skills and apply relevant knowledge to improve, manage and solve problems. Access to the profession is also a challenge for many from diverse backgrounds, but it is only the first part of a long struggle. Once they get into the organisation, their career paths are often limited. The glass ceiling still prevails. However, now it is masked by a well-meaning initiative and diversity policies on paper.

For all the investment that has gone into equality, progress and diversity training, the results are poor and do not match the activities and expenditure which many companies report. Where there is still disparity, there is obviously inefficiency, whether there is a lack of drive to lead those initiatives, the earnest desire to see them succeed or the determination to pursue their results.

Our focus at the Stephen Lawrence Charitable Trust for the past 20 years, since my son was taken from me, is doing our part to address these inequalities for young men and women, who are also prevented from taking part in our society to the best of their abilities. Real issues still exist and, in some ways, we seem to be going backwards.

For example, in my borough of Lewisham, we know that it is harder for white working-class students and students from ethnic minority backgrounds to secure jobs after graduating. We know that across the board, there are still too few role models in senior positions in government, the economy, health and social care, crime and justice and other major institutions. We also know that there is a trend of disproportionality with professionals from ethnic minority backgrounds leaving an organisation because they do not feel that they can progress further within it.

In April, the Stephen Lawrence Trust proposed a five-point call to action. First, we all need to be aware that greatness comes from everywhere. Last year, we celebrated London 2012 when Britain showcased the very best it had to offer. It was evident that in order to be the best, every colour, culture and creed in the United Kingdom was a vital part of what makes Britain great.

Secondly, Britain cannot afford to waste talent, not at a time when the economy needs to be firing on all cylinders in order to get it going. However, recent figures for the labour market show that a quarter of 18–24 year-olds are unemployed. The proportion of black men in that age range is 56 per cent, more than half.

Thirdly, the work of the Trust is also focused on engaging with the government and other organisations to lead the way. Our desire is to raise and discuss the inequalities within the workplace with the highest office in the same way that we have continued campaigning for social justice with the head of the criminal justice system.

Our fourth call to action is for schools and higher education bodies to embed race awareness and equality in their curriculum. One of our programmes better prepares pupils for the opportunities and challenges of the workforce. We want them to have fair access to the kind of profession in which they can make a positive contribution to this country.

Finally, the Stephen Lawrence Charitable Trust wants recognition for businesses and individuals who set good examples. These people, their companies and characteristics are models which can be emulated as a way of making a significance difference.

We are all part of this ambition. As representatives of Britain's diverse workforce, we have a key part to play in driving this agenda for work, growth and a fair reward for every man and woman in the labour market. We need unrestricted access to jobs and careers through a more open and resourceful recruitment base on ability and qualifications. We need the effective development of individuals and initiatives within organisations with opportunities to grow each person's full potential for the benefit of businesses. We need to pay rewards based on genuine ability and contribution, which are fair and appropriate at all levels.

Almost 18 months ago, I addressed the Black Workers' Conference on the lesson that could be learnt from the previous summer's riots. Then, as now, it is our responsibility to keep our focus on what can truly make a difference. Often we say nothing for fear of rocking the boat, but nothing will ever happen unless we start talking about it.

We have to steer the ship from inside. Those excluded from making a difference in the workplace are not only those who do not work: it is everyone whose potential is not being achieved at their level within their organisation. These are our colleagues and our junior members of staff and, in some cases, even our superiors.

Where a corporate culture or resistance to change hinders getting the best out of all our people, everyone suffers. If we desire to see things changed, we have to be determined to drive the initiative in our organisations which protects our colleagues. We need to be ready to speak up where we see unfair attitudes and actions or practices.

My experience has shown me that where there is inequality for one person, there is inequality for all. When one minority is marginalised, it gives permission for others to be treated the same. We must speak up and act within our companies, in our boardrooms, through our unions, in meetings and during our tea breaks. One determined voice can make all the difference. Speak up and rock the boat if you must because unless we stand up for change, we will all have to suffer the consequences in silence. Thank you.

Section 3:

Unions and their delegates

Accord

Union address: Simmons House, 46 Old Bath Road, Charvil, Reading RG10 9QR
 Telephone: 0118 934 1808
 Email: info@accordhq.org
 Email (officials and staff):
 firstname.surname@accordhq.org
 Web: www.accord-myunion.org
 Main trades and industries represented:
 the Lloyds banking group
 Membership stats:
 Male 8,435 | Female 17,593 | Total 26,028
 General Secretary: Ged Nichols
 Delegates:
 Carley Anderson John Boyle
 Gill Cookson Dianne Cousins
 Chris Goldthorpe Ged Nichols
 Male 3, female 3, total 6

Advance

Union address: 16/17 High Street, Tring HP23 5AH
 Telephone: 01442 891122
 Email: info@advance-union.org
 Web: www.advance-union.org
 Main trades and industries represented:
 Santander UK-based companies
 Membership stats:
 Male 2,007 | Female 5,445 | Total 7,452
 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
 Telephone: 0131 549 5665
 Email: fiona.steele@aegistheunion.co.uk
 Web: www.aegistheunion.co.uk
 Main trades and industries represented:
 Aegon staff
 Membership stats:
 Male 811 | Female 854 | Total 1,665
 General Secretary: Brian Linn
 Delegates:
 Brian Linn Fiona Steele
 Male 1, female 1, total 2

AEP

Union address: 4 The Riverside Centre, Frankland Lane, Durham DH1 5TA

Telephone: 0191 384 9512
 Email: enquiries@aep.org.uk
 Web: www.aep.org.uk
 Main trades and industries represented:
 Educational psychologists in the UK
 Membership stats:
 Male 701 | Female 2,616 | Total 3,317
 General Secretary: Kate Fallon
 Delegates:
 John Drewicz Mary Jenkin
 Male 1, female 1, total 2

AFA-CWA

Union address: AFA Council 07, United Airlines Cargo Centre, Shoreham Road East, Heathrow Airport, Hounslow, TW6 3UA
 Telephone: 020 8276 6723
 Email: afalhr@unitedafa.org
 Web: www.afanet.org
 Main trades and industries represented:
 Airline cabin crew
 Membership stats:
 Male 100 | Female 400 | Total 500
 LEC president: Charles Einloth Jr
 Delegate:
 John Haydn-Jones
 Male 1, female 0, total 1

ASLEF

Union address: 77 St John Street, Clerkenwell, London EC1M 4NN
 Telephone: 020 7324 2400
 Email: info@aslef.org.uk
 Web: www.aslef.org.uk
 Main trades and industries represented:
 Railways (drivers, operational supervisors and staff)
 Membership stats:
 Male 18,436 | Female 800 | Total 19,236
 General Secretary: Mick Whelan
 Delegates:
 Andy Botham Alan Donnelly
 Nigel Roebuck Simon Weller
 Male 4, female 0, total 4

ATL

Union address: 7 Northumberland Street, London WC2N 5RD
 Telephone: 020 7930 6441
 Email: info@atl.org.uk
 Email (officials and staff):
 initialandsurname@atl.org.uk

Web: www.atl.org.uk
Main trades and industries represented:
Teachers, lecturers and teaching support staff in
nursery, school, sixth form and further
education sectors
Membership stats:
Male 31,984 | Female 95,952 | Total 127,936
General Secretary: Dr Mary Bousted
Delegates:
Mark Baker Mary Bousted
Alec Clark Carolina Fisher
Shelagh Hirst Mark Holding
Julie Huckstep Martin Johnson
Avie Kaur John Laidlaw
Peter Morris Julia Neal
Peter Pendle Anne Powell
John Puckrin John Richardson
Hank Roberts Alice Robinson
Alison Sherratt Ralph Surman
Niamh Sweeney Pat Ware
Mick Wood
Male 12, female 11, total 23

BACM-TEAM

Union address: British Association of Colliery
Management – Technical, Energy and
Administrative Management, Edwinstowe
House, High Street, Edwinstowe, Notts NG21
9PR
Telephone: 01623 821510
Email: gs@bacmteam.org.uk
Web: www.bacmteam.org.uk
Main trades and industries represented:
Mining and other energy workers
Membership stats:
Male 2,016 | Female 77 | Total 2,093
General Secretary: Patrick Carragher
Delegates:
Patrick Carragher
1 male, 0 female, total 1

BALPA

Union address: British Air Line Pilots'
Association, BALPA House, 5 Heathrow
Boulevard, 278 Bath Road, West Drayton UB7
0DQ
Telephone: 020 8476 4000
Email: balpa@balpa.org
Web: www.balpa.org
Main trades and industries represented:
Airline pilots and flight engineers
Membership stats:

Male 7,420 | Female 480 | Total 7,900
General secretary: Jim McAuslan
Delegates:
Martin Chalk Jim McAuslan
Male 2, female 0, total 2

BDA

Union address: British Dietetic Association,
Charles House, 148/149 Great Charles Street,
Queensway, Birmingham B3 3HT
Telephone: 0121 200 8021
Email: tusecretary@bda.uk.com
Email (officials and staff):
initial.surname@bda.uk.com
Web: www.bda.uk.com
Main trades and industries represented:
Dietetics
Membership stats:
Male 295 | Female 6,769 | Total 7,064
Head of employment relations: Debbie
O'Rourke
Delegates:
Ron Banton Dennis Edmondson
Male 2, female 0, total 2

BECTU

Union address: Broadcasting, Entertainment,
Cinematograph and Theatre Union, 373–377
Clapham Road, London SW9 9BT
Telephone: 020 7346 0900
Email: info@bectu.org.uk
Email (officials and staff):
initialandsurname@bectu.org.uk
Web: www.bectu.org.uk
Main trades and industries represented:
Broadcasting, film, video, theatre, cinema
Membership stats:
Male 16,706 | Female 7,073 | Total 23,779
General Secretary: Gerry Morrissey
Delegates:
Peter Cox Luke Crawley
Winston Phillips Nicholas Ray
Mark Rivers
Male 5, female 0, total 5

BFAWU

Union address: Bakers, Food and Allied Workers'
Union, Stanborough House, Great North Road,
Stanborough, Welwyn Garden City AL8 7TA
Telephone: 01707 260150
Email: info@bfawu.org
Web: www.bfawu.org

Main trades and industries represented:
 Food
 Membership stats:
 Total 20,371 (male/female split not available)
 General Secretary: Ronnie Draper
 Delegates
 Ronnie Draper Pauline Nazir
 David Suddards Sarah Woolley
 Male 2, female 2, total 4

BOS TU

Union address: British Orthoptic Society Trade
 Union, 62 Wilson Street, London EC2A 2BU
 Telephone: 01353 665541
 Email: bios@orthoptics.org.uk
 Email (officials and staff):
 membership@orthoptics.org.uk
 Web: www.orthoptics.org.uk
 Main trades and industries represented:
 Orthoptics
 Membership stats:
 Male 60 | Female 866 | Total 926
 Chair: Lesley-Anne Baxter
 Delegates:
 Lesley-Anne Baxter Michelle Chum
 Male 0, female 2, total 2

BSU

Union address: Britannia Staff Union, Court
 Lodge, Leonard Street, Leek ST13 5JP
 Telephone: 01538 399627
 Email: bsu@themail.co.uk
 Email (officials and staff):
 firstname.surname@britannia.co.uk
 Web: www.britanniasu.org.uk
 Main trades and industries represented:
 Finance
 Membership stats:
 Male 805 | Female 1,979 Gender unknown 18 |
 Total 2,802
 General Secretary: John Stoddard
 Delegates:
 Lisa Beverley John Stoddard
 Male 1, female 1, total 2

Community

Union address: 67/68 Long Acre, London WC2E
 9FA
 Telephone: 020 7420 4000
 Email: info@community-tu.org
 Email (officials and staff):
 initialandsurname@community-tu.org

Web: www.community-tu.org
 Main trades and industries represented:
 Steel and metal, textiles, footwear, leather,
 betting shops, social care
 Membership stats:
 Male 37,610 | Female 12,402 | Total 50,012
 General secretary: Michael J Leahy OBE
 Delegates:
 Alan Coombs Mark Davies
 Andrew Gutteridge Peter Hobson
 Nicholas Hunt Michael J Leahy OBE
 Sue Mather Robert Mooney
 Peter Rees Stuart Sansome
 Male 9, female 1, total 10

CSP

Union address: Chartered Society of
 Physiotherapy, 14 Bedford Row, London WC1R
 4ED
 Telephone: 020 7306 6666
 Email: enquiries@csp.org.uk
 Email (officials and staff):
 surname.initial of first name@csp.org.uk
 Web: www.csp.org.uk
 Main trades and industries represented:
 Physiotherapy
 Membership stats:
 Male 7,825 | Female 31,300 | Total 39,125
 Director of employment relations and union
 services: Lesley Mercer
 Delegates:
 Phil Gray Alex MacKenzie
 Lesley Mercer Julia Prince
 Rekha Soni Claire Sullivan
 Cliff Towson
 Male 2, female 5, total 7

CWU

Union address: Communication Workers Union,
 150 The Broadway, London SW19 1RX
 Telephone: 020 8971 7200
 Email: info@cwu.org
 Email (officials and staff):
 initialandsurname@cwu.org
 Web: www.cwu.org
 Main trades and industries represented:
 The postal service and telecoms
 Membership stats:
 Male 163,587 | Female 38,288 | Total 201,875
 General Secretary: Billy Hayes
 Delegates:
 Craig Anderson Francis Banks

Nick Derbyshire
Tracey Fussey
Billy Hayes
Mick Kavanagh
Andy Kerr
Bob McGuire
Sajid Shaikh
Amarjite Singh
Joyce Stevenson
Male 13, female 7, total 20

EIS

Union address: Educational Institute of Scotland,
46 Moray Place, Edinburgh EH3 6BH
Telephone: 0131 225 6244
Email: enquiries@eis.org.uk
Email (officials and staff): initialandsurname@eis.org.uk
Web: www.eis.org.uk
Main trades and industries represented:
Teachers, lecturers and other education personnel
Membership stats:
Male 12,599 | Female 42,301 | Total 54,900
General Secretary: Larry Flanagan
Delegates:
Patricia Duncan Larry Flanagan
Phil Jackson Marion Ross
Edith Swinley Ken Wimbor
Male 3, female 3, total 6

Equity

Union address: Guild House, Upper St Martin's
Lane, London WC2H 9EG
Telephone: 020 7379 6000
Email: info@equity.org.uk
Email (officials and staff):
initialandsurname@equity.org.uk
Web: www.equity.org.uk
Main trades and industries represented:
Performance workers in theatre, film, television,
radio, variety and fashion
Membership stats:
Male 18,733 | Female 18,696 | Total 37,429
General Secretary: Christine Payne
Delegates:
Di Christian Natasha Gerson
Louise McMullan Christine Payne
Malcolm Sinclair Sally Treble
Male 1, female 5, total 6

FBU

Union address: Fire Brigades' Union, Bradley
House, 68 Coombe Road, Kingston upon Thames
KT2 7AE
Telephone: 020 8541 1765
Email: office@fbu.org.uk
Email (officials and staff):
firstname.surname@fbu.org.uk
Web: www.fbu.org.uk
Main trades and industries represented:
Firefighters and fire brigade staff
Membership stats:
Male 38,561 | Female 2,709 | Total 41,270
General Secretary: Matt Wrack
Delegates:
John Arnold Rose Jones
Tam McFarlane Alan McLean
Ian Murray Micky Nicholas
Sharon Riley Matt Wrack
Male 6, female 2, total 8

FDA

Union address: 8 Leake Street, London SE1 7NN
Telephone: 020 7401 5555
Email: info@fda.org.uk
Email (officials and staff): firstname@fda.org.uk
Web: www.fda.org.uk
Main trades and industries represented:
Senior managers in public bodies, civil service
and the NHS
Membership stats:
Male 8,906 | Female 9,104 | Total 18,010
General Secretary: Dave Penman
Delegates:
Sam Crane Sue Gethin
Gareth Hills Dave Penman
Male 2, female 2, total 4

GMB

Union address: 22 Stephenson Way, London
NW1 2HD
Telephone: 020 7391 6700
Email: info@gmb.org.uk
Web: www.gmb.org.uk
Main trades and industries represented:
General
Membership stats:
Male 315,747 | Female 297,637 | Total 613,384
General Secretary and treasurer: Paul Kenny
Delegates:
Ann Adams Brian Adams

Dotun Alade Odumosu Sheila Bearcroft MBE
 Allan Black Justin Bowden
 Dana Bruno Margaret Clarke
 Ida Clemo Billy Coates
 Lisa Croughan John Dolan
 Harry Donaldson Brenda Fraser
 Keir Greenaway Mary-Louise Harrison
 Keith Hodgkinson Sharon Holder
 David Hope Dave Hulse
 Mary Hutchinson Kamaljeet Jandu
 Lisa Johnson Kevin Jones
 Peter Kane Paul Kenny
 Ann Leader Maria Ludkin
 Evelyn Martin Cathy Mason
 Fern McCaffrey Paul McCarthy
 John McDonnell Bill Modlock
 Linda Moore Cathy Murphy
 John Phillips Mick Rix
 Tim Roache Penny Robinson
 Malcolm Sage Kath Slater
 Viv Smart Gary Smith
 Martin Smith Neil Smith
 Cath Speight James Stribley
 Brian Strutton Eileen Theaker
 Mary Turner MBE Kathleen Walker Shaw
 Iris Walters Paul Wheatley
 Male 28, female 26, total 54

HCSA

Union address: Hospital Consultants' and Specialists' Association, 1 Kingsclere Road, Overton, Basingstoke RG25 3JA
 Telephone: 01256 771777
 Email: conspec@hcsa.com
 Web: www.hcsa.com
 Main trades and industries represented: Hospital consultants and associate specialists
 Membership stats: Male 2,700 | Female 658 | Total 3,358
 General Secretary: Eddie Saville
 Delegates: Eddie Saville John Schofield
 Male 2, female 0, total 2

MU

Union address: Musicians' Union, 60/62 Clapham Road, London SW9 0JJ
 Telephone: Tel: 020 7582 5566
 Email: info@theMU.org
 Web: www.theMU.org
 Main trades and industries represented:

Musicians, including live and recording artists, writers, composers and teachers
 Membership stats: Male 21,831 | Female 8,615 | Total 30,446
 General secretary: John F Smith
 Delegates: Kathy Dyson Tom Edwards
 Rick Finlay Dave Lee
 John Smith
 Male 4, female 1, total 5

NACO

Union address: National Association of Co-operative Officials, 6a Clarendon Place, Hyde SK14 2QZ
 Telephone: 0161 351 7900
 Email (officials and staff): initials@nacoco-op.org
 Web: www.naco.coop
 Main trades and industries represented: The Co-operative Group
 Membership stats: Male 1,219 | Female 647 | Total 1,866
 General Secretary: Neil Buist

NACODS

Union address: National Association of Colliery Overmen, Deputies and Shotfirers, Wadsworth House, 130-132 Doncaster Road, Barnsley S70 1TP
 Telephone: 01226 203743
 Email: natnacods@googlemail.com
 Web: www.nacods.org.uk
 Main trades and industries represented: Mining
 Membership stats: Total 226 (male/female split not available)
 General Secretary: Rowland Soar
 Delegates: Terry Fox
 Male 1, female 0, total 1

napo

Union address: 4 Chivalry Road, London SW11 1HT
 Telephone: 020 7223 4887
 Email: info@napo.org.uk
 Web: www.napo.org.uk
 Main trades and industries represented: Probation and family court staff
 Membership stats: Male 2,291 | Female 5,717 | Total 8,008

General Secretary: Ian Lawrence
 Delegates:
 Ian Lawrence Tom Rendon
 Male 2, female 0, total 2

NASS

Union address: National Association of Stable Staff, The New Astley Club, Fred Archer Way, Newmarket, Suffolk CB8 8NT
 Telephone: 01638 663411
 Email: office@naoss.co.uk
 Web: www.naoss.co.uk
 Main trades and industries represented:
 Stable staff
 Membership stats:
 Male 980 | Female 802 | Total 1,782
 Chief Executive: George McGrath
 Delegates:
 George McGrath Kevin Parsons
 Male 2, female 0, total 2

NASUWT

Union address: 5 King Street, London WC2E 8SD
 Telephone: 020 7420 9670
 Email: nasuwt@mail.nasuwt.org.uk
 Web: www.nasuwt.org.uk
 Main trades and industries represented:
 Education
 Membership stats:
 Male 82,864 | Female 211,308 | Total 294,172
 General Secretary: Chris Keates
 Delegates:
 Lynn Bayliss Geoff Branner
 Michelle Codrington-Rogers
 Bill Cook Brian Cookson
 Graham Dawson Nigel De Gruchy
 Kathy Duggan Claudia Glasgow
 Chris Keates Mick Lyons
 Dan McCarthy Derek Moore
 Jennifer Moses Abdullah Muhsin Pullum
 Keith Muncey Suzanne Nantcurvis
 Darren Northcott Alan Phippen
 Jim Quigley Tim Ramsden
 Patrick Roach Sue Rogers
 Peter Scott Eric Skyte
 Tracey Twist Gary Upton
 Kathy Wallis Chris Weavers
 Amanda Williamson Gareth Young
 Male 20, female 11, total 31

Nautilus International

Union address: 1–2 The Shrubberies, George Lane, South Woodford, London E18 1BD
 Telephone: 020 8989 6677
 Email: enquiries@nautilusint.org
 Email (officials and staff):
 initialandsurname@nautilusint.org
 Web: www.nautilusint.org
 Main trades and industries represented:
 Merchant navy and related areas
 Membership stats:
 Male 15,359 | Female 506 | Total 15,865
 Delegates:
 Mark Dickinson Martyn Gray
 Mike Jess Michael Smyth
 Male 4, female 0, total 4

NGSU

Union address: Nationwide Group Staff Union, Middleton Farmhouse, 37 Main Road, Middleton Cheney, Banbury OX17 2QT
 Telephone: 01295 710767
 Email: ngsu@ngsu.org.uk
 Web: firstname@ngsu.org.uk
 Main trades and industries represented:
 Staff within the Nationwide Group
 Membership stats:
 Male 3,379 | Female 8,249 | Total 11,628
 General secretary: Tim Poil
 Delegates:
 Steve Barnes Christian Palfrey
 Tim Poil
 Male 3, female 0, total 3

NUJ

Union address: National Union of Journalists, Headland House, 308–312 Gray's Inn Road, London WC1X 8DP
 Telephone: 020 7843 3700
 Email: info@nuj.org.uk
 Email (officials and staff):
 firstnameandsurnameinitial@nuj.org.uk
 Web: www.nuj.org.uk
 Main trades and industries represented:
 Membership stats:
 Male 19,728 | Female 11,291 | Total 31,019
 General Secretary: Michelle Stanistreet
 Delegates:
 Tom Davies Anita Halpin
 Barry McCall Helene Mullholland
 Michelle Stanistreet
 Male 2, female 3, total 5

NUM

Union address: National Union of Mineworkers, Miners' Offices, 2 Huddersfield Road, Barnsley S70 2LS

Telephone: 01226 215555

Email: chris.kitchen@num.org.uk

Web: www.num.org.uk

Main trades and industries represented:

Coal mining

Membership stats:

Total 1,853 (male/female split not available)

National Secretary: Chris Kitchen

Delegates:

Christian Kitchen Nicolas Wilson

Male 2, female 0, total 2

NUT

Union address: National Union of Teachers, Hamilton House, Mabledon Place, London WC1H 9BD

Telephone: 020 7388 6191

Web: www.teachers.org.uk

Main trades and industries represented:

Teachers

Membership stats:

Male 77,940 | Female 248,990 | Total 326,930

General Secretary: Christine Blower

Delegates:

Rachel Baxter Christine Blower

Dave Brinson Amanda Brown

Chris Brown Paul Busby

Anita Conradi Kevin Courtney

Caroline Cowie Ben Cox

Hazel Danson Beth Davies

John Dixon Emily Evans

Jerry Glazier Linda Goodwin

Marilyn Harrop Dave Harvey

Mandy Hudson Max Hyde

Maggie Jones Betty Joseph

Alex Kenny Sally Kincaid

Roger King Gary Lewis

Gawain Little Julie Lyon-Taylor

Ros McNeil Andrew Morris

Alice Moss Ian Murch

Jane Nellist Annette Pryce

Ken Rustidge Murray Sackwild

Julia Simpkins Sara Tomlinson

Tony Tonks Robert Wilkinson

Male 18, female 22, total 40

PCS

Union address: Public and Commercial Services Union, 160 Falcon Road, London SW11 2LN

Telephone: 020 7924 2727

Web: www.pcs.org.uk

Main trades and industries represented:

Membership stats:

Male 105,346 | Female 157,473 | Total 262,819

General Secretary: Mark Serwotka

Delegates:

Ian Albert Kenny Baird

Rachel Barrowclough Chris Baugh

Sue Bond Paula Brown

Helen Flanagan Cheryl Gedling

Janice Godrich Gavin Hartley

Fran Heathcote Jawid Iqbal

Andy Jennings Ravi Kurup

Fiona MacDonald Paul McGoay

Kevin McHugh John McNally

Clara Paillard Gordon Rowntree

Mark Serwotka Karen Watts

Male 12, female 10, total 22

PFA

Union address: Professional Footballers' Association, 20 Oxford Court, Bishopsgate, Manchester M2 3WQ

Telephone: 0161 236 0575

Email: info@thepfa.co.uk

Email (officials and staff):

initialandsurname@thepfa.co.uk

Web: www.thepfa.com

Main trades and industries represented:

Professional football

Membership stats:

Male 2,792 | Female 42 | Total 2,834

Chief Executive: Gordon Taylor OBE

Delegates:

Nick Cusack

Male 1, female 0, total 1

POA

Union address: Cronin House, 245 Church Street, London N9 9HW

Telephone: 020 8803 0255

Web: www.poauk.org.uk

Main trades and industries represented:

Prison, correctional and secure psychiatric workers

Membership stats:

Male 22,724 | Female 8,542 | Total 31,266

General Secretary: Steve Gillan

Delegates:

Andy Darken Christopher Donovan
 Stephen Gillan Lorraine Lewis
 Peter McParlin Joseph Simpson
 Jane Warner
 Male 5, female 2, total 7

Prospect

Union address: New Prospect House, 8 Leake Street, London SE1 7NN
 Telephone: 020 7902 6600
 Email: enquiries@prospect.org.uk
 Email (officials and staff):
 firstname.surname@prospect.org.uk
 Web: www.prospect.org.uk
 Main trades and industries represented:
 Managerial and professional staff
 Membership stats:
 Male 89,168 | Female 29,452 | Total 118,620
 General Secretary: Mike Clancy
 Delegates:

Michael Clancy	Lloyd Collier
Sue Ferns	Alan Grey
Mike Hardacre	Caitlin Kinsella
Leslie Manasseh	Craig Marshall
Marie McGrath	Denise McGuire
Charanjit Pabla	Barbara Shepherd
Penny Vevers	Allan Wales
Michael Zodiates	

Male 9, female 6, total 15

RMT

Union address: National Union of Rail, Maritime and Transport Workers, 39 Chalton Street, London NW1 1JD
 Telephone: 020 7387 4771
 Email: initial.surname@rmt.org.uk
 Web: www.rmt.org.uk
 Main trades and industries represented:
 Railways, shipping, underground and road transport
 Membership stats:
 Male 67,981 | Female 9,568 | Total 77,549
 General Secretary: Bob Crow
 Delegates:

Bob Crow	Alex Gordon
Peter Hall	Sean Hoyle
Darren Ireland	Mansur Khan
Sean McGowan	David O'Donnell
Peter Pinkney	Darren Procter
Deborah Rios Alonso	Willie Shearer
Keith Simpson	Ruth Strong

Glenroy Watson Jared Wood
 Male 14, female 2, total 16

SCP

Union address: The Society of Chiropractors and Podiatrists, 1 Fellmongers Path, Tower Bridge Road, London SE1 3LY
 Telephone: 0845 450 3720
 Email: enq@scpod.org
 Email (officials and staff):
 initialoffirstnameinitialofsurname@scpod.org
 Web: www.feetforlife.org
 Main trades and industries represented:
 Chiroprody and podiatry
 Membership stats:
 Male 2,478 | Female 6,768 | Total 9,246
 Chief Executive and General Secretary: Joanna Brown
 Delegates:
 Joanna Brown Sandra Warn
 Male 0, female 2, total 2

SoR

Union address: Society of Radiographers, 207 Providence Square, Mill Street, London SE1 2EW
 Telephone: 020 7740 7200
 Email (officials and staff):
 firstnameandsurnameinitial@sor.org
 Web: www.sor.org
 Main trades and industries represented:
 Diagnostic and therapeutic radiography
 Membership stats:
 Male 6,960 | Female 16,250 | Total 23,210
 Chief Executive Officer: Richard Evans
 Delegates:
 Richard Evans Sheila Hassan
 Jackie Hughes Warren Town
 Male 2, female 2, total 4

Staff Union West Bromwich Building Society

Union address: 374 High Street, West Bromwich, West Midlands B70 8LR
 Telephone: 0870 220 7720
 Membership stats:
 Total 519 (male/female split not available)
 Chair: Julie Holton

SURGE

Union address: The Bailey, Harrogate Road, Skipton BD23 1DN
 Telephone: 01756 705826

Email: brian.mcdaid@skiptonunion.co.uk
 Web: www.skiptonunion.co.uk
 Main trades and industries represented:
 Staff at Skipton Building Society and its subsidiaries
 Membership stats:
 Total 1,302 (male/female split not available)
 General Secretary: Brian McDaid
 Delegates:
 Kevin Hall Brian McDaid
 Male 2, female 0, total 2

TSSA

Union address: Transport Salaried Staffs' Association, Walkden House, 10 Melton Street, London NW1 2EJ
 Telephone: 020 7387 2101
 Email: enquiries@tssa.org.uk
 Email (officials and staff): surnameandfirstnameinitial@tssa.org.uk
 Web: www.tssa.org.uk
 Main trades and industries represented:
 Transport and travel
 Membership stats:
 Male 16,316 | Female 6,446 | Total 22,762
 General Secretary: Manuel Cortes
 Delegates:
 Jenny Anderson Mick Carney
 Manuel Cortes Steve Leggett
 Felicity Premru
 Male 3, female 2, total 5

UCAC

Union address: Undeb Cenedlaethol, Athrawon Cymru, Prif Swyddfa UCAC, Ffordd Penglais, Aberystwyth SY23 2EU
 Telephone: 01970 639950
 Email: ucac@athrawon.com
 Web: www.athrawon.com
 Main trades and industries represented:
 Education
 Membership stats:
 Male 693 | Female 3,181 | Total 3,874
 General Secretary: Elaine Edwards
 Delegates:
 Dilwyn Roberts-Young
 Male 1, female 0, total 1

Ucatt

Union address: Union of Construction, Allied Trades and Technicians, UCATT House, 177 Abbeville Road, London SW4 9RL

Telephone: 020 7622 2442
 Email: info@ucatt.org.uk
 Web: www.ucatt.org.uk
 Main trades and industries represented:
 Membership stats:
 Male 82,458 | Female 1,919 | Total 84,377
 General Secretary: Steve Murphy
 Delegates:
 Dave Allen Jamie Bramwell
 James Cavagin Jonathan Davies
 Brian Davis Jim Gamble
 Peter Hall Mark Lynch
 Steve Murphy Alec Nichol
 Terry Palfrey Alan Stansfield
 Frank Tyas Neil Vernon
 Andy Wilson
 Male 15, female 0, total 15

UCU

Union address: University and College Union, Carlow Street, London NW1 7LH
 Telephone: 020 7756 2500
 Email: hq@ucu.org.uk
 Email (officials and staff): initialsurname@ucu.org.uk
 Web: www.ucu.org.uk
 Main trades and industries represented:
 Academic and academic-related staff
 Membership stats:
 Male 58,823 | Female 58,042 | Total 116,865
 General Secretary: Sally Hunt
 Delegates:
 Harriet Bradley John Holden
 Sally Hunt Liz Lawrence
 Martin Levy John McCormack
 Loraine Monk Linda Newman
 Simon Renton Kathy Taylor
 Sean Vernell Cecile Wright
 Male 7, female 5, total 12

UNISON

Union address: UNISON Centre, 130 Euston Road, London NW1 2AY
 Telephone: 0845 355 0845
 Email (officials and staff): initial.surname@unison.co.uk
 Web: www.unison.org.uk
 Main trades and industries represented:
 Local government; healthcare; utilities; education; transport; voluntary sector; housing associations; police support staff
 Membership stats:

Male 299,345 | Female 1,002,155

Total 1,301,500

General Secretary: Dave Prentis

Delegates:

James Anthony	Dave Auger
Amanda Berger	Jean Boswell
Jean Butcher	Liz Cameron
Jane Carolan	Keith Circuit
Peter Crews	Sarah Crowe
Ruth Davies	Ann Donnelly
Cath Elliott	Suzannah Franklin
Paul Gilroy	Dan Goodwin
John Gray	Margaret Greer
Kim Hall	Fiona Heneghan
Susan Highton	Michael Hines
Paul Holmes	Kevin Jackson
Karen Jennings	Caroline Johnson
Katey-Leigh Jones	Abiola Kusoro
Conroy Lawrence	Maureen Le Marinel
Jackie Lewis	Mary Locke
Lilian Macer	Ann Macmillan Wood
Jan Matthews	Gordon McKay
Lucia McKeever	Mark McSheehy
Bev Miller	Gloria Mills CBE
Saba-Gabrielle Moussa	Caryl Nobbs
Roz Norman	Kevin O'Grady
June Poole	Dave Prentis
Nicky Ramanandi	Angela Rayner
Val Rogacs	Satwant Sagoo
Calvin Smeda	Eleanor Smith
Liz Snape	Irene Stacey
Sian Stockham	Chris Tansley
Mark Trask	Debbie Turner
Denise Ward	Win Wearmouth
Clare Williams	Asha Wolfe-Robinson
Rena Wood	

Male 18, female 45, total 63

Unite

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

Telephone: 020 7611 2500

Web: www.unitetheunion.org

Membership stats:

Male 1,000,326 | Female 319,087

Total 1,319,413

General Secretary: Len McCluskey

Delegates:

Terry Abbott	Lindsey Adams
Benson Akpoedafe	Tracey Ashworth
Mary Babayemi	Diana Beal
Sandra Boothman	Mary Branigan
Tony Burke	Gail Cartmail

Mick Cassidy

John Cooper

Anna Costello

Ann Crozier

Stephen Deans

Frank Duffy

Jim Gallagher

John Gillespie

Alex Halligan

Daksha Haria

Agnes Hildich

Mike Jenkins

Mahf Khan

Tony Lewington

Francis Loughlin

Len McCluskey

Sean McGovern

Les Mothersole

Andrew Murray

Janet Ola

Kevin Parslow

Suresh Retnasingham

Les Sibley

Jane Stewart

Mohammed Taj

Kevin Terry

Steve Turner

Nazerin Wardrop

Joe Welch

Julie Winn

Male 46, female 24, total 70

Mick Clarke

Sue Cope

Lisa Crawford

Michelle Cunningham

Ged Dempsey

Tony Excell

Pete Gillard

Graeme Haines

Bronwen Handyside

Ken Hart

Phil Jenkins

Derek Jones

Roy Khan

John Locke

Mark Lyon

Linda McCulloch

Terry Mills

Sithabile Mpala

Adi Okraku

Anthony Owen

Tamsin Piper

Sam Shaw

Tony Staunton

Pat Stuart

Carolyn Taylor

Jimmy Towers

Scott Walker

Peter Watson

Dennis Wilson

Tony Woodhouse

Unity

Union address: Hillcrest House, Garth Street, Hanley, Stoke-on-Trent ST1 2AB

Telephone: 01782 272 755

Email:

Web: www.unitytheunion.org.uk

Main trades and industries represented:

Ceramics

Membership stats:

Male 2,677 | Female 1,507 | Total 4,184

General secretary (and head of press, PR and research): Harry Hockaday

Delegates:

Thomas Dawkins MBE

Male 1, female 0, total 1

URTU

Union address: United Road Transport Union Almond House, Oak Green, Stanley Green Business Park, Cheadle Hulme SK8 6QL

Telephone: 0800 52 66 39
 Email: info@urtu.com
 Main trades and industries represented:
 Drivers, warehousing, ancillary workers in the logistics and food sectors
 Membership stats:
 Male 12,000 | Female 250 | Total 12,250
 General Secretary: Robert F Monks
 Delegates:
 Phil Brown Brian Hart
 Bob Monks
 Male 3, female 0, total 3

USDAW

Union address: Union of Shop, Distributive and Allied Workers, 188 Wilmslow Road, Manchester M14 6LJ
 Telephone: 0161 224 2804
 Email: enquiries@usdaw.org.uk
 Web: www.usdaw.org.uk
 Main trades and industries represented:
 Retail, distributive, food processing, pharmaceutical, mail order, warehouses, clerical, milk round and dairy, call centres
 Membership stats:
 Male 186,711 | Female 238,941 | Total 425,652
 General Secretary: John Hannett
 Delegates:
 John Barstow Maureen Bowen
 Jeff Broome Tony Clare
 Adrian Collins Tony Dale
 Brendan Duggan Michelle Fury
 Anas Ghaffar Elizabeth Gumble
 John Hannett Naz Iqbal
 Clare Jones Elaine King
 Keith Kivelehan Jayne Knight
 Daniel Knowles Michala Lafferty
 Anna Leeson Paddy Lillis
 Ann Lloyd Karl Lockley
 Linda MacFarlane Amanda Owens
 Mark Pattinson Laura Pearce
 James Rennie Nigel Scully
 Tony Singh Dennis Stinchcombe
 Kay Timbrell Claire Vincent
 Dean Wilson Fiona Wilson
 Male 19, female 15, total 34

WGGB

Union address: Writers' Guild of Great Britain, 40 Rosebery Avenue, London EC1R 4RX
 Telephone: 020 7833 0777
 Email: admin@writersguild.org.uk

Web: www.writersguild.org.uk
 Main trades and industries represented:
 Television, radio, film, books, theatre, video games, multimedia
 Membership stats:
 Male 693 | Female 382 | Total 1,075
 General Secretary: Bernie Corbett

YISA

Union address: Yorkshire Independent Staff Association, c/o Yorkshire Building Society, Yorkshire House, Yorkshire Drive, Rooley Lane, Bradford BD5 8LJ
 Telephone: 01274 472629
 Email: ahgrota@ybs.co.uk
 Membership stats:
 Total 1,727 (male/female split not available)
 General Secretary: Ania Grota

<p>SUMMARY</p> <p>Number of affiliated unions: 54</p> <p>Membership: Male: 2,879,126 Female: 2,950,129 Male/female split not available: 26,016 Total: 5,855,271</p>
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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
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

No.	Date	Venue	President	General Secretary	Delegates	Unions	Members
61	1929	Belfast	B Tillet (Transport Workers)	W M Citrine	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 Operatives)	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
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

Section 4: Details of past Congresses

No.	Date	Venue	President	General Secretary	Delegates	Unions	Members
121	1989	Blackpool	Tony Christopher (Inland Revenue Staff)	Norman Willis	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

*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, 1921–2013

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
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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: 1997–2012
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
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Birch, JA: 1949–61
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*Bondfield, M: 1921–23, 1925–29
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Bottini, RN: 1970–77
Bousted, M: 2003–12
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Boyd, JM: 1967–74, 1978–81
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Buck, LW: 1972–76
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 Rix, M: 2001–2002
 Roberts, A (Sir): 1940–62
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 Rosser, R: 2000: 2003
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 Smithies, FA: 1983–89
 Snape, L: 2001–13
 Sonnet, K: 2001–06

Spackman, EW: 1945–46
 Spanswick, EAG: 1977–82
 Spence, WR: 1931–41
 Squance, WJR: 1936–39
 Stanistreet, M: 2011–13
 Stanley, BC: 1983–85
 Steele, NJ: 1983–90
 Stevens, L: 1983
 Stevenson, RB: 1984–89
 Stewart, J: 2011–13
 Stott, W: 1936–39
 Stuart, P: 2004–13
 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: 2000–13
 Talbot, P: 1999–2008
 Tallon, WM: 1957–66
 Tami, M: 1999–2000
 Tanner, J: 1943–53
 Tansley, C: 2012–13
 Taylor, S: 2003: 05
 Thomas, JH: 1921, 1925–28
 Thomas, KR: 1977–81
 Thomas, P: 1989–91
 Thomson, GW: 1935–47
 Thornburn, 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
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 Turner, B: 1921–28
 Turner, J: 1921–24
 Turner, M: 1981–86
 Turner, P: 1981–88
 Turner, S: 2011–13
 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
 Warrillow, E: 1997–1999
 Warwick, D: 1989–91
 Webber, WJP: 1953–62
 Weakley, J: 1985, 1987–94
 Weighell, S: 1975–82
 Weller, S: 2011–13
 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: 2007–13
 Winsett, J: 1986
 Wolstencroft, F: 1928–48
 Wood, L: 1979–84
 Wood, W: 1936–37
 Woodhouse, T: 2008–13
 Woodley, T: 2003–10
 Wrack, M: 2006–13
 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

