**Part 1**

# Resolutions Carried

## Agenda 19 Low pay

Congress congratulates all affiliates on the leading roles played in the fight against low pay. In particular, Congress recognises the contribution made by trade unions in securing a national minimum wage, which has begun to address the plight of low‑paid workers that became widespread under the last Conservative Government.

However, Congress accepts that the primary function of trade unions is to negotiate in the workplace and to this end recognises the importance of previous industrial bargaining campaigns in raising the pay of thousands of low‑paid workers.

Congress notes that some official estimates put the numbers earning less than £5 per hour as high as seven million people. Congress is particularly concerned at the extent of low pay in the public sector and the effect which this has on the delivery of quality services.

Congress therefore believes that it is now time to set a new minimum collective bargaining target of £5 per hour.

Congress believes that in addition to the contribution which a £5 per hour minimum would make to promoting pay equality and strengthening social justice, there is also a powerful economic case to be made for raising the pay levels of those at the bottom end of the labour market.

Congress regards the determination to tackle low pay as essential in raising efficiency, boosting productivity, improving competitiveness and the general health of the economy. Congress also recognises that reducing the numbers on low pay will have a positive effect on the public purse, which is currently used to top up low pay through welfare benefits, paid for by the tax payer.

Congress therefore calls on the General Council to adopt a £5 per hour minimum collective bargaining target and to lead a widespread campaign to help the trade union movement achieve these aims.

**Transport and General Workers Union**

*The following amendment was ACCEPTED*

In final paragraph, line 2, delete all after “target” and insert:

“and continue its sustained campaign for a similar increase in the National Minimum Wage. Congress reaffirms that the fight against low pay should embrace both political and collective bargaining strategies in order to ensure that all people in work are paid a decent living wage. Congress therefore calls upon the General Council to:

i) press for the establishment of a regular uprating mechanism for the statutory minimum wage, overseen by the Low Pay Commission, to ensure that the most vulnerable groups not covered by collective bargaining are protected; and

ii) continue to campaign for the removal of the discriminatory rate set for young workers.

"In addition, Congress calls on the General Council to lead a widespread campaign which would include giving the widest possible support to the Campaign for a Living Wage, building on the success of the 10 April event in Newcastle and continuing to work with existing anti‑poverty campaigns and young people.”

**UNISON**

### The following amendment was LOST

In paragraph 4, line 2, after "hour." add:

"This rate is to apply to all workers irrespective of age."

**Bakers, Food and Allied Workers' Union**

#### Agenda 23 Freedom of information

Congress notes with approval that the Government has at last published a draft Freedom of Information Bill, a long‑established policy of the Labour Party. But Congress records its concern that the Bill as drafted would allow much information which society and individuals have a right to know still to be protected as secret.

Congress deplores the proposed blanket exemptions which allow for information to be withheld regardless of whether disclosure would cause harm of any kind. In particular, Congress is concerned that all information about the development of government policy can be withheld and that all information obtained by regulatory bodies during investigations would remain secret.

Congress is particularly disappointed that the Bill significantly dilutes the proposals in the White Paper published in 1997, and that it replaces the White Paper's definition of 'substantial harm' to the operation of Government as the test for exemption with a looser principle to exempt anything that might 'prejudice' the Government.

Congress is also concerned at the exemption for the police, rejecting the recommendation of the Macpherson report into the murder of Stephen Lawrence; and at the sweeping exemption for information which might prejudice 'commercial interests', which would prevent lawful investigation of contracts awarded by government and its agencies to private companies.

Congress is concerned that the Information Commissioner would not be entitled to order the disclosure of exempt information where there is an over‑riding public interest in disclosure, and also at the proposal that the authorities themselves make the final decision on the public interest in disclosure.

Congress instructs the General Council to campaign for these faults and exemptions to be rectified, and to press strongly and publicly for the public right to know while protecting the privacy of individual citizens.

**National Union of Journalists**

Agenda 24 Young people, the youth service, enfranchisement and the age of majority

Congress notes with great concern:

i) that there are still 164,000 young people between the ages of 16‑24 not in education, training or employment and an equivalent number claiming unemployment benefits;

ii) acute levels of homelessness and poverty amongst young people;

iii) the continued decline in resources for the youth service as the main service which has proved successful in providing personal, social and political education for young people and providing them with friendly, effective and responsive support, advice and guidance in the transition to adulthood;

iv) the large scale disengagement of young people from democratic processes; and

v) the decreasing voluntary involvement of young people in various forms of community and neighbourhood organisations, (55 per cent of 18‑24 year olds 1991, 43 per cent 1997).

Congress welcomes:

vi) the beginnings of a new government policy consultation to address the allienation and poverty of young people through proposals such as Learning to Succeed, the Social Exclusion Unit Report 'Bridging the Gap', and initiatives such as Excellence in Schools, Youth Offender Teams, Behavioural Support Units and Millennium Volunteers;

vii) the positive attitude towards the involvement of young people in meaningful democratic processes being advanced by the Local Government Association and British Youth Council through their promotion of Youth Councils, the National Assembly of Wales through its Charter for Young People and Youth Assembly, the Scottish Parliament and local government through the Scottish Youth Parliament (Connect Youth), and in Northern Ireland the development of a Youth Forum, and the work of many trade unions to promote and sustain their youth sections; and

viii) the efforts being made by the TUC and some affiliates to ensure that all levels of trade unions activity are more meaningful to young people and concerned about their lives and issues.

Congress believes that these developments require for their success specific attention to additional policy details, namely:

a) the immediate introduction of a statutory youth service with restored funding to at least £500m per annum with the provision of sufficient numbers of JNC qualified full time staff ‑ this development will enable a range of policy objectives to become coherent and for the kind of personalised packages of support that our most excluded young people need to be professionally co‑ordinated and delivered while retaining universal and generic provision for all young people;

b) active encouragement of youth participation opportunities in trade unions, community groups, local and national elections, youth councils and parliaments;

c) the lowering of the age of majority; and

d) greater interdepartmental co‑ordination at government and local government levels, in relation to youth issues and policies.

Congress further condemns the attack on national collective bargaining for youth workers through the JNC Committee and reasserts the importance for young people of maintaining a fully‑qualified work force with nationally agreed terms and conditions linked to qualifications standards.

Congress resolves to:

e) step up its campaign to implement previous Congress policy for the introduction of a statutory youth service and to meet appropriate Ministers separately on this matter to secure legislation within the Learning to Succeed implementation time‑scale.

f) campaign for the lowering of the voting age to 16 and to convene a national Conference with all those national organisations sharing a similar policy prior to Congress 2000 in order to draw up a campaign strategy prior to the next General Election; and

g) explore the appropriate mechanisms for ensuring that the trade union voice is made known to and becomes part of the new political bodies for young people and report back to the Youth Forum and Congress 2000 on this.

**Community and Youth Workers' Union**

#### Agenda 26 Equality legislation

As the millennium approaches, Congress reaffirms that all people are entitled to equal rights and respect, and believes that it is vital that the TUC and its affiliates keep up the campaign for comprehensive, clear equality legislation which addresses all forms of discrimination. Congress notes with concern the seeming reluctance of the Government to develop new equality legislation, and the view that voluntary codes of practice provide effective protection against, for example, sexual orientation discrimination where there is no protection in law.

Congress welcomes the incorporation of the European Convention on Human Rights into domestic legislation. Congress recognises that the Convention has limitations including the fact that it does not include economic, social or cultural rights and that it does not provide a positive right to freedom from discrimination, but rather a right to enjoy other specified rights without discrimination. Congress notes, however, that the Committee of Ministers is developing a draft protocol to alter Article 14 – the non‑discrimination clause ‑ so that freedom from discrimination becomes a separate right under the Convention.

Congress further welcomes the lobbying of the European Union which has resulted in Article 13 of the Treaty of Amsterdam empowering the EU to act against discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Congress notes that a draft directive is to be published shortly on combating discrimination in employment and the labour market on all the above grounds, together with a draft directive with a broader scope to combat discrimination on the grounds of race and ethnic origin.

Congress therefore calls on the General Council and all affiliates to:

i) support the call for the amended or additional protocol to provide a positive right to equality and freedom from all forms of discrimination and specifically provide freedom from discrimination on the grounds of sexual orientation, disability and age, in addition to the grounds of race and gender currently included in Article 14 of the Convention;

ii) join the campaign led by the European Trade Union Confederation and the Platform of European Social Non‑Governmental Organisations, for a European Bill of Fundamental Civic and Social Rights to apply in the European Union;

iii) lobby for binding legislation emanating from Article 13, including for the protection from discrimination for lesbians and gay men;

iv) lobby the British Government not to wait till forced to act by European directives, but to progress effective and comprehensive domestic legislation combating discrimination on all grounds; and

v) continue to lobby for the removal of exemptions to public bodies and for a statutory public sector duty to promote equality of opportunity.

**UNISON**

### The following amendment was ACCEPTED

Add new sub‑paragraph vi):

"vi) support positive changes to the law on abortion to:

a) allow abortion on request of a woman up to and including 14 weeks of pregnancy;

b) make abortion available with only the doctor's approval from 15 to 24 weeks under the current criteria;

c) place a duty on doctors to declare any conscientious objection to abortion they may have and refer women immediately to another doctor who does not share their views;

d) extend this amended act to Northern Ireland; and

e) place a duty on the NHS to provide sufficient abortion services to cover local needs."

**NATFHE ‑ The University and College Lecturers' Union**

Agenda 29 Higher education: systematic institutional discrimination

Congress notes with dismay the overwhelming evidence that women and members of ethnic minorities suffer blatant discrimination in pay and career prospects in UK higher education. The findings of Office of Manpower Economics (OME) research on gender pay differentials for the Bett Committee and of Bristol University on ethnic minority academic salary differentials are cause for widespread criticism and alarm. In a sector which proclaims itself at the forefront of good, modern employment practice, it is irrefutable that there is systematic institutional sexism and racism. Congress declares that this is wholly unacceptable.

Congress recognises that similar data showing continuing disparities are evident in other parts of the public sector, where years of deflated pay have a particularly detrimental impact on women and ethnic minorities. Funding shortages in the public sector have compounded these factors by increasing the proportion of short‑term and part‑time contracts for reasons which have little to do with flexibility sought by employees, adding to low pay the burdens of chronic job insecurity. Congress states that no inclusive and democratic society can prosper while some of its citizens are undervalued and undermined by discrimination at work.

Congress calls on the Government to:

i) call a National Commission on pay discrimination in the public sector in the UK to quantify the extent of the problem, the sums required to resolve the problem, and to advise on the programme to achieve that end; and to consider in this context the provisions of the Treaty of Amsterdam;

ii) provide additional earmarked funds to those sectors of the public service where evidence of discrimination is properly established to end that discrimination, and to take this step immediately in higher education where the evidence is accepted on all sides; and

iii) revise anti‑discrimination legislation to increase penalties for discriminatory behaviour to the point where the penalty considerably outweighs any economic advantage sought by the employer, and where the penalty teaches a salutary lesson.

**Association of University Teachers**

#### Agenda 33 Disability rights

Congress reaffirms its commitment to the introduction of full and enforceable civil rights legislation for disabled people, and in welcoming the achievement of Congress policy with regard to the imminent introduction of a Disability Rights Commission, notes that since the Disability Rights Task Force will have completed its recommendations for full and enforceable civil rights legislation later this year, there should be no impediment to the introduction of a comprehensive Civil Rights Bill during the first year of the second term of this Government.

Congress accepts that benefits for disabled people are a civil rights issue and demands that disability benefits remain universal, tax free and comprehensively cover the extra costs of living with impairments.

Congress accepts that employment for disabled people is a civil rights issue, and in welcoming the formation of the Joint Trade Union Supported Employment Committee, gives full support to the Committee's campaign to ensure that supported employment is expanded to include far more than the current 22,000 placements.

Congress also recognises that factory‑based supported employment is currently best practice in providing proper, secure and relatively well paid jobs with terms and conditions negotiated by trade unions. Congress condemns the unnecessary closure of local authority, voluntary and Remploy factories, and demands that the choice of factory‑based employment continues to be available in communities to assist in alleviating the unacceptably high levels of unemployment of disabled people.

**National League of the Blind and Disabled**

### The following amendment was ACCEPTED

Delect paragraph 4 and insert new paragraphs 4 and 5:

"Congress recognises that factory‑based supported employment is currently best practice in providing proper, secure and relatively well paid jobs with terms and conditions negotiated by trade unions. Congress is therefore bitterly disappointed that the latest Remploy Corporate Plan provides for the closure of supported factories and the loss of 1,000 jobs. Congress therefore calls on the Government to scrap the corporate plan and its inherent de‑skilling, degrading and dispersal of people with disabilities working in Remploy factories. Congress also calls upon the Government to honour commitments given when in opposition to restore the funding that was frozen at 1994 levels by the Conservative Government, and to address the situation that has seen Government contracts moved away from Remploy factories, to be produced abroad.

"Congress condemns the unnecessary closure of local authority, voluntary and Remploy factories, and demands that the choice of factory‑based employment continues to be available in communities to assist in alleviating the unacceptable high levels of unemployment of disabled people."

**Graphical, Paper and Media Union**

#### Agenda 42 Manufacturing industry

Congress recognises the vital importance of a strong and vigorous manufacturing industry to the UK economy. Manufacturing is Britain's wealth creator and major exporter competing in an increasingly competitive world market. However, exports have fallen and manufacturing output ‑ as a share of national output ‑ declined.

Congress welcomes the effective union campaigns that have highlighted the additional difficulties manufacturing has faced because of the high value of the pound and the level of interest rates. Congress believes that interest rates need to be similar to those of our principal competitors and particularly those of the eurozone. However, the European Central Bank ‑ like the Bank of England’s Monetary Policy Committee ‑ base their decisions about the level of interest rates on meeting an inflation target. Employment levels must not become the victim of centrally determined interest and inflation rates. Congress believes that growth and employment should be included in the targets that these bodies should aim to meet.

Congress further welcomes the action of the Secretary of State for Trade and Industry in convening a manufacturing summit aimed at supporting and promoting British manufacturing.

Congress now calls for urgent action to achieve this aim. This should include:

i) encouragement and support for training and skills development for all employees and giving training a higher profile throughout manufacturing industries;

ii) increased investment in public and private sector research and development

iii) increased Government support for all sections of manufacturing;

iv) development of sector‑based industrial policies agreed between government, employers and unions aimed at providing a climate which encourages higher investment and addresses the problems that hinder it; and

v) promotion of partnership agreements where this is on the basis of mutual respect for the independent role of each side, and monitoring to ensure collective bargaining rights are not undermined.

Congress further welcomes the rejection of the Multilateral Agreement on Investment which would have placed restrictions upon governments and conferred powers on multi‑national enterprises. However it reiterates its support for the work of the ICFTU and the Trade Union Advisory Committee

to the OECD in seeking the inclusion of basic labour standards in any future trade negotiations. World trade agreements must include minimum labour standards in line with ILO conventions.

**Manufacturing Science Finance**

### The following amendment was ACCEPTED

Add new paragraphs 6 to 8 at end:

Congress also calls on the Government to build on the success of the Regional Development Agencies to target investment areas of the UK that have been most affected by the world manufacturing recession.

"Congress further welcomes the Government's policies to promote long‑term stability and investment. Congress recognises that improving the productive capacity of the economy is essential to the success of British manufacturing in the future.

"Congress calls on unions, employers and Government to work in partnership in manufacturing industry to ensure a healthy future for this crucial sector of our modern economy.

**Amalgamated Engineering and Electrical Union**

### The following amendment was ACCEPTED

Add new paragraph 4:

"Congress notes the forecasts of accelerating productivity growth in UK manufacturing industry. It urges the DTI manufacturing summit to do all in its power to ensure that this becomes the basis for expanding output and more jobs rather than continued loss of manufacturing employment. Congress calls upon the Monetary Policy Committee to avoid cutting off the chances of a manufacturing recovery by premature increases in UK interest rates."

In the end of paragraph 5,before full stop insert:

"including in particular the core labour standard of freedom of association".

**GMB**

Agenda 43 Globalisation and the World Trade Organisation

Congress notes the ever increasing globalisation of trade in manufactured goods; and recognises that in industries such as clothing, textiles and footwear, this has resulted in a large influx of cheap imports from developing countries.

Increasing globalisation means that global rules are needed. Growing concerns must be addressed by key institutions such as the World Trade Organisation (WTO) and the Organisation for Economic Co‑operation and Development (OECD). Codes of conduct for multinational enterprises, such as the OECD Guidelines for Multi‑National Enterprises must be toughened if trade unions are to support globalisation.

Congress further notes that in many of these countries, employment laws are often weak, not enforced or just non‑existent; and that child labour and other forms of exploitation are widespread. Congress welcomes the new Worst Forms of Child Labour Convention adopted by the International Labour Organisation (ILO).

Real progress must be made at the WTO Ministerial in Seattle towards the inclusion of a social clause and the protection of key human rights. Congress believes that the WTO is well placed to deal with problems of globalisation, and that lack of decisive action is allowing multi‑national companies to prosper at the expense of people's jobs in developed countries, and from the gross exploitation of workers in developing countries.

As such, Congress calls on the General Council to:

i) raise public awareness of the widespread exploitation of workers and children across the world, particularly in clothing, textiles and footwear manufacture;

ii) press the UK Government to recognise that the WTO is a suitable forum at which to raise international labour standards; and to insist that they support measures linking respect for human rights with international trade;

iii) press the UK Government to secure a more level playing field in global trade so that UK access to overseas markets is not restricted by unfair barriers and tariffs;

iv) press the UK Government to insist that any proposed entry to the WTO from China is ‑ in respect of its clothing, textiles and footwear industries ‑ with developed nation status; and

v) promote the work of the ILO and the adoption of core labour standards world wide.

**National Union of Knitwear, Footwear and Apparel Trades**

*The following amendment was ACCEPTED*

In paragraph 4, line 3, after “rights” delete full stop and insert:

“, and specifically the inclusion of the seven core conventions of the ILO which form the cornerstone of human rights at work and of equitable development. These protect the right to join a trade union, to collective bargaining, to be free of slavery and bonded labour, the right to one's childhood and not to be discriminated against because of gender, race, colour, religion, political views or national or ethnic origin. These basic rights continue to be flouted in many countries of the world.”

In sub‑paragraph v), line 2, delete full stop and insert:

“, and work together with Solidar, international trade union organisations, and other appropriate organisations on joint actions to promote greater awareness of these issues.”

**UNISON**

#### Agenda 44 Post Office

Congress welcomes the granting of new commercial freedoms to the Post Office as spelled out in the Government's White Paper. This is essential if the Post Office is to meet new technological and competitive challenges and continue to provide universal service at uniform tariffs.

Congress believes that the Post Office should remain a 100 per cent publicly‑owned service and therefore, while concerned that the Government plans to turn the corporation into a plc, welcomes the assurance to the House of Commons of the Secretary of State for Trade and Industry:

*“There have been suggestions from some quarters that this [creation of the plc] is part of a plan to privatise the Post Office by stealth. There are no such plans. As we stated in our manifesto B and we keep to our manifesto commitments B we intend to provide commercial freedom, while retaining the Post Office in public ownership. I can therefore inform the House [of Commons] that the Act of Parliament to create the Post Office as a public limited company will make it clear that we would not seek to dispose of Post Office shares without further primary legislation.”*

Congress asserts that there must be no uncertainty or ambiguity both now and in the future about the commitment of a Labour government to the continued public ownership of the Post Office. Congress agrees with the terms of the House of Commons Early Day Motion of 7 February 1996, tabled in the names of Tony Blair, John Prescott, Margaret Beckett, Kim Howells, Donald Dewar and Doug Hoyle, which stated :

*"That this House opposes the Prime Minister's stated intention to reopen the question of the privatisation of Royal Mail and Parcelforce; records its concern that such a privatisation by Her Majesty's Government would threaten the close co‑operation which exists between the Royal Mail, Parcelforce and Post Office Counters and places in commercial jeopardy post offices and sub‑post offices in communities where presently they play a vital role; believes that the Government should safeguard the universal access and uniform pricing of this country's postal services; recognises that the Post Office does not call for or receive a subsidy from the public purse, and is of the view that British customers will continue to have the best opportunity of enjoying this standard of service only if the Post Office remains as a single corporation within public ownership.”*

Therefore the TUC will campaign to ensure that a commitment to full public ownership of the Post Office is explicitly contained in the Labour Party manifesto for the next General Election.

Meanwhile Congress expresses opposition to the proposal in the White Paper for a halving of the Post Office's letter monopoly from £1 to 50p. It believes that it is wrong of the UK Government to proceed with such liberalisation faster and further than our EU partners in advance of knowing when and how the European Commission will introduce the next stage of liberalisation. It is totally inconsistent to pursue such a policy domestically when the European Parliamentary Labour Party ‑ with the full support of the Labour leadership ‑ has been supporting a much more modest programme of liberalisation for EU member states as a whole.

Finally it is a mistake to proceed without having consulted adequately with all the stakeholders, without having sought the views of the proposed new regulator, and without having made a full assessment of the impact on the Post Office's revenues and profits and on the possible effect on the maintenance of universal service at affordable

and uniform tariffs.

**Communication Workers' Union**

#### Agenda 53 Housing

Congress condemns the continuing trend toward the transfer of council housing to private sector landlords. A total of 140,000 council homes are listed for possible transfer to local housing companies or housing associations in the run up to the millennium. This is in addition to the enormous transfer programme of last year, and the current proposal to sell off all of Glasgow's public housing stock.

Congress believes that the general direction of government housing policy must change or it will hamper the tackling of poverty, deprivation and social exclusion which blight our inner cities.

Tenants have recently voted against transfers in Sandwell, Cheltenham, Tower Hamlets, St Helens, Wokingham, Coventry and Cambridge. However, even when tenants have voted against transfer, too often the only option remaining to secure improvements to their homes involves PFI transfers of the housing stock out of the public sector.

Congress believes that:

i) people on the lowest incomes will not be able to afford the increased rents which will follow if current policy on housing, inherited from the Conservatives, is not reviewed;

ii) there should be an increase in public money spent directly on improving council estates ‑ Council housing is in surplus to the tune of £1.4 billion;

iii) alternatives to transfer put forward by organisations like the Local Government Association, that involve administrative changes but not privatisation, should be considered;

iv) the UK should switch from current Public Sector Borrowing Requirement accounting methods to the adoption of General Government Financial Deficit procedures to allow more flexibility for public borrowing;

v) local authority Direct Labour Organisations provide a service to the whole of construction by delivering quality training, high standards of production, quality employment and value for local communities;

vi) terms and conditions of building workers in local authority Direct Labour Organisations must be defended; and

vii) the TUC and affiliates should support campaigns by tenant groups opposed to transfers.

Finally, Congress calls on the TUC General Council to make the defence of council housing a priority for its campaigning work in the year ahead and to lobby forcefully for the maintenance of public, low‑cost housing with security of tenure for the poorest and most vulnerable groups in society.

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

Agenda 54 Attacks on the United Kingdom Fire Service

Congress notes with concern that the effectiveness of the UK Fire Service is being impaired by continuing and sustained attack on conditions and standards of service.

Despite being praised by the Audit Commission as one of the highest performing public services, proposals to amalgamate emergency services ‑ to attack conditions of employment thus adversely affecting existing efficiency ‑ are still being pursued.

Congress reminds local authority employers that they committed themselves to 'best employment to deliver best value' and calls upon the General Council and affiliates to support fellow trade unionists in their struggle for fair treatment and quality public services.

**Fire Brigades Union**

#### Agenda 58 Equality in cancer treatment

The CDNA welcomes the Government's policy on national standards of clinical care and equal treatment of care for patients with cancer.

However the CDNA, along with cancer nurse and doctor specialists, wish to see an increase in the use of drug therapy for cancer patients.

Cancer patients in the UK fare worse under most measurable criteria than in any other country in Europe. A report from the 9th International Congress on Anti‑Cancer Treatment in February 1999 linked this poor UK performance to

lack of spending on effective treatment.

New licensed drugs are available which can extend survival, reduce suffering and improve patients quality of life.

The CDNA calls on the General Council and Congress to support a campaign to raise awareness of the problem among patients, the public and Parliament; and to tackle the underfunding of licensed drug treatment and future clinical trials.

**Community and District Nursing Association**

### The following amendment was ACCEPTED

Add new paragraph 6 at end:

“In addition Congress believes that more should be done to detect cancer at the earliest opportunity and urges affiliates to negotiate the introduction of mobile screening units to visits all workplaces on a regular basis in order to provide a free screening service and to promote awareness of all forms of cancer.”

**Communication Workers' Union**

#### Agenda 59 Osteoporosis

Congress calls upon the General Council to campaign and lobby Government for free provision of bone scan examinations within the NHS to attempt to reduce the impact of osteoporosis.

**The Educational Institute of Scotland**

### The following amendment was ACCEPTED

In line 3, after "examinations" insert:

“and improving the provision and access to Bone Densitometry equipment with trained staff”.

**Society of Radiographers**

#### Agenda 60 Provision of dietary advice

Congress believes that State Registered Dietitians are the best source of reliable, practical and individualised advice about food in order to promote good health and treat nutrition‑related problems.

Congress therefore agrees that, in the NHS, patients requiring dietary and nutritional advice should only receive it from a State Registered Dietitian and the loophole created enabling GPs to employ non state registered staff, should be closed. This is particularly important with the creation of Primary Care Trusts in which GPs will have a management function.

Wherever possible, Congress also believes this principle should be actively pursued outside of the NHS.

**British Dietetic Association**

#### Agenda 61 Future funding of the BBC

Congress notes with concern the reports of the work of the Department for Culture, Media and Sport Committee chaired by Gavyn Davies on the future funding of the BBC. Congress also notes that when BBC Resources Ltd was set up, assurances were given by the Director General and Board of Governors of the BBC that privatisation was not on the agenda. Congress notes that these assurances were remarkably similar to those now being given about the Post Office.

Congress believes that the privatisation of BBC Resources Ltd would damage beyond repair the BBC's ability to remain the cornerstone of public service broadcasting.

Congress calls upon the Government to be more supportive of all those working in the public service. Congress also calls upon the Government to reject its proposals contained within the Gavyn Davies report which would result in the privatisation of any part of the BBC.

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

#### Agenda 62 Radio drama

Congress recognises that the BBC's Radio Drama Department has, since its inception, been a cultural and educational force in British life, giving millions of people their first experience of the power of drama through generations of writers from Dylan Thomas to Samuel Beckett and Harold Pinter.

Congress therefore views with concern the continuing dilution of radio drama and believes the axing of longer plays, the over‑reliance upon adaptations and abridgements and an increasingly prescriptive commissioning process to be symptomatic of a lack of respect for this medium and those who work within it.

Congress therefore calls upon the incoming Director General to reaffirm the BBC's commitment to radio drama.

**The Writers' Guild of Great Britain**

Agenda 63 Creators' rights in the information society

Congress welcomes the recognition by the Government of both the cultural and the economic value of UK's creative industries. It notes the supportive attitude being taken to our national film industry and the recent acknowledgement that the British music industry is among the highest exporters and sources of overseas earnings.

Congress notes however that the intellectual property rights of those engaged in these industries have still not achieved the necessary levels to enable them to work in the 'global information society' for equitable and secure rewards. In too many cases the value of their work can be expropriated by powerful media organisations.

In particular, authors, directors and performers:

i) require inalienable moral rights in all their works;

ii) need improvements in the rights in respect of such uses as rental and lending of films and phonograms and ‑ for performers ‑ the public use of commercial records so that the uses can be negotiated with the users; and

iii) need strong governmental representation of their interests in the discussions now proceeding on intellectual property issues at the European level in the World Intellectual Property Organisation and the World Trade Organisation.

Congress calls upon the General Council to press the Government on this issue.

**Musicians' Union**

Agenda 64 Public lending right (PLR)

Congress recalls that in 1979 the Labour Government ‑ recognising that writers, like all other workers, are entitled to be properly paid for their labour ‑ introduced the Public Lending Right Act. As a result, British authors have been modestly compensated for the loan of their books from public libraries.

Congress believes that the Public Lending Right Act was an imaginative piece of legislation, brought about very largely because of the campaigning work of trade unions.

Recalling that in 1979 the annual funding of the PLR scheme was set at £2million, and that it now stands at £5 million, Congress regrets that for many years governments have allowed the fund to fall well behind the rate of inflation. While recognising that small increases have been agreed for 1999‑2001, Congress notes that these are unlikely to keep pace with inflation, much less make good the £1.7million gap between the value of the fund in 1979 and 1999 ‑ a devaluation of some 33 per cent.

Congress therefore calls on the Government to increase the funding of the PLR scheme from its present level of 5million to £7million as a concrete expression of its commitment to the arts.

**The Writers' Guild of Great Britain**

#### Agenda 65 Public entertainment licences

Under the Miscellaneous Provisions Act 1973, there is partial exemption to Section 182 of the Liquor Licensing Act 1964 which allows venues to be exempted from applying for an entertainment licence provided that not more than two performers are engaged. This exemption restricts employment opportunities for performers (particularly musicians) as many venues are unwilling to pay the additional and often substantial costs to acquire the licence and to additionally pay for inspections and structural changes to their premises which can be demanded as part of local licensing regulations.

In 1982 the power to licence premises was taken from the Justices and placed in the hands of local authorities. As a result of the squeeze on local authority financing and different licensing requirements, there are wide discrepancies, both in terms of cost and local regulation, in applying for a licence. There is a similar wide variation in licensing cost and local regulation, in applying for a licence. There is a similar wide variation in licensing costs and regulations, albeit on a much larger scale, for the promotion of outdoor concerts of all types. So much so that some promoters now avoid staging such events as they are not sure whether they will actually obtain a licence on the day, and/or the costs of obtaining a licence are such that the event is not commercially viable.

If greater access to music and entertainment generally is to be provided at modest price and at local level, and if young musicians and other performers are to be encouraged to have careers in the entertainment industry under the 'New Deal', then the regulations covering the granting of entertainment licences need to be drastically reformed.

Congress requests the General Council to urge the Home Office to ease the restrictions and costs of granting entertainment licences in order to promote and increase the number of work opportunities for UK performers.

**Musicians' Union**

#### Agenda 66 Energy policy

Congress welcomes the measures already taken by the Government to secure fair competition in the energy market. It is essential that the stricter consents policy on new gas‑fired power stations is adhered to until the revised trading arrangements for electricity have proved themselves. Congress regrets that there appears to have been some approvals that do not seem consistent with the revised policy.

The current glut of energy on world markets does continue to effect the UK coal industry and it is essential therefore that the Government ensure that short‑term pricing on the spot market does not undermine the long‑term security offered by indigenous coal. The Government should therefore ensure that coal imports are not 'dumped' into the UK market from third countries, and that when revised arrangements are made for the electricity interconnector with France that they reflect full transparency in the European electricity market.

As coal continues to increase its volume in world energy, it is essential that the UK retain a viable mining industry to ensure a springboard for UK mining equipment manufacturers ‑ both in production and combustion ‑ to enable global environmental problems to be minimised. To this end the Government should use funds from the climate change levy to guarantee a programme of new clean coal technology power stations in the UK.

**British Association of Colliery Management ‑ Technical, Energy and Administrative Management**

### The following amendment was LOST

In paragraph 2, line 7, delete all after “are” through to end of paragraph and insert: “immediately stopped.”

In paragraph 3, line 3, delete all after “industry” and insert:

“by taking into public ownership the Coal Industry and the Electrical Supply Industry.

“To enable global environmental problems to be minimised the Government should phase out all Nuclear Power Stations, stop all open cast coal mining and provide funds to guarantee a programme of new clean coal technology power stations in the UK.”

**National Union of Mineworkers**

#### Agenda 67 Mutuality

Congress welcomes the Treasury Committee’s inquiry into the recent trend in mutual organisations becoming limited companies with shareholders and calls upon the Government to take action to strengthen the position of mutual organisations against attack by carpetbaggers and unsuitable Board candidates.

Mutual organisations do not have to account to shareholders for a proportion of their profits and consequently they are able to offer competitive rates of interest and service to both their investing and borrowing members when compared with limited companies. Also they are recognised as fulfilling a wider public need.

It is right and proper for building societies to be fully accountable to their members, but as the law stands small pressure groups are permitted to exert influence out of all proportion to their support. Whilst members of building societies are not agitating en masse for conversion of their societies, staff union members feel that their jobs are under threat and this perception is unsettling for them. They need a settled and effective Board, not one which is constantly distracted from the business by challenges generated by single‑issue groups.

With the emphasis on partnership, Congress should help to explore ways in which employers and unions should support each other in securing the well‑being of the business and thereby protect jobs.

In the light of the undesirable state of affairs which exists, Congress calls upon the Government to:

i) increase the number of qualifying members needed to propose a candidate for director from 50 to a number in direct proportion to the total membership of the society;

ii) increase the number of qualifying members needed to requisition a special general meeting of a building society from 100 to a number proportionate to the total membership of the society;

iii) require the Building Societies Commission to give preliminary consideration to the suitability of candidates standing for the office of Director and to direct the exclusion of unsuitable candidates before the balloting process starts; and

iv) protect the interests of borrowing members of societies by providing that they have the same voting rights when a motion to convert is put to the membership.

Congress calls upon the Government to publicly support the concept of mutuality and to underpin that support through legislation designed to protect building societies against the undemocratic processes that prevail today.

**Britannia Staff Union**

### The following amendment was ACCEPTED

In paragraph 6, line 4, insert at end:

“Protection should also be afforded to other mutual organisations in the finance sector.”

**UNIFI**

#### Agenda 74 Pensions

Congress notes the basic retirement pension, now £66.75 per week, would be over £90.00 if the link with average earnings had not been broken in 1980. The basic state pension must therefore be permanently linked to average earnings, and Congress calls for the restoration of the link between pensions and average earnings.

The Government has raised means‑tested income support to £75.00 but admits that up to 700,000 pensioners entitled to income support do not receive it. Congress calls for a non means‑tested addition to the basic pension for the over 75 age group, and also calls for the removal of means‑testing in the provision of health and community care services for the elderly.

Congress calls on the Government for a substantial increase in basic pensions of 33 per cent for a single person and 50 per cent for a couple.

Congress calls for the restoration of State Earnings Related Pension Scheme to its intended value and original formula with credits for those unable to maintain a full labour force career.

Further, Congress requests the General Council to join forces with the National Pensioners Convention, Age Concern and Help the Aged in pressing these demands.

**Associated Society of Locomotive Engineers and Firemen**

*The following amendment was ACCEPTED*

In paragraph 2, line 3, after "it." insert:

"Congress notes that many thousands of pensioners are not aware of their entitlements and additional benefits. Congress believes that the State has a responsibility to identify and inform all pensioners of their right to claim what, by law, is rightfully theirs."

**Transport Salaried Staffs' Association**

Agenda 75 Pension provision for mineworkers at age 50

Congress calls on the New Labour Government to take immediate steps for all members of the Mineworkers' Pension Scheme to qualify for their full occupational pension on attaining 50 years of age. To facilitate such provision, Congress calls on the Government to repay to the Mineworkers' Pension Scheme all monies `taken' by British Coal and the Government out of actuarial surpluses between 1989 to date.

**National Union of Mineworkers**

Agenda 81 School meals and nutritional education

Congress notes with alarm the evidence which indicates that 4 million British children live in households with incomes below 50 per cent of average earnings. This makes it impossible for many families to afford a healthy diet within the normal range of available food choice.

Congress therefore welcomes, as a first step, the Government's commitment to the re‑introduction of compulsory national nutritional standards for school lunches. The provision of healthy school meals is important for the health of all our children, particularly so for those from the poorest sections of the community.

Congress further believes that cooking, budgeting for food and knowledge of nutrition are essential life skills and therefore urges the Government to make these subjects part of the National Curriculum for all school children.

**British Dietetic Association**

#### Agenda 82 Creative and cultural education

Congress welcomes the report of the National Advisory Committee on Creative and Cultural Education (NACCCE), chaired by Professor Ken Robinson, which highlights the need to incorporate drama as a key component of the national curriculum, and which recognises the role drama can play in developing a whole range of inter‑personal and developmental skills in addition to complementing other national curriculum subjects.

Congress, however, notes with dismay the Government's withdrawal of drama from parts of the national curriculum.

Congress urges the General Council to lobby Government to introduce the NACCCE Report in full and incorporate drama as a key, enabling component of the national curriculum and provide the resources necessary to bring into all schools live performance and to re‑establish Theatre‑in‑Education companies in all local government areas across the United Kingdom.

**British Actors' Equity Association**

#### Agenda 90 Air rage

Congress is concerned with the increasing number of instances and the severity of violent attacks on staff aboard civil aircraft operating to and from the UK. The assaults on flights and cabin crew members have become intolerable, not only because of the pain and suffering to our members who are the victims, but because of the unnecessary risk to the travelling public as crew members are distracted from critical safety sensitive duties.

Congress urges the closest possible co‑operation between the police authorities and the airlines, and as a deterrent to future assaults advocates the strongest possible sentences and fines upon those convicted of assaulting our members in their workplaces.

**Association of Flight Attendants**

### The following amendment was ACCEPTED

Add new paragraph 3 at end:

"Congress further welcomes the Government's decision to introduce from 1 September 1999 a new offence under the Air Navigation Order, that of 'acting in a disruptive manner', which will significantly assist in dealing with disruptive passengers. Congress also calls on the Governmentand the industry to undertake further research into the underlying causes of 'air rage' with a view to ensuring that all who travel can do so

in comfort and without interference from violent passengers who jeopardise aviation safety."

**British Air Line Pilots Association**

#### Agenda 91 Safety for domiciliary workers

The CDNA welcomes the Government's stance on protecting NHS staff working in the community.

Community and district nurses provide health care to people in their homes, seven days a week, 365 days a year and often 24 hours a day as well. This means that individual community and district nurses are out travelling to patients in cars, on public transport or on foot, usually on their own at all hours of the day and night, in rural, urban and inner city areas.

In spite of the wealth of guidance and reports in relation to safety of staff, according to our survey very few CDNA members are supplied with two‑way communications systems. Yet our members are working in isolation and are not only vulnerable to attack but may also need to call for assistance. Without proper equipment they are unable to call for help.

The CDNA asks for support of the General Council and Congress to ensure that all domiciliary staff are supplied with the most modern and effective two‑way communications systems in order to safely carry out essential patient care.

**Community and District Nursing Association**

### The following amendment was ACCEPTED

In paragraph 1, line 1, delete "The CDNA" and insert "Congress".

In paragraph 2, line 1, delete "community and district nurses" and insert: "Many NHS staff, including community and district nurses and chartered physiotherapists".

In paragraph 2, line 2, insert "sometimes" before "seven".

In paragraph 2, line 3, after "that" insert "for example".

Add new paragraph 3:

"Community chartered physiotherapists also provide healthcare to patients at home and face risks to their safety in terms of entering unknown accommodation, working and travelling alone. Providing rehabilitation services increasingly at home means that more physiotherapists are undertaking community work than before."

In existing paragraph 3, line 2, delete "our" and insert "a CDNA"; and after "few" delete "CDNA" .

In paragraph 4, lines 1 and 2, delete "The CDNA asks for support of the General Council and Congress"

and insert:

"Congress calls on the General Council to campaign".

**Chartered Society of Physiotherapy**

Agenda 94 Rehabilitation of torture victims and international law

Congress notes with alarm that torture continues to be carried out in a third of countries around the world, often supported or sanctioned by governments.

Although there are cultural differences, the methods of torture are often similar because the aim is the same ‑ to break down the person's identity. The victims are frequently trade unionists, journalists, politicians and refugees.

Congress affirms the continual need to support agencies and health staff engaged in the rehabilitation of victims of torture.

Congress calls attention to the crucial need for all nations to abide by the United Nations Charter, the conventions against torture, genocide and against other crimes against humanity and to respect the rulings of the International Court of Justice and other independent and authoritative institutions in the UN system.

Congress pays tribute to the contribution of the ILO over 80 years in promoting respect for human values and for identifying practical ways in which the lives of working people and their families may be enhanced.

Congress calls on the General Council to:

i) raise with the Government areas of policy in which respect for ratified ILO Conventions and other solemn international obligations is not fully reflected in British law and practice;

ii) recommend to the Government that education regarding assessment and treatment of torture victims be included in the training of all health professionals; and

iii) lobby the international community to support medical workers in the face of threats and reprisals resulting from a refusal to condone or be active in the use of torture in some regimes.

**Chartered Society of Physiotherapy**

#### Agenda 95 Peace and economic development

Congress reaffirms that peace is an essential pre‑requisite to economic, political and social progress and stability. It is therefore incumbent upon nations who are signatories to the United Nations Charter to abide by their collective responsibility to uphold its objective of resolving conflict by peaceful means unless the Security Council specifically authorises the use of force.

Military action which does not receive the necessary support, as defined by the UN, and as witnessed in Iraq and Kosovo, serves to undermine and weaken international laws and institutions thus making military might the arbiter of international conflict.

Congress calls upon the TUC to impress upon the appropriate bodies our movement's commitment to peace without which there can be no equitable economic development in the world.

**Fire Brigades Union**

### The following amendment was CARRIED

In paragraph 1, line 6, delete all after "responsibility" to end of paragraph 2, and insert:

"by implementing UN resolutions aimed at securing peace and preventing the spread of biological and chemical weapons.

"Congress notes that the leaders of Serbia and Iraq have persistently refused to abide by UN resolutions and believes that international law is meaningless unless enforced.

"Congress condemns the murder of unarmed men, women and children and the rape of Muslim women as well as expulsions of Kosovan Albanians by soldiers and paramilitary forces acting on the orders of Slobadan Milosevic. Congress also condemns the murders of Kosovan Serb civilians, notably in Gracko on 23 July, and calls on the international force to identify and prosecute the perpetrators. Congress

congratulates those unions which contributed towards the relief of refugees in Kosovo and urges the international trade union Movement to contribute towards the re‑establishment of intercommunal peace and reconstruction in the region.

"Congress urges the Iraqi regime to abide by UN sanctions and accept the UN proposals of food for oil and stop using foreign currency to import luxury goods for the private use of Saddam Hussein and his clique.

"Congress welcomes the Labour Government's initiative to place British forces at the disposal of the United Nations to act under UN command as a rapid intervention force to uphold international rule of law and calls upon other countries to follow Britain's example.

"Congress calls for a strengthening of the UN Security Council by enlarging its permanent members and urges all the existing five permanent members of the Security Council not to use their veto in a way that stops the effective implementation and enforcement of UN resolutions."

**Institution of Professionals, Managers and Specialists**

#### Agenda 98 Piracy

Congress notes with concern that merchant seafarers are continuing to face an unacceptably high risk of attack by pirates and armed robbers around the world, with more than 60 killed in incidents in 1998 and almost as many feared dead in the first half of this year alone.

Congress believes that such attacks represent an intolerable threat to peaceful international trade, as well as to the health and safety of ships' personnel, and to the marine environment.

Congress therefore calls for further concerted efforts, at national and international levels, to eradicate this problem, including improved protection for seafarers, better shipboard security, and increased policing and patrol initiatives in areas of high risk.

**National Union of Marine, Aviation and Shipping Transport Officers**

#### Composite 1 Millennial challenge

Congress welcomes and supports the decision of the General Council to launch the consultation document *British Trade Unionism - The Millennial Challenge* and believes that the positive conference of General Secretaries and Presidents should be built upon through an ongoing debate at this Congress and beyond. We have an opportunity - maybe the best chance in a generation - to address the key issues and challenges, that hopefully will enable us to hand over the movement in stronger shape.

Congress welcomes the Government’s programme of legislation around its *Fairness at Work* principles. Whilst recognising that further reforms may be necessary around both individual and collective rights and around family friendly policies, Congress nevertheless looks forward to the effective implementation of all the provisions contained within the Government’s Employment Rights Act.

Congress congratulates the General Council on the quality of its advice and guidance to affiliates on the various provisions of the Government’s legislative programme around *Fairness at Work*. Congress urges the General Council to maintain that high quality advice and guidance and to work closely with affiliates as legislation takes effect and as experience of its application in practice is gathered.

Congress recognises above all that, alongside its formal statutory provisions, a new industrial relations climate and culture of partnership at work is being actively fostered by the Government’s *Fairness at Work* agenda. That climate and culture will provide significant new opportunities for trade union recognition, organisation and growth.

Congress at the same time recognises that the 21st century global economy, the impact of technology, the changing face of the labour market and UK and European legislation will all combine to present a massive organising challenge to the entire trade union movement.

Congress believes that the opportunities for recruitment and recognition significantly enhance the ability of trade unions to support their members, win new members and reverse the long years of decline in trade union influence in the workplace.

Congress acknowledges the unions’ responsibility not just to recruit but to organise and to ensure that those opportunities are translated into new areas of recognition and improved rights at work.

Congress therefore urges the General Council to design and develop a programme of work dedicated to:

i) building a vigorous organising culture amongst affiliates;

ii) identifying the barriers to improved workplace organisation; and

iii) identifying and promoting the distinctive skills required by modern trade union organisers.

Congress recognises that as we approach the end of the 20th century it is clear that individually and collectively unions need to institute a programme of radical change in order to realise the potential for growth and to provide our members and prospective members with the quality of service that they have a right to expect.

Congress welcomes the initiatives which are being taken to face up to the challenges, in particular the TUC’s *New Unionism* project.

Congress recognises that the regeneration of union organisation and membership crucially depends on our ability to attract, recruit and train union representation in the workplace. Further, our ability to retain membership depends on winning more power and a better working life for people through effective union organisation. Yet, despite the recent welcome rise in membership, less than half of workplaces are covered by collective bargaining arrangements and, of those workplaces covered by union recognition agreements, over a quarter have no union representatives. In addition, even where we have union representatives, their role has been significantly narrowed. Congress notes that the role of union representatives must be expanded so as to strengthen the union voice on issues of key concern to our members, including respect at work, job security and satisfaction, training and equality, as well as pay and conditions.

Congress calls on the General Council to take whatever steps may be necessary to consolidate and strengthen the key role of workplace representatives; this to be the subject of a special conference/seminar.

Congress recognises that if trade unions are not to be confined to traditional areas of strength it is essential to understand why trade unionism has not seemed relevant to all those people entering new employment areas such as the service industries and information technology in the private sector.

The trends towards smaller workplaces and more individualised conditions of employment undermine both our traditional forms of organisation and some of our traditional appeal.

At the same time commercial interests, such as solicitors and insurance companies, have started to dip their toes into the services which traditionally only unions provided.

The General Council is instructed to commission research into the attitudes towards trade unionism among both existing and potential members as a first step towards developing, with support from appropriate external advice and experience, a coherent and co-ordinated plan to ‘market’ the benefits of trade unionism to non-members, while ensuring that the needs and expectations of current members are fully met, in line with the proposals and objectives set out in *British Trade Unionism - The Millennial Challenge*.

Congress recognises that a number of recent affiliations are from specialist unions whose members are willing to become union and TUC members because of the distinctive role played by their union. Despite the relatively small size of some of those organisations, they are often the dominant unions in significant growing sectors of the UK economy with influence beyond their size. Professional and specialist unions attract members who would not otherwise join trade unions. The lessons of the relative success of such niche unions in areas not effectively recruited by other larger affiliates should form a key element of that proposed investigation.

Congress calls on unions to explore new methods of delivering services and of making unions relevant in the new millennium by ensuring that our services are those that our members want and need.

Congress believes that unions cannot hope to prosper in the new era if they give in to infighting and squabbling over the shrinking areas of the economy where we remain strong.

Congress believes that any review of the current structure and organisation of trade unions should be based on the principles of self-discipline and self-regulation. If trade unionism is to be extended into new areas of the economy and if growth is to be consolidated in the traditional spheres of trade union influence, greater co-ordination and co-operation will be needed between affiliates. Moreover, a more co-ordinated approach is also the best insurance against any threat of external regulation of union affairs.

Congress acknowledges the importance of the individual’s choice of union against a background of competitive unionism.

However, Congress also recognises the absolute imperative at this time of avoiding damaging inter-union conflicts and calls for proposals to strengthen the inter-

union disputes procedures given the imminent introduction of the Employment Relations Act.

Congress therefore calls on the General Council as its main priority to examine methods of developing a better system for regulating relationships between unions and developing trade union structures in ways that deliver the most effective benefits to members and prospective members.

Congress also recognises that the movement is underfunded and seeks to undertake an examination in this area.

Congress calls on the TUC General Council to:

a) launch a movement-wide campaign for a union voice in every workplace to recruit more union representatives and activists at the workplace, including among those workers traditionally under-represented in the movement;

b) set targets to increase the number of trained union representatives and explore ways in which the TUC Education Service and unions can co-operate more closely to deliver them under a common brand and standard;

c) explore how to open up new paths to union participation and activity, including the promotion of the new role of the learning representative;

d) develop an action plan to ensure that those delivering training are representative of the rich diversity of our current and potential members, and so act as mentors and role models, especially for young, women and black members, and members with disabilities;

e) explore how the role of the representative needs to change to meet the demands of members, potential members and the modern world of work, and expand the scope for union influence at a workplace level;

f) commission research to identify the barriers to union members becoming active representatives, and the support and training they need to be effective in their role, and disseminate best practice;

g) campaign for improved paid release arrangements to enable more representatives to seek training and, without undermining existing release arrangements ensure that access to and delivery of training provision is more flexible to meet workers needs, especially part-time and temporary workers, workers with disabilities and those with family responsibilities;

h) develop and implement a communications and media strategy, both within the movement and with the outside world, to promote the role of union representatives and their successes in securing greater fairness at work;

i) consider the scope for the TUC and unions to develop new strategies for the harmonising and development of union services and communicating these to members and prospective members in new, co-ordinated and more effective ways;

j) co-ordinate an orderly and co-operative approach amongst affiliates to trade union organisation and to the statutory scheme for trade union recognition;

k) ensure that Central Arbitration Committee recognition procedures are widely used in a harmonious way which seeks to avoid unnecessary competition and to resolve conflict; and

l) foster high levels of managerial and resource management skills and knowledge across trade union officers and staff and spreading best management practice amongst affiliates.

Further, Congress instructs the General Council to:

1) set up a working group of affiliates with balanced representation including general unions, industrial unions and small specialist unions; to commission and publish detailed, independent and authoritative research on union recruitment and retention over a 10-15 year period covering a representative sample of unions (as above);

2) consult on a detailed strategy by June 2000; and

3) bring forward a report and recommendations to Congress 2000.

Mover: Union of Shop, Distributive and Allied Workers

Seconder: UNIFI

Supporters: National Union of Rail, Maritime and Transport Workers

**The Educational Institute of Scotland**

**Engineers and Managers Association**

**National League of the Blind and Disabled**

**Society of Telecom Executives**

**Association of Magisterial Officers**

**Managerial and Professional Officers**

**Transport and General Workers Union**

**Institution of Professionals, Managers and Specialists**

**Association of University Teachers**

Composite 2 Employment rights and fairness at work

Congress welcomes the new Employment Relations Act which, for the first time in twenty years, provides a legal framework which will give unions a voice in the workplace, with real opportunities for organisation and recruitment.

Congress believes that the Employment Relations Act, the National Minimum Wage Act, the Public Interest Disclosure Act and other employment legislation introduced by this Government will provide important protection for millions of workers. In particular, Congress welcomes the new family friendly rights and the reduction in the qualifying period for unfair dismissal.

Congress recognises that the Employment Relations Act 1999 represents a vital first step towards the restoration of a fair and balanced framework of individual and collective employment rights. Congress however notes that despite the improvements introduced by the Act, Britain continues to have the least regulated labour market of any leading European economy.

Congress reaffirms its belief that workers in the UK have the right to expect the same rights and entitlements which are enjoyed by workers throughout mainland Europe.

Congress also reaffirms that the freedom to take industrial action is a fundamental civil liberty central to a democratic society and strongly opposes any attempt to outlaw or restrict strike action in any sector of the economy, including the public sector.

Congress believes that the rights of all employees to be represented by an independent trade union and to have that union recognised where a majority are in favour are essential to a fair and balanced framework of employment law. Congress is therefore greatly disappointed at the 21-employee statutory recognition threshold contained within the Employment Relations Act which effectively denies up to 5 million employees the right to claim statutory recognition and threatens to undermine existing national agreements.

Congress reaffirms its belief that the 21-employee threshold does not introduce Rights for All which was part of Labour’ s Manifesto. Further, it will have a discriminatory impact given the high proportion of women employed in small workplaces and calls upon the Government to remove this threshold at the earliest opportunity.

Congress welcomes the fact that the Act allows the Central Arbitration Committee to automatically award recognition where current union membership is at a level of 50 per cent plus one within a bargaining unit. Congress however notes the qualifications placed upon the granting of automatic recognition by the CAC and calls upon the Government to legislate that 50 per cent plus one membership should *in all cases* be sufficient to achieve recognition without any recourse to a recognition ballot.

Congress notes that the majority of workers in the UK will be excluded from these new statutory rights; and that sectors of industry such as clothing and footwear would be significantly affected.

Congress urges the General Council to campaign on these two issues so that when the Government reviews them, it reduces them rather than responding to the employers lobby, which wants them raised further.

Congress welcomes the new individual rights contained in the Employment Relations Act and the Government’s Commitment to adopt a wider legal definition of a ‘worker’ rather than the restrictive definition of an ‘employee’ used in much of previous legislation.

Congress notes the alarming increase in the use of atypical employment contracts, in particular the growth of agency labour and bogus self-employment, and recognises the need for these workers to be brought within the framework of fairness of work.

Accordingly, Congress calls upon the Government to act on its commitment to introduce regulations to extend existing employment rights so that they apply to all those employed under a contract of employment.

Congress believes that the full range of employment rights should be afforded to individuals who work under a contract of employment or any other contract, whether express or implied and whether oral or in writing, whereby the individual undertakes to do or perform personally any work or services for another party to the contract whose status is not by virtue of the contract that of a client or customer of any profession or business undertaking carried on by the individual.

Importantly, Congress believes that a clear and uniform definition of a ‘worker’ should be applied by the courts and government agencies, such as the Inland Revenue.

Congress notes the introduction of the Revenue’s new Construction Industry Scheme but expresses concern at the continuing mis-use in the industry of bogus self-employment. A clear legal definition of a ‘worker’ must be introduced and rigorously enforced if the new scheme is not to be abused and if building workers are not to be denied statutory employment rights.

Congress regrets that the Government has not repealed the ‘Ullswater’ amendment. The ‘Ullswater’ principle allows for discrimination against trade unionists and remains part of the Employment Relations Act. Congress notes that the House of Lords Amendment, known as the Miller Amendment - which allows and encourages personal contracts to be used to the detriment of trade unionists who are fighting for their rights - has been accepted as part of the Employment Relations Act.

Congress calls on the Labour Government to prevent both of these anti-union clauses from being used against trade unions and their members.

Congress remains disappointed that statutory redundancy payments have remained so low.

Whilst noting that from 1 April 1998 the maximum weekly pay admissible when calculating statutory redundancy payments was increased to £220, Congress also notes that the 1998 New Earnings Survey showed average earnings of full time employees for all industries at £427 per week for men, £309 per week for women, and £348 per week for all employees.

Congress - whilst welcoming the decision, under clause 30 of the Employment Relations Act, to increase the maximum weekly pay for redundancy purposes annually in line with the September RPI - is of the opinion that £220 is a wholly inadequate starting point. Congress believes that a more generous base would not only ease the hardship which confronts redundant employees but would also discourage some employers from resorting to compulsory redundancy as an easy option.

Congress welcomes the implementation of the UK’s first national minimum wage (NMW) on 1 April this year and congratulates the Low Pay Commission on their work. The NMW has given an average 30 per cent pay rise to nearly two million workers - the majority of whom are women working part-time. However, Congress believes that the level of £3.60 must be progressively uprated and the LPC must be given this remit.

Congress believes that it is unacceptable for young adults to have a lower NMW. Congress recognises the concern about youth unemployment but believes that the best way to protect young adults is through training. Congress urges the LPC to adopt this policy in their next report and for the Government to accept the recommendation. Congress notes with regret that the LPC’s recommendation on youth rates and the age threshold were weakened.

Congress calls upon the General Council to invite all affiliated unions to identify from their experience those areas of industrial relations legislation which still militate against effective collective action by unions on behalf of their members or which represent unacceptable intrusions into the domestic affairs of free trade unions.

Congress urges the General Council to bring a report to Congress 2000 based on the evidence supplied by affiliated unions, together with proposals for a sustained campaign for further reform of industrial relations legislation.

Congress instructs the TUC General Council to campaign on the question of statutory redundancy payments.

Congress calls upon the General Council to ensure that new employment rights are fully implemented irrespective of the cynical views expressed by the CBI.

Congress urges ACAS to include the most positive possible encouragement for employers to talk to unions about training and personal development opportunities for employees, as part of a partnership approach to the management of change, in the code of good employment provided for by the Employment Relations Act. Congress resolves to continue to press for an employment law that includes training as an issue on which recognised unions have negotiating rights.

Congress calls on the General Council to continue to campaign on each aspect of the Act and associated regulations and orders as they come into force and press the Government for further improvements in the area of employment law.

Congress calls for:

i) regulation of the use of zero hours contracts;

ii) compensation levels at Employment Tribunals which adequately reflect a worker’s loss;

iii) legislation to ensure that all employment rights apply to all employees regardless of length of service, hours worked or contractual status;

iv) the introduction of a right to automatic reinstatement for all employees unlawfully dismissed for taking part in an industrial dispute and the removal of the eight week limitation beyond which a dispute may be deemed unlawful;

v) a right for all employees to be represented in all matters relating to their employment by an independent trade union;

vi) ratification and compliance with all ILO Conventions, especially the introduction of a right for workers to take solidarity action where employers transfer work to other plants or companies in order to circumvent lawful disputes;

vii) the right to strike in line with ILO definitions;

viii) define a trade dispute so that working people have the right to take industrial action against bodies that have an effect on their present or future terms and conditions; and

ix) union representation for all that want it, without fear of reprisals.

Congress instructs the TUC to press for implementation of the proposed improvements to the Regulations on Collective Redundancies and Transfers and also to press the Government to support the proposed new Directive on Information and Consultation Rights. Congress further calls for a revision of the rules affecting state benefits entitlements in respect of workers laid off, on short time, or made redundant through insolvency.

Congress calls on the TUC to ensure that workers are aware of their new rights and to campaign for their proper enforcement, making the point that the best protection for workers comes through joining a union. Congress urges the TUC to ensure that all education courses and material explain the new legal framework so that unions are ready to make the most of the recruitment and organisational opportunities offered by the new legislation. Congress supports the *TUC Action Plan on Fairness at Work* and urges the TUC to continue to make it a priority. Congress calls on the TUC to research and prepare a robust attack on the validity of the arguments of the ‘burdens on business’ lobby.

###### Mover: Graphical, Paper and Media Union

Seconder: National Union of Knitwear, Footwear and Apparel Trades

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

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

**GMB**

**Communication Workers Union**

**National Union of Journalists**

**Transport, Salaried Staffs Association**

**British Actors Equity Association**

**Fire Brigades Union**

##### Prison Officers Association

Composite 4 Working Time Directive and excessive hours of work

Congress welcomes the adoption of the European Union Working Time Directive.

Congress recognises that the Directive provides employers with sufficient flexibility to meet their requirements.

Congress acknowledges that the Working Time Regulations provide an opportunity for trade unions but also understands that new minimum protections must be reasonable, clear, fair to all sides and easily enforceable if they are to have a positive impact on people’s working lives.

Congress recognises that the long hours culture is a major issue for many employees in the UK today. Attaining a healthy and safe balance between work and the rest of our lives is becoming increasingly hard. People with caring responsibilities find it difficult to pursue flexible working options such as reduced hours. Alternatively they find that the expectation of long hours either places impossible demands on them or limits their career. Lifelong learning requires time for the individual to learn. The price for society is also high as an individual’s quality of life is affected, so is their ability to participate fully in all voluntary and community organisations.

Congress further recognises that the long hours culture is particularly prevalent amongst senior and managerial staff both in the public and private sector. The proliferation of ‘hours as necessary’ contracts encourages a long hours culture and affords no protection to employees. The excessive hours culture discriminates against potential women managers and provides a significant support to the glass ceiling.

Congress gives its full support to BECTU in its challenge to the Government’s interpretation of the Working Time Directive to be considered at the European Court of Justice. BECTU is seeking to change the interpretation of the Working Time Regulations with regard to holiday entitlement for so-called atypical workers who have not been employed for 13 continuous weeks by the same employer, and therefore have not acquired a right to annual leave under the provisions of the Regulations.

Congress recognises that many workers in different industries, who are also the least protected, would benefit from the removal of the 13 week qualifying period. Congress therefore calls on the Government to change the law to ensure that workers get paid holidays as a right from day one of employment.

Staff working in public services such as the National Health Service are under increasing pressure to work long hours to provide emergency cover and as such frequently are exempt from taking daily and weekly breaks as set out in the Working Time Regulations. In such circumstances, employers are obliged to grant compensatory rest. However, there is a great deal of confusion among employers and staff as to how compensatory rest should be granted and in many cases people are losing out on this entitlement, thus further jeopardising the safety and health of dedicated healthcare staff.

Congress acknowledges that the (average) 48 hour per week figure is not generous from the employee’s point of view. Nevertheless, the Directive establishes the basic principle that employees generally are entitled to an overall limit on working time.

Whilst calling for the effective implementation of this principle throughout the workforce, Congress believes that the Government has a particular responsibility to ensure that the terms of the Directive are fairly and effectively implemented in the public sector.

Congress welcomes the July initiative of the DfEE in launching an official drive against the long hours culture. However, Congress is appalled at the lack of co-ordination and at the actions of the DTI, who almost simultaneously proposed damaging changes to the Regulations.

Congress notes the statement in *the government’s annual report 98/99"* describing the Working Time Regulations as ‘*the minimum standards any society should guarantee workers: the right to paid annual leave, daily and weekly rest periods and protection from being forced to work more than an average of 48 hours a week’*.

Congress believes that the amendments to the 1998 Regulations laid before Parliament in July 1999, on the last day of the Parliamentary session, are unworkable, inconsistent with the Government’s commitment to family friendly employment and incompatible with the policy that a fair and flexible labour market must be underpinned by minimum standards. Congress condemns the Government for laying the Regulations after an absurdly short consultation period of only ten days. These amendments:

i) effectively exclude many white collar workers from the 48 hour limit since ‘voluntary overtime’ will no longer be counted as working time; and

ii) make enforcement far more difficult by lifting the requirement to keep records for workers who work more than 48 hours.

There is already clear evidence that the Regulations as they stand are being abused by employers and Congress calls upon the Government to remove the availability of individual opt out arrangements, which no other European Union country has sought to utilise. The existence of the individual opt out has enabled unscrupulous employers to coerce and bully workers into signing away their rights to decent working time arrangements and unions have many examples of workers being forced to sign agreements to work more than an average of 48 hours a week. Retaining the individual opt out arrangements and removing the obligation to keep detailed records of the hours of workers who have opted out can only benefit the bad employer.

Congress believes that the issue of working time and its impact on safety has always been central to those working in many industries but is particularly relevant to those in transport. One of the principal motivating forces behind the creation of unions in the industry was the desire to eliminate accidents caused by fatigue generated by excessive working hours.

Congress accepts that there are few groups for whom inclusion in full within the terms of the Working Time Directive would be more logical than transport staff who are responsible for not only their own safety but also that of large numbers of the travelling public.

Congress calls for all transport workers to be included within the provisions.

Congress is also concerned at the exclusion of those directly concerned with the provision of transport services from the restrictions on night-time working and the provision of rest breaks, and calls for an acceptable definition of these workers.

Congress is particularly concerned at the possibility of the individual opt-out from the 48-hour maximum week being carried over into the excluded sectors. Within the mobile sector, the European Commission has called for maximum discipline amongst the member states in implementing the provisions in full. However, the UK government has failed to apply this discipline by advocating an individual opt out in the mobile sector.

Congress therefore calls on the Government fully to implement the Working Time Directive, underpinned by proper record-keeping to ensure that all workers are adequately protected under the regulations especially in the interests of promoting health and safety.

Congress further notes the attempts by some employers in the construction industry to deny workers their entitlements and calls upon the Government to issue clear guidance that such practices are unlawful. In particular, some employers are reducing the existing contractual holiday pay entitlement to the statutory minimum, creating an artificial distance in the employment relationship through bogus self-employed contracts or forcing workers to pay for their own holidays through a deduction in wages agreed under duress and threat of dismissal.

Congress calls upon the General Council to consider ways in which the TUC can raise the profile of the long hours issue, to emphasise to both the CBI and UK Government the potential health and safety risks associated with systematic long hours, and to maximise the opportunities presented by the terms of the Working Time Directive to tackle the long hours culture and lack of adequate daily and weekly rest breaks or compensatory rest. In doing so, Congress recognises that monitoring total hours worked per week has a significant role to play in identifying such abuse and highlighting the need for action to prevent it such as ending ‘hours as necessary’ contracts.

Congress believes that the amendments published in mid-July undermine the protection granted by the Directive, seriously damage the central purpose of the Regulations and again introduce opt outs for the UK from EU legislation.

Congress calls upon the Secretary of State to withdraw these proposed amendments, end the availability of individual opt out arrangements and set a more positive example.

Congress calls on the General Council to:

i) continue to campaign against these amendments and the long hours culture;

ii) consider what further action might be taken, including a complaint to the European Commission and the scope for legal action to challenge the validity of the Regulations on the grounds that they are inconsistent with EU law;

iii) seek better co-ordination between the DfEE and the DTI on employment issues;

iv) continue to pursue, in conjunction with the ETUC, an improved Working Time Directive; and

v) call upon the Secretary of State to justify his decision and publish the finding of any objective study that the Regulations as they stood on 1 July 1999 were placing an unreasonable burden on business.

**Mover: National Association of Schoolmasters Union of Women Teachers**

Seconder: Broadcasting, Entertainment, Cinematograph and Theatre Union

Supporters: Society of Telecom Executives Transport and General Workers Union

**Manufacturing Science Finance**

**Graphical, Paper and Media Union**

National Union of Rail, Maritime and Transport Workers

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

**Public and Commercial Services Union**

**Society of Radiographers**

**Managerial and Professional Officers**

Composite 6 Sex equality and employment rights

Congress supports the view of the Equal Opportunities Commission that Britain now needs a fundamental reform of its sex equality legislation to provide a simple framework which will give both effective access to justice for individuals and a clear statement of responsibilities to employers and service providers. Congress also welcomes many of the recommendations of the Cabinet Office Better Regulation Task Group, in particular:

i) to create a public sector duty to promote equal opportunities, making equal opportunities integral to public sector policy making, employment and service;

ii) that the UK Government seek to ensure that harmonisation (of legislation) occurs with European partners to a high standard;

iii) the extension of time limits for making discrimination complaints to an Employment Tribunal to six months; and

iv) mainstreaming equality across government departments and initiatives such as Investors in People.

It is disappointing, however, that the proposals do not include specific measures to reform the legislation on equal pay, and the TUC should continue to campaign for changes in this area.

Congress recognises that the proposals following the EOC’s review in 1998 and the Better Regulation Task Force in 1999 only go part way to resolving the issues that the TUC has raised regarding reform of sex equality legislation. Congress therefore believes that the TUC needs to continue to push for improvements, and that this should remain a campaigning priority for the General Council. Such a campaign should include demands for:

a) one single statute on sex equality, which would bring together laws currently covered by many UK and European laws;

b) the introduction of a statutory duty to review pay systems and structures, to identify actual or possible inequality, with the full involvement of trade unions in this process;

c) the costs of equal pay in the public sector should be fully funded by Government;

d) legal recognition of the concept of multiple discrimination, such as that faced by women from minority ethnic groups, disabled women and lesbians;

e) sexual harassment should be clearly prohibited by new legislation, drawing on the EC definition; and

f) the Government to address the existing discrimination of male nurses who wish to retire at 55 and currently receive a lesser pension than their female colleagues who retire at 55.

Congress is concerned that workers in the UK are suffering from sex discrimination and violation to employment rights by non-UK companies operating in Great Britain. Foreign companies have established operations in the UK and employed staff locally. Some of these companies have chosen to disregard UK employment legislation since they are not UK-based companies, and as such, they claim their employees do not ‘...ordinarily work in Great Britain’ nor do they ‘...wholly or mainly work in the UK.’ This results in lengthy and expensive visits to employment tribunals merely to establish jurisdiction in the UK, while discrimination continues and rights are violated.

Congress supports efforts to clarify the intent of existing legislation, or amendments to that legislation if necessary, so that foreign companies are prevented from discriminating against UK-based workers or violating their employment rights merely because the employers are non-UK based.

**Mover: Society of Radiographers**

**Seconder: Association of Flight Attendants**

**Supporter: Community and District Nursing Association**

#### Composite 7 Parental rights

Congress is to be commended for its consistent campaigning for policies which will make work compatible with social responsibilities and lead to better balanced lives and communities.

Congress welcomes the introduction of parental leave, which will safeguard the right to return to work of parents needing to take time off to look after children. Congress also welcomes the introduction of domestic incidents leave which will enable carers to cover domestic crises.

Congress believes that there are important economic benefits which flow from better parenting, better retention of working parents and from less stress in the workplace.

Congress regrets that parental and domestic incidents leave have been introduced without payment. Congress believes that pay is important to:

i) encourage higher take-up and better parenting;

ii) encourage fathers to take parental leave;

iii) recompense mothers, particularly low-paid mothers, for taking leave;

iv) enable parents to participate in the labour market on a more equal footing;

v) prevent families from falling into debt at a time of domestic crisis; and

vi) enable lone parents to participate and remain in the labour market.

Congress is, therefore, committed to ensuring that parental leave is paid or supported through the benefits system.

Congress believes that payment must be structured in such a way as to allow all groups to exercise these new rights. Payment will need to reflect salary levels if it is to allow senior staff, managers and professionals to exercise their new rights. Recent research has shown this group of employees to be prone to long hours, a sense of job insecurity and stress - much of which relates to the pressure of balancing work and family commitments. Congress therefore suggests that a model pay structure be developed for parental leave payment based around the maternity pay model. This allows for a link to salary levels whilst providing a safeguard minimum payment for the low paid.

Congress calls upon affiliates to ensure that pay is included on the bargaining agenda when negotiating over parental leave.

In addition, Congress believes that in order to ensure the widest possible take up of parental leave, it is important that leave be flexible enough to cater for the needs of both families and employers.

Congress therefore calls on the Government to ensure that parents have the clear and explicit right to take parental leave in days, weeks or on a reduced hours basis. There should be no maximum limit of four weeks’ leave in any one year as suggested by some employers organisations.

Congress is further concerned at the possibility of a backlash against parents in the workplace following the implementation of the Parental Leave Directive.

Similarly, because there is no guarantee that the previous job will be available on return, there is scope for employers to discriminate against those taking such leave. Therefore there is an urgent need for Government to introduce a statutory right to protection from dismissal or detriment on the basis of parental status.

Congress further expresses concern that the new rights to Parental Leave will only apply to parents of children born or adopted after the 15th December 1999, excluding millions of parents who currently have children under five. Congress believes that this exclusion is not permitted under the Parental Leave Directive and calls on the Government to:

a) reconsider this decision;

b) set up a Parental Leave Commission which includes a wide spread of representatives to monitor the impact of the scheme and sort out practical problems of implementation which could include a parental leave voucher scheme; and

c) lead by example and issue clear guidance to the NHS, local authorities, government agencies and government departments encouraging them to improve upon the minimum protections and rights.

Congress also calls upon the TUC and affiliates to:

1) continue to campaign for parental leave to be paid, flexibly operated and properly promoted;

2) ensure that the rights of parents are properly protected;

3) campaign against any other proposals that could limit access to parental leave, such as strict notice requirements; and

4) actively support the Parental Leave Campaign.

**Mover: GMB**

**Seconder: Independent Union of Halifax Staff**

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

**National Union of Knitwear, Footwear and Apparel Trades**

**Managerial and Professional Officers**

**UNIFI**

**Chartered Society of Physiotherapy**

#### Composite 8 TUC action plan on race

Congress instructs the General Council to ensure that one of the TUC’s priorities for the coming year is the development of a *TUC Action Plan on Race.* This plan should be developed in the light of the recommendations of the Stephen Lawrence Inquiry, recognising the extent of institutional racism inherent in trade union structures. Congress recognises the particular responsibility of the trade union and labour movement to address racism in our own ranks. The representative voice of black and ethnic minority members in trade union structures is essential and indeed invaluable in challenging racism effectively both within our own movement and in the workplace. Congress agrees that this action plan should build on the decisions of the TUC Black Workers Conference, and the TUC- supported Justice Forum Conference on *Partnership in Equality in Justice.*

Congress believes that education has a vital role in combatting racism and in preparing young people for life in multi-cultural society, including their role in challenging racism. Congress welcomes the recommendations contained in the Stephen Lawrence Report which emphasise the important role of education in challenging racism and in valuing cultural diversity and believes that the Government should relate the Report to the work of the Social Exclusion Unit. Congress urges the Government to recognise teaching and associate staff working in education and their organisations as partners in tackling social exclusion and racism.

Congress believes that it is essential that teachers and associate staff receive proper support and training in identifying and preventing racism.

Congress notes that the Stephen Lawrence Report does not make any recommendations on anti-racism in teacher and associate staff training. Congress believes that it is essential that staff in schools and all education institutions are equipped with the knowledge, skills and understanding, both in initial teacher training and throughout their careers, necessary to promote anti-racism in schools.

Congress calls on the General Council to press the Secretary of State for Education and Employment to ensure that:

i) the current review of the National Curriculum takes proper account of the recommendations of the Stephen Lawrence Report by making anti-racism an integral and explicit part of the curriculum in all schools irrespective of their ethnic composition;

ii) anti-racist training for teachers and associate staff is developed and resourced to a level where it is available to all those who work in schools and colleges;

iii) the Government’s Social Exclusion Unit takes proper account of the implications of the Stephen Lawrence Report and that teachers, associate staff and their organisations are involved integrally in the development of future Government proposals;

iv) more young people from minority ethnic groups are encouraged to work in schools and colleges; and

v) all school governors are provided with anti-racism training to ensure that appointments and discipline of teaching and associate staff and students are carried out fairly.

The action plan, involving both the TUC itself and its affiliates should cover:

a) the need for race and ethnic monitoring within affiliates and the production by the TUC of an annual audit showing the representation of black members;

b) the need for the production of strengthened model equal opportunities policies including advice on the role of targets and deadlines;

c) the role of education and training in tackling institutional racism;

d) the need for equal opportunities policies to be incorporated in all union-employer collective agreements together with effective methods of monitoring such provisions; and

e) work with unions and employers in the public sector to produce a framework of anti-racist policies, procedures and guidelines which apply to both service providers and users and which should be implemented as a matter of urgency.

Congress agrees on the need for a TUC task group to oversee the development and implementation of the action plan.

**Mover: National Association of Probation Officers**

**Seconder: National Union of Teachers**

**Supporters: Fire Brigades Union**

**British Actors Equity Association**

#### Composite 9 Europe

Congress recognises important developments in the European Union over the last year, including the entry into force of the Amsterdam Treaty incorporating the Employment and Social Chapters; the launch of the single currency in eleven countries; and the reform of the Structural Funds, which has benefited UK regions and opens the door to EU enlargement.

Congress welcomes the emphasis placed by the Chancellor of the Exchequer in his speech to the May 1999 TUC conference - *Unions and the Euro* - on economic and monetary union to the shared needs, mutual interests and linked destinies which bind working people together and which provide a vision of Britain’s rightful place as a leading partner in Europe.

Congress believes that the UK should take a positive and inclusive approach towards Europe and deplores the isolationist position adopted by Conservatives, notably during this year’s European elections, which if implemented would lead to total British withdrawal. Congress views the position adopted by the Conservative Party in relation to EMU as being one which is based upon possible electoral advantage rather than principle or economic circumstance. Congress regrets that the low level of the debate about European issues in Britain has led to voter apathy and at worse to reinforcing xenophobic attitudes. Congress notes the low turnout in the European elections and regrets the fact that there is widespread lack of knowledge amongst trade union members and the public in general about the implications of joining EMU. Congress believes that the Government, the TUC and individual trade unions have a key role to play in developing this debate.

Congress believes that the launch of the single currency on 1 January 1999 was a momentous event for the European Union. It affects all member states and the UK cannot seek to ignore it. Congress believes that the debate on whether or not the UK should join EMU addresses one of the most important political and economic issues which the UK has faced in many years and welcomes actions of the General Council in fostering a wide-ranging debate in the movement about the single currency, as requested by Congress last year. Congress applauds the General Council for having encouraged real and constructive debate on the issues to combat the negative propaganda from the Conservative Party and its allies in the media, who are not only against the Euro but also abhor the benefits for workers that our EU membership brings. Congress therefore calls on the General Council to continue to inform the nation of the issues involved in the debate and to further encourage informed debate on issues arising from the introduction of the single currency, and to continue to monitor closely developments in the eurozone and the impact on the UK.

Congress also welcomes the outline national changeover plan published by HM Treasury in February as a step forward which will enable the British people to choose whether to join the Euro. It notes that the Prime Minister said that the Plan represented a change of gear in pursuance of the Government’s policy that in principle Britain should join a successful single currency; and his stated intention that a referendum be held early in the next Parliament provided that the economic conditions set out by the Chancellor in October 1997 are met. Congress believes that the electorate would vote for joining in the promised referendum if the economic criteria set by the Chancellor of the Exchequer are met. We should give ourselves the option of actively pursuing entry early in the new decade through action to bring the UK economic cycle more closely into line with that of our EU partners. An important consideration is the need for the pound to be at a reasonable exchange rate against the Euro at the time of joining. The exchange rate is at present too high and that is threatening manufacturing jobs and investment in the UK. Further positive statements about joining the Euro by the Government would be helpful in this respect.

Congress rejects isolation and calls upon the Government to promote full UK participation in EU political and economic processes and, in the social field, to encourage the development of a strong EU social agenda on a par with the single European market and the single currency.

Congress notes that if full advantage is to be taken of more realistic exchange rates and other developments in that social model, European manufacturing and knowledge-based industries must be capable of withstanding competition among the major trading blocks. To do so it will be necessary to achieve greater co-ordination across the European Union in the development of major science and technology investment, and improved partnerships between centres of science and technology excellence. The cost of such development now exceeds what can be easily contemplated by individual states. Congress therefore calls on the Government to enlarge on its programme for enhancing the competitiveness of the UK by including proposals which can improve overall performance throughout Europe as a result of co-operative arrangements in large-scale scientific development with the involvement of the representatives of workers in these sectors.

Congress is concerned that EU member states have yet to put in place all the arrangements necessary for the single currency to succeed. The strains of adjusting to economic developments that hit some parts of the European Union harder than others are likely to be greater than the strains of dealing with corresponding developments in the United States of America:

i) cultural and language barriers mean that people cannot move home to new jobs in other member states as freely in the European Union as they can in the United States; and

ii) softening the blows suffered by people in regions hit hard by world trade developments or by industrial and technological change is easier in the USA than in the EU due to automatic fiscal transfers and a substantial federal budget in America that Europe has no plans to match.

Congress therefore urges the General Council to support the call by the Employment and Social Affairs Committee of the European Parliament for a positive EU social agenda in line with the employment policy guidelines of employability, adaptability, equal opportunities and entrepreneurship adopted by EU member states.

Congress insists that if the UK enters the single currency, this must be accompanied by a full commitment to the development of a European social dimension and social policy. Congress believes that the benefits to be gained from entering the single currency must be received by British workers as well as British capital, and that for the TUC to be able to support a yes vote in a referendum on the Euro, the Government will need to confirm and demonstrate commitment to the European social dimension.

Congress considers that this can be assisted by ending its opposition to the proposed Directive on Information and Consultation, by pushing for and supporting the development of further social legislation, and providing support for the development of European industrial relations based on the social partnership model.

Congress also believes that the development of National Employment Plans in line with the decisions of the European Council requires the full involvement of the social partners at national level, and calls on the General Council to continue to press the Government to achieve this objective.

Congress welcomes the acceptance of a European Employment Pact by the Cologne European Council in June which will involve the social partners in discussions on macro-economic policy with EU institutions and the European Central Bank. Congress believes that the Maastricht Treaty reduced national governments' control of their economies and that the Government should push for the operation of the ECB to be made more open and more transparent and for the role of the social partners to be strengthened.

Congress applauds advances in the European Social Model, which the recent OECD Economic Outlook demonstrated is positive for labour market performance. Congress welcomes in particular the social partners Agreements on Fixed Term Contracts and the Commission proposal for a Directive to give the Agreement legal effect , following on the agreements on parental leave and part-time work. Congress now looks forward to negotiations to begin with a view to an Agreement on temporary agency work. Congress welcomes advances in social dialogue and the development of EU legislation on working time in some excluded sectors. There is a need for further development of social dialogue and negotiation at European sectoral level in particular. The European Metalworkers’ Federation should be congratulated in its initiatives in this respect.

Congress endorses positions adopted by the ETUC Congress aimed at reinforcing trade union action at the European level in the field of collective bargaining as well as social dialogue more generally. In particular Congress supports the ETUC aim of creating a European system of industrial relations and of developing a comprehensive social dimension in the European Union.

Congress welcomes the announcement that the European Works Councils Directive will be implemented in British law by 15 December 1999. Well over a hundred more companies will then be covered by the Directive. Congress calls on the Government to consult fully with the trade union movement over the transposition to ensure proper representation in the EWCs.

However, Congress regrets the two year delay in bringing the legislation forward, which it believes has denied thousands of UK workers rights that have been enjoyed by workers in all other EU countries, and draws particular attention to the cases of the workers at the Xerox plant in the South West and the De La Rue plant in the North East, where workers were not properly informed or consulted and could not take action due to absence of UK legislation.

Congress also notes that the inadequacies of the existing European Works Councils legislation, as exemplified by the Renault case in Belgium, were what led the European Commission to propose a general directive on Information and Consultation in any company with over 50 employees operating in the European Union. Congress welcomes this proposed Directive and finds regrettable the actions of the UK Government in opposing and obstructing its passage through the Council of Ministers and European Parliament. In particular it regrets the attempt of the Government to stop Labour MEPs voting in favour of the Directive during its passage through the European Parliament.

Congress therefore calls upon the UK Labour Government to honour its pledges and conform with Labour Party policy - as set out in Composite No 5 at the 1997 Labour Party Conference - which pledged the Party to helping and supporting the social partners at national, cross-sectoral and sectoral level, by providing the necessary political lead, technical support, and legal back-up to promote the social partnership/social process.

Congress urges the UK Government to use its influence with the European Commission, Labour’s Parliamentary Group in the European Parliament, and its relations with other member states, to ensure that such 'information and consultation rights' are speedily processed through the EU’s decision making procedures, in order to ensure that working people are allowed to avail themselves of rights to be informed and consulted within the workplace, as quickly as possible.

Congress supports the consolidation and development in a Charter of social rights of workers in the EU, including core labour standards as defined by the ILO, in furtherance of the discussions of the Cologne European Council.

Congress calls on all European Governments, trade unions and employers organisations to support the insertion of social clauses in all international trade agreements, such as those which are passed through the World Trade Organisation.

Congress believes that developing the European social dimension and seeking its extension at the wider international level is a practical way of protecting the well being of British and European workers, while at the same time acting in solidarity with workers in other regions of the globe.

**Mover: GMB**

**Seconder: Amalgamated Engineering and Electrical Union**

**Supporters: Graphical, Paper and Media Union**

**Association of University Teachers**

**Transport Salaried Staffs' Association**

#### Composite 10 Partnership

Congress fully supports the Government’s agenda to promote partnership and fairness in industry through the new Employment Relations legislation and other initiatives. Congress recognises the valuable contribution the TUC has made to the partnership agenda and congratulates the General Council on the successful *Partners for Progress* conference held this year.

Congress welcomes recent statements by the Prime Minister and other senior Ministers endorsing the benefits of partnerships between trade unions and employers, and congratulates the General Secretary on the strong lead that he has taken to drive partnerships forward.

Congress believes that in the context of a global economy, rapid technological innovation, and increasing diversity in society and amongst people at work, partnership models are a key way for trade unions to maximise their influence and to ensure that working people are protected and benefit from the changes that all are experiencing. Congress further believes that partnerships are to the benefit of employers, working with unions to achieve common goals such as fairness and competitiveness, and are to the benefit of the UK in all sectors of employment. Partnership above all ensures that people have a genuine voice and stake in their place of work.

Congress endorses the six principles of partnership set out in *Partners for Progress* in May 1999 - recognising legitimate interests; commitment to employment security; a focus on the quality of working life; transparency; and adding value. Congress further endorses the priority of doubling the number of identified partnership companies over the coming year.

Congress however recognises that for both trade unions and employers the successful implementation of partnerships requires far more than statements on paper. Genuine partnership arrangements are not sweetheart deals or a return to ‘staff associations’ but a genuine commitment by both trade unions and employers to reconcile legitimate differences, overcome at times mutual antagonisms and to work together to find solutions to challenges to the benefit of all.

Congress agrees that partnership agreements are not a substitute of negotiations and union representation, but are the way forward in establishing good industrial relations in all industrial sectors. Congress recognises that their success depends not only on the approach of unions but also on a positive attitude by employers towards staff and their representatives. Regrettably, this is still not the case in many companies.

Recent years have seen a relentless intensification of the content and pace of work. Unpredictable ‘flexible’ working, new technology, and new organisational structures have resulted in those in employment working harder than ever before and contributing significantly to the success of enterprises in all sectors. Across almost all sectors and industries employers have sought the ‘more for less’ gains claimed by human resource management theorists.

In the era of continuous inflation, it was possible for employers to create the illusion of rewarding employees for increased productivity when, in reality, pay was often, at best, only maintaining its real value.

Congress congratulates the Government on the relative economic stability and the low inflationary environment that its policies have helped to create. However, Congress also notes that these economic conditions bring the imbalance between employees efforts and rewards clearly into focus.

In response to the new economic conditions, employers are being encouraged to seek greater wage flexibility by linking pay more closely to individual performance and/or company profits. All too often, complicated ‘productivity’ arrangements are aimed largely at keeping the real wages down rather than recognising the increasing pace of change and the pressures and fair expectations of employees. Those at the top reap rich rewards while those who create the profits are often insecure in their employment and under-rewarded for their contributions.

Congress, therefore, reiterates that new skills must be recognised and rewarded; and that the myth that it is possible to achieve long-term success with a flexible, multi-skilled and low paid workforce should be dispelled forever.

Congress, therefore, asks the General Council to work in partnership with both private and public sector employers to develop a new approach to pay. The new approach should help to create the competitive and successful economy which we all wish to see. However, it must recognise that workers must be properly rewarded, must benefit from increased productivity and must not be required to ‘sacrifice’ any base pay to create more ‘flexible’ pay systems.

Congress notes that the AEEU and others have proved over many years that working in partnership with companies is the right basis to build national economic and business success and bring benefits for all employees. Indeed, partnership is the only path to sustainable industrial success. Congress believes that the General Council should encourage unions to work with management to promote partnership and campaign to make partnership a reality across British industry.

Congress welcomes the encouragement given by the Government to partnership agreements and the establishment of a fund to assist unions and employers in developing this approach.

Congress recognises that there can be no return to the days when conflict between employees and employers dominated the industrial landscape and that the new legislation provides trade unions with new opportunities to work in partnership with employers. Congress believes that it is the responsibility of unions to make the new legislation a success and ensure that the benefits are enjoyed by every employee.

Congress calls on the Government to develop partnerships throughout the public sector and calls upon the TUC to co-ordinate a series of approaches to the Government, based on appropriate groupings, to promote more effective social partnerships between Government and affiliated unions.

Congress agrees the TUC should continue to encourage good partnership agreements and to work with both individual and groups of unions and the CBI to achieve this. It also agrees to monitor the position and provide information to affiliates on developments.

Congress therefore urges the General Council to continue to seek the development of partnership models, to provide active support to unions in negotiations with employers, to provide appropriate training for representatives, guidance on the implementation and monitoring of partnership approaches, to share best practice and innovation and to lobby for and articulate the benefits of partnership with employers and the wider public.

Congress therefore also calls on the General Council to ensure that the TUC is equipped to provide advice, assistance and support to unions and employers who wish to develop partnerships.

**Mover: Amalgamated Engineering and Electrical Union**

**Seconder: Association of First Division Civil Servants**

**Supporters: National Association of Schoolmasters Union of Women Teachers**

**British Airline Pilots Association**

Independent Union of Halifax Staff

Composite 11 Public sector reform and public sector pay

Congress expresses its concern that reforms in the public sector continue to be implemented at the expense of public sector employees.

Congress notes how previous reform programmes have failed because they did not include the expertise of committed staff throughout the public service. We note however that both ‘best value’ in local government and the reforms in the health service continue to target the jobs of our members for quick savings at the expense of quality services to the public.

Congress expresses its regret that the Government has chosen to squander the good will of many of our members and that it has allowed decent and hardworking public servants to be treated unfairly.

Congress makes clear its opposition to the way in which Government is treating public servants and warns the Government that, unless it rethinks its strategy, its entire reform strategy may be at risk.

Congress strongly opposes the continued erosion in the pay and conditions of public sector workers despite ever increasing workloads and increased productivity.

Congress believes the crisis in recruiting and retaining teachers is a threat to the provision of high quality education that should be an entitlement of every child, and which is essential to the creation of a modern society in which all citizens can achieve their full potential.

Congress considers the Government’s disregard for the overwhelming views of teachers in rejecting performance-related pay and payment by results will deter graduates from becoming teachers and encourage others to leave teaching.

Congress condemns the Government’s proposals to reintroduce payment by results and impose performance-related pay.

Congress welcomes and supports the decision of the Wales TUC to reject and oppose the introduction of performance-related pay for teachers.

Congress instructs the General Council to give immediate and full support to the opposition to payment by results and performance-related pay for school teachers in England and Wales.

Congress recognises that the continued denial of negotiating rights to school teachers in England and Wales enables the Government to impose changes in pay structure and worsened conditions of service.

Congress instructs the General Council to renew its efforts to have teachers right to negotiating rights restored in accordance with Congress policy.

Congress deplores the identification of public sector pay and conditions of service as legitimate areas for efficiency savings. Congress condemns the closed and secretive nature of the Comprehensive Spending Review (CSR) process and the fact that its findings are not made public.

Congress instructs the TUC to convene an early conference of public sector affiliates to develop a campaigning strategy to promote the value and ethos of the public services and to demonstrate the need for an increase in real terms in public sector pay and conditions. Congress also agrees that the TUC should campaign for the CSR to be a process that is fully open to scrutiny and that its findings should be published in full.

**Mover: National Union of Teachers**

**Seconder: National Association of Probation Officers**

**Supporter: Managerial and Professional Officers**

#### Composite 12 National Health Service

Congress congratulates the Government on its ambitious programme of reform of the NHS. Congress particularly welcomes the Government’s commitment to improve public health and its aim to save 300,000 lives a year in ten years, as set out in its public health white paper. Where targets are set for the NHS, however, it is important that:

i) they are meaningful and reflect quality of life;

ii) NHS unions are fully involved in establishing and reviewing them;

iii) there is equality of health care for all; and

iv) there are sufficient staff to deliver the reforms.

Congress believes that NHS services should be delivered on the basis of clinical need alone and condemns discrimination on the basis of age, sexuality, gender, race, ethnic origin and disability or any other discriminatory reason. Congress, therefore, calls on the TUC to:

a) help co-ordinate NHS affiliated unions’ responses to the Government’s reforms of the NHS;

b) work in partnership with voluntary organisations to highlight issues of concern; to undertake, where appropriate, lobbying and campaigning to ensure health inequalities are adequately addressed;

c) campaign for full equality of employment and for all NHS staff to have adequate support and facilities to have a full say in the development of the service;

d) urge the Government to ensure that the setting and monitoring of cross-departmental targets is robust; and

e) call on the Government to ensure that access for the most socially and economically disadvantaged is prioritised in allocating the new 96 million development fund.

Congress regrets that, despite the Government’s affirmation that it supports family-friendly working policies, it fails to give prompt acceptance to the EU 48-hour working time directive for *all* medical staff in the NHS. This is particularly worrying at a time when between 55 per cent and 75 per cent of students at medical schools are women and when there are targets for increasing the numbers of female Consultants. More and more doctors are married to or have partners who are doctors and wish to share the care of their families, yet doctors in training are still working more than 56 hours per week and Consultants on average in excess of 53 hours per week.

Congress recognises that all people who use the National Health Service are entitled to expect a modern service which provides the fastest possible access to comprehensive health services, and first class clinical care. People who use the service are also entitled to expect a National Health Service which treats every patient with dignity and respect, and which communicates effectively and sympathetically with them about administrative arrangements, as well as about their clinical treatment and healthcare. Where the standard of service falls below acceptable standards, patients and other users are entitled to have their complaints properly investigated; and resolved as quickly as possible.

However, Congress also recognises that no arrangements of patient rights will be effective until the National Health Service is adequately resourced. Whereas Congress welcomes the Government’s increased expenditure on the NHS, current funding levels do not allow NHS staff to provide the standards of service that users have been encouraged to expect. Patient dissatisfaction is increasingly directed at NHS staff, whose working environment has also become more hostile because of the primacy of patients’ rights.

Congress therefore believes that any revised charter of patients rights must be balanced by a charter of staff rights, which must include:

1) the right not to be exposed to verbal abuse and physical violence at work, especially racial abuse and racial harassment;

2) the right to refuse to treat patients who fail to observe the right of NHS staff to work in an environment in which their dignity is respected;

3) the right to natural justice when patient complaints are dealt with, including independent investigation of patient complaints based upon normal civil law standards of proof, trade union representation and a right of appeal; and

4) the right to have measures taken which deal effectively with work-related stress caused by case-load pressure.

Mover: Chartered Society of Physiotherapy

**Seconder: Hospital Consultants and Specialists Association**

**Supporters: Society of Chiropodists and Podiatrists**

**Association of First Division Civil Servants**

#### Composite 13 Welfare

Congress believes that the welfare state should be a positive enabling force for both individuals and society and therefore regrets the stigma of dependency associated with those who receive benefit. Congress recognises that in order to meet today’s needs the welfare state is in urgent need of reform and modernisation - as the aim of any welfare system must be to prevent rather than merely to relieve poverty. By this measure alone the welfare state is manifestly failing.

Congress supports the main principle behind the Government’s welfare reform programme – ‘work for those who can, support for those who can’t’. However, Congress believes that there are, and will always be, a number of people for whom employment is not - or cannot be - an option, and that contributions to society may take forms other than paid employment. There remains therefore a need to provide a high quality service to those unable to work without stigmatising them.

Congress agrees that many of the principles underlying the Government’s welfare reforms - and initiatives such as the New Deal, ONE, and Employment Zones - are welcome and should provide a positive framework for securing better employment prospects for all.

However, Congress is opposed to the Government’s decision to allow the private sector to lead the delivery of ONE in four areas of the country. Congress believes the example of private sector involvement in the New Deal shows that public services are best delivered by the public sector, rather than those who put profit before public services.

Congress is concerned that in providing a ‘welcoming environment’ the Government does not overlook the health and safety of public servants delivering these policies, and of other users of these services where a minority of violent and potentially violent people have access to them.

Congress is also concerned that the issue of compulsion and mandatory interviews included in New Deal and ONE displays the prejudices of the past towards the unemployed. It is important that mandatory interviews are not seen as a penalty. Congress firmly believes that if New Deal and ONE are of a sufficiently high quality they will attract participation voluntarily - as demonstrated by the New Deal for Lone Parents, a non-mandatory scheme where people responded overwhelmingly to the offer of genuine help.

Congress is also concerned that the current Government review appears to undermine some of the fundamental principles upon which the welfare state was founded - principles which remain valid and relevant today.

Whilst supporting the principle of reform, Congress is alarmed that the current Government reforms are being carried out on an incremental basis. Congress therefore believes that the time has come to re-affirm some fundamental principles for the welfare state.

Congress also notes that at the time of its election the Government committed itself to being 'tough on crime and tough on the causes of crime'. Congress believes that the Government should now be as tough on those causes of crime such as poverty and social exclusion, as it has been on crime itself.

Congress believes that we can and must be able to afford a decent welfare state. The UK spends much less on welfare than most EU states. The scare tactics deployed to support the view that we can no longer afford a decent welfare system therefore must be challenged.

However, Congress recognises that the absence of full-employment has placed a great burden on the welfare state and therefore believes that any process of reform must be underpinned by a policy to maintain secure and lasting full employment. Enabling those on benefit to become tax payers and contributors to the economy must be a priority. Congress therefore, fully supports the Government’s efforts to improve the living standards of all British people, and to get the unemployed back into employment.

In addition, Congress remains fully committed to decent and adequate provision through the benefits system to those unable to work - either through incapacity, or through the unavailability of work. Therefore Congress believes that any review of the welfare state must be conducted within the confines of its founding principles, including the absolute necessity to provide a decent and adequate safety net for all citizens at all stages of their lives. Indeed, social protection must be seen as security for everyone and not just for the poor.

Congress therefore agrees that the Government should commission a fully independent and public review into what constitutes decent and adequate benefit levels which would enable individuals to fully participate in society as citizens.

Congress affirms support for a contribution system based on the ability to pay, which is a fair system for allowing those in employment to put into the system, and confers entitlement on them.

Both the upper and the lower earnings limit for contributions in the National Insurance system need reform. The lower earnings limit excludes many women part-time workers from entitlement to contributory benefits. The upper earnings limit places an inequitable ceiling on the NI payments of those who could afford to pay more.

Congress notes that Beveridge’s welfare state was built on a national consensus. To reform today’s welfare state will require a similar process of consensus-building - including the trade union movement as a key partner in this renewal and modernisation.

Unions and the TUC have a key role in ensuring that these goals are delivered and made a reality.

Congress therefore instructs the General Council to campaign for the Government to lead a public debate on the future of the welfare state, based on the fundamental principles of social insurance, inclusiveness, redistribution, the provision of decent and adequate benefit levels and the promotion of equality.

By working in partnership with the Government to achieve these aims the General Council are instructed to ensure that:

i) government departments are fully appraised of and briefed on the TUC’s proposals for welfare reform;

ii) unions representing the members delivering the welfare programme are fully involved at all stages in detailed negotiations about the practicalities of delivering the reforms;

iii) users of these services have an opportunity for their voice to be heard through legitimate recognised organisations representing pensioners, the disabled, single parents, the unemployed, carers and other interest groups; and

iv) the TUC continues to maintain a prominent campaigning role to ensure welfare reform and welfare issues remain a high priority on the Government’s agenda.

**Mover: Transport and General Workers Union**

**Seconder: Public and Commercial Services Union**

**Supporter: National Association of Probation Officers**

Composite 14 Public sector funding: investment in post‑school education

Congress recognises that a sequence of reports on post‑school education ‑ the Dearing Enquiry, the Kennedy Report, the Fryer Report and the Bett Committee show that there is a substantial shortfall in the funding required for genuine access to a world class system. The destructive cuts in the sums invested in each student's education throughout the years of Conservative government have been almost halted. However, none of the cuts have been restored to improve on their depressed 1997 levels by the new Labour Government.

Congress notes that the consequences are that students now face an increasingly poor educational experience and unprecedented levels of personal debt, that research and teaching facilities are antiquated where private commercial firms and charities like the Wellcome Foundation have not made major investment, and that staff salaries have declined massively compared with other related professions since the Clegg Commission in 1981. Even private investment usually requires an additional subsidy from the receiving university.

Believing that the UK must provide a world class education to fit its citizens for the social and economic world they will face, and that higher education is now a major earner of overseas income, Congress calls on the Government to publish a programme to take investment to the level of the top quartile among OECD countries by the next general election. It further calls on the Government to ensure that the staff of institutions are treated fairly and equitably in their employment.

Congress calls on the Government to fully fund those recommendations of the Bett Review of Higher Education Pay and Conditions which improve the pay and conditions of staff in the sector. Such funding should be used in particular to :

i) restore the position of staff salaries in line with external comparators;

ii) recognise the exceptional productivity gains achieved by staff in higher education in the 1990s;

iii) support staff development and career development opportunities in line with the Bett recommendations;

iv) improve educational qualifications for students; and

v) extend access to education, improve the quality of education which students receive, and contribute to lifelong learning.

Congress welcomes the recommendations in Bett which tackle casualisation and low pay in the sector.

Congress further welcomes the acknowledgement in the Bett report that sex discrimination is rife within higher education employment, and calls upon the Government to fund the necessary remedies.

Congress welcomes the recommendations in the Bett Report relating to Higher Education in Scotland, and calls on the General Council to liase with affiliates in Scotland and the STUC on the implementation of the Report by the Scottish Parliament.

Finally, it calls on the General Council to assist the National Union of Students in pressing their case against levels of debt upon the Government, recognising that graduates encumbered with debt will be unable to take jobs in vital but lower paid areas of public provision.

**Mover: Association of University Teachers**

**Seconder: NATFHE - The University & College Lecturers Union**

**Supporter: Educational Institute of Scotland**

#### Composite 15 Early years education

Recognising that the children and young people of any nation are its most precious asset, Congress urges the Government to strive industriously to promote the health, welfare and psychological well‑being of children in the UK.

In particular, Congress recognises the disproportionate importance of a child's earliest years to its future optimal developmental progress.

To this end, Congress urges the Government to reflect this importance in state provision for education, health, and social services.

Congress further believes that proposals for early years education should have regard to the importance of:

i) professional and applied psychology in the cognitive, social and emotional development of young children;

ii) the employment of qualified teachers and nursery nurses;

iii) consistent and appropriate adult/child ratios; and

iv) fully funded in-service professional development.

Congress considers it to be inappropriate to extend the remit of OFSTED until improvements to its accountability are implemented.

Mover: Association of Educational Psychologists

**Seconder: National Association of Schoolmasters Union of Women Teachers**

Composite 16 Enforcing health and safety laws

Congress calls for changes to health and safety legislation to increase penalties against employers for breaches of health and safety legislation.

Congress is dismayed at the significant rise in the number of fatalities in the electricity supply industry over the last two years. The General Council is instructed to seek Government support to ensure that performance and quality standards imposed on the privatised utilities by the Regulator are realistic and are not achieved by the companies at the expense of the health and safety of the employees and others.

Congress believes that appropriate health and safety, performance and quality standards, linked to severe penalties, should be included in Regulators overall requirements for all regulated utilities and would form an extremely powerful adjunct to the work of the Health and Safety Executive (HSE).

Such changes would allow the HSE greater scope to call for courts to impose increased financial penalties and custodial sentences against employers who are found guilty in law or who have abused workers by their failure to comply with health and safety legislation.

Congress notes the recent case of the Medley brothers asbestos prosecution by the HSE in Leeds Crown Court. They were charged with eleven offences - after originally facing over 60 charges at an earlier hearing in the Magistrates Court - and pleaded guilty to the most serious, including employing three schoolboys to strip out asbestos with no protection, and working without an asbestos licence. Although a two-year prison sentence was possible for these offences even under current rules, the two brothers got off with 240 hours and 120 hours community service.

This was the most serious UK asbestos prosecution to date yet the punishment was an insult to thousand of asbestos victims and their families. It will not deter criminally-minded employers in construction and other industries from continuing to break the law and putting profits before safety.

Congress believes the law must be amended to make available to the courts the option of substantial prison sentences and so that the unduly lenient sentences for health and safety offences can be referred to the Court of Appeal with a view to increasing them, as can happen, for example, in cases of child abuse.

Public confidence in the ability of the law to punish those who commit serious health and safety offences must be restored. The TUC is committed to lead a vigorous campaign involving political parties, MPs, MEPs, MSPs, Members of the Welsh Assembly and other organisations in the field of health and safety to achieve strengthening of this important legislation.

**Mover: Engineers' and Managers' Association**

**Seconder: Bakers, Food and Allied Workers' Union**

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

#### Composite 17 Stress at work

Stress at work affects the mental and physical health of over half a million British workers every year. Congress believes that there is overwhelming evidence that stress is taking an enormous toll on the ill-health of many workers and recognises that stress in the workplace has become a major health hazard, which threatens the health, safety, and welfare of all workers, including those within the NHS.

The Health and Safety Executive defines work-related stress as the reaction people have to extreme demands or pressures arising when people try to cope with tasks, responsibilities or other types of pressure connected with their jobs, but find difficulty, strain or worry in doing so. Its causes, such as long hours, work overload, bullying, and the lack of job security can be avoided in the same way as other health and safety hazards. The problem should not, as is currently the case, be personalised as 'an individual who cannot cope with the pressures of everyday work'.

Congress is dismayed that, amid rising concern about the effects of stress on the working population, the Government’s only response has been to order an inquiry into the use of premature retirement in the public sector, including the education service. Because of its focus on the need to save money, such an inquiry will do nothing to address the stressful working conditions which force so many public sector workers to retire early on grounds of ill-health.

In this respect Congress welcomes the recent discussion document from the Health and Safety Commission *Managing Stress at Work* and supports wholeheartedly the concept of an Approved Code of Practice (ACoP) in this area.

Congress therefore urges the Health and Safety Commission and the Government to produce an ACoP as a matter of urgency under the auspices of the Health and Safety at Work Act 1974. Further, Congress believes that inspectors and environmental health officers must be given full support to take enforcement action against any employer who fails to comply.

Furthermore, Congress recognises that a pro-active national occupational health service, operating to serve the health needs of employees rather than the management needs of employers, could do much to encourage preventative strategies and to support the victims of work-related stress. In addition to providing medical expertise, the service should draw upon the skills of psychologists, engineers and others in order to advise individual employers and enforcement agencies on ways of preventing work-related mental and physical ill-health or injury. Such a service should be accessible to all workers and employers but independent of employer control.

Congress calls upon the General Council to:

i) campaign to raise awareness about workplace issues which can cause workplace stress, including inadequate management structures, bullying, unacceptably high workloads and ergonomically deficient computer software systems, and how unions can use health and safety legislation to advise members on protecting their health at work;

ii) campaign for employers to carry out stress audits and risk assessments into the causes of workplace stress;

iii) promote the establishment of joint union/management committees in the workplace to consider implementing measures which will reduce workplace stress and alleviate those working conditions that place unreasonable demands and pressures on the worker;

iv) promote family-friendly policies to reduce the clash between workplace demands and domestic commitments;

v) campaign for occupational stress to be recognized as an industrial disease and the introduction of specific legislation on stress at work, to include clear guidelines for employers and involving a best practice model for risk assessment;

vi) promote the development of effective occupational health provision by employers to assist employees suffering from workplace stress and other conditions;

vii) campaign for an end to aggressive 'sickness management' policies and to restrictions upon occupational ill-health retirement benefits which are already adversely affecting many employees suffering from stress; and

viii) oppose the Government’s proposed restrictions upon the existing protections of the Working Time Regulations and campaign for their extension.

**Mover: Society of Radiographers**

**Seconder: Society of Chiropodists and Podiatrists**

**Supporters: National Association of Probation Officers**

National Association of Schoolmasters Union of Women Teachers

**National Union of Teachers**

**Society of Telecom Executives**

#### Composite 18 Bullying and dignity at work

Congress is concerned that too many employers are failing to take effective action to guarantee their employees’ right to respect, dignity and privacy at work.

Congress is particularly concerned about the failure of employers to train managers and employees in professional and acceptable standards of behaviour in the workplace. This problem is aggravated by an emerging trend among employers to engage in invasive surveillance and monitoring of employees at work.

Congress notes the effect bullying at work can have on individuals self esteem and health. It further notes that as the finance sector continues to consolidate, the aggressive and competitive ethos promoted by this has created an atmosphere of fear in the workplace that can allow management abuses of power to go unchallenged. It also recognises that as the finance sector becomes leaner - resulting in ruthless cost cutting, job losses, and job insecurity - the incidence of stress and stress-related illness has increased.

Congress also recognises that bullying in the workplace is widespread, spanning all occupations and industries and is increasing - one in three people leave their jobs because of bullying. Whilst accepting that improvements have been made through the efforts of unions, Congress still believes that many workers suffer in silence, effectively making bullying the 'hidden epidemic'.

Congress calls on the General Council to campaign for:

i) an Act giving a statutory right to dignity at work, providing protection against bullying and harassment, and changes in health and safety legislation imposing duties on employers to adopt and carry out a policy against bullying and harassment in the workplace;

ii) strict regulation of employers surveillance and monitoring of employees to be included in the statutory Code of Practice being produced by the Data Protection Registrar;

iii) affiliates to negotiate with employers for employer training on the rights of employees to dignity, respect, and privacy at work; and

iv) the enforcement by the Health and Safety Executive and other agencies, of the existing employers duty of care for the welfare of employees under the Health and Safety at Work Act 1974 to ensure a positive approach to help eliminate bullying in the workplace and the promotion of best practice at the workplace.

**Mover: Alliance and Leicester Group Union of Staff**

**Seconder: Manufacturing Science Finance**

Composite 19 Sustainable development and climate change

Congress fully recognises the important steps the Government is taking to improve the quality of life for this and future generations, to tackle the environmental threat that climate change poses and to promote a strategy of sustainable development. In particular it congratulates John Prescott, Deputy Prime Minister and Secretary of State for Environment, Transport and the Regions for taking the lead especially with the publication of the consultation paper *UK climate change programme* in October 1998 and the white paper *A better quality of life - a strategy for sustainable development for the United Kingdom* in May 1999. Congress believes that for development to be sustainable it must address economic and social issues, as well as environmental ones, including respect for people, equal opportunities and health and safety.

Congress supports the four objectives of the Government’s sustainable development strategy:

i) social progress which recognises the needs of everyone;

ii) effective protection of the environment;

iii) prudent use of natural resources; and

iv) maintenance of high and stable levels of economic growth and employment.

Congress notes the proposals made in the Marshall report, *Economic Instruments and the Business use of Energy*, and in the consultation on the Government’s proposal for a levy on the industrial and commercial use of energy, announced in the Budget in March 1999 but to be introduced from April 2001. Congress further notes that the levy is expected to raise £1.75 billion in the first year, much of which would be recycled to business through a 0.5 percentage point reduction in the main rate of employer National Insurance Contributions (NICs).

Congress wishes to maintain its involvement in the consultation over the levy, including through the Trade Union and Sustainable Development Advisory Committee, looking at the impact of the levy on the competitiveness of the energy intensive industries in particular. Congress acknowledges that the recycling of tax revenues can be positive overall but expresses its concern that in industries like steel, even with the proposed 50 percent discount to big energy users making substantial cuts in consumption, the impact on competitiveness and jobs could still be harmful as recycled revenues would be small as a percentage of total costs.

Congress calls on the Government to consider fully all of the options available to mitigate the effects of the levy including an assessment of progress already made in improving energy efficiency, the technical scope available to make further progress, tax relief/credit schemes, exemptions/lower rates for selected industries or ceilings on total energy tax payments. In this context Congress is concerned that European co-ordination of energy taxation should aim to produce a level playing field within the single market and that the global competitiveness of UK firms is considered fully as governments decide on appropriate actions resulting from the Kyoto protocol on climate change.

Congress believes that meeting the Government’s targets will require changes in the workplace and that unions have a key role in delivering these changes in a socially equitable way whilst promoting and protecting the competitiveness of UK industry, and welcomes the Government’s willingness to include unions within the debate, specifically through the Trade Union and Sustainable Development Advisory Committee.

Congress notes that:

a) many organisations can make cost-effective savings, reducing energy bills by 20%;

b) in some workplaces schemes are already in place to enable staff to suggest energy efficiency improvements and to benefit directly from the savings the company has made;

c) nationally road transport is responsible for around a fifth of all emissions of carbon dioxide, 50% of nitrogen oxides and 25% of fine particles. The CBI estimate that the cost of congestion to the UK economy is around £15 billion. Since 1970, the amount of car travel per head of population has almost doubled, and on current projections, road traffic is forecast to increase by 38% by 2016; and

d) as part of its Green Transport Plan, staff at BAA Heathrow can purchase Travelcards that offer discounts on bus and rail services of up to 80% and can also use a pool of cycles.

Congress therefore agrees to support unions, to advocate the provision of training to ensure that in larger workplaces unions discuss and agree with management green transport plans and environment audit targets and monitoring and that in all workplaces trade unions can work towards improving energy efficiency and transportation of the workforce.

**Mover: Iron and Steel Trades Confederation**

**Seconder: Association of First Division Civil Servants**

#### Composite 20 Jubilee 2000

Congress fully supports the General Council's commitment to the Jubilee 2000 Campaign to cancel the unpayable debts of the poorest countries in the world by the end of 2000 as an historic contribution to the forthcoming millennium celebrations.

Congress notes that for every £1 given in aid at least £9 is sent back by debtor countries to wealthy creditors in the form of debt repayments. Debt repayments divert money away from basic life‑saving healthcare and the only way the countries can service part of the debt is to take on new loans to help pay off the old ones. The best way to help these countries is to stop taking their money. Continuing high levels of debt have allowed creditors further to intervene in debtor economies through the International Monetary Fund and its imposition of Structural Adjustment Programmes which cut jobs, remove subsidies and prioritise privatisation over spending on public services. In effect, Structural Adjustment Programmes act to increase poverty, economic dependence and social degradation.

Congress welcomes the support of the Chancellor of the Exchequer for the Jubilee 2000 Campaign and his identification of high levels of debt as the single greatest cause of poverty and injustice around the world.

Congress also notes that the leaders of the G8 countries have found it difficult to achieve consensus on debt cancellation for the world's poorest countries and as yet propose only to cancel uncollectable debt and debt not being paid in any event.

Congress believes the cancellation of the unpayable debts of the poorest countries in the world would represent an historic hallmark of the new millennium and that the General Council and all affiliates should play a leading role in campaigning to cancel the debt and to support an ethical, fair and just aid programme into the 21st century.

Congress therefore urges the General Council to:

i) intensify its efforts in alliance with other relevant organisations in support of the Jubilee 2000 Campaign;

ii) call on the UK Government to cease collecting the £75 million paid on average in debt service to the UK each year by the poorest countries;

iii) encourage all affiliates to support, publicise and fund the Jubilee 2000 Campaign and its activities; and to ensure that the companies with whom they negotiate take an ethical stance on their investments and business projects to ensure that the human rights of individuals are not infringed; and

iv) work with sister organisations across the world, especially those in indebted nations, and support those organisations in their efforts to hold their Governments to account for high levels of debt and for the good use of debt relief.

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

**Seconder: UNIFI**

#### Composite 21 Transport policy

Congress welcomes the fact that for the first time in a generation, we have a commitment from the Government to the principle of an integrated transport policy, coupled with a series of measures to bring this about.

Congress agrees that the proposals contained in the Government’s White Paper *A New Deal for Transport*: *Better for Everyone* are far-reaching in terms of discharging the commitment to create a better and more integrated transport system able to address the everyday problems faced by the nation, communities, industry, businesses and individuals.

Congress believes that the Government must continue to develop a modern system, which will encourage the use of public transport, improve safety for passengers and staff, and safeguard the environment while promoting economic development.

Congress also welcomes the fact that the White Paper addresses the need to encourage greater use of public transport, and the need to transfer freight from road to rail, as part of a strategy of safeguarding and improving the environment and reducing pollution.

Congress reaffirms its support for a fully integrated transport strategy and broadly supports measures contained in the White Paper which, if implemented, will bring about a more integrated transport system. Congress, however, regrets the fact that the White Paper does not address the issue of funding and ownership of public transport, which Congress believes is central to the issue of realising the ambition of bringing about integration of a fragmented and privately-owned transport industry.

Congress recognises that the Government has chosen to prioritise spending on education, health and getting young people in particular back to work. Congress, however, believes that investment in the nation’s transport infrastructure is vital in order to bring about regeneration, and reverse the many years of decline brought about by the last Conservative Government. Congress firmly believes that investment in public transport infrastructure is best made from public funds. Congress does, however, support schemes such as Central Railways if there is a genuine commitment by private capital to invest in the industry.

Congress supports trade unions in countries other than Britain which are opposing the privatisation and fragmentation of their railway networks and believes that the mistakes of Britain’s privatisation must not be repeated in other countries.

Congress reaffirms its belief that at the centre of the transport needs of the country should be a publicly-owned and publicly-accountable integrated railway system which would allow public monies to be directed towards investment rather than profit. This remains our goal.

Whilst Congress reaffirms its commitment to public ownership and public accountability as the only way that offers the opportunity of complete integration between transport modes, it is unlikely that the railway industry will be back in public ownership in the foreseeable future and that realistically this will now have to be a longer-term objective.

In the meantime, Congress believes there must be a tightening of the existing regulatory framework for the railways and therefore welcomes the decision of the Government to introduce a Bill to establish the Strategic Rail Authority.

Congress also recognises that in the short term at least, the Government must ensure the enforcement of performance standards and required capital investment levels by the train operating companies (TOCs) and Railtrack in the rail industry using a tight regulatory framework with resolute penalties - including where appropriate loss of franchise - for those failing to deliver. Congress welcomes the proposal in the White Paper to create a Strategic Rail Authority (SRA) with the powers necessary to create a tight regulatory framework. Congress, however, regrets the fact that no parliamentary time has yet been allocated for legislation to set up the SRA, or indeed to allow the

implementation of those other measures contained in the White Paper requiring legislation. Congress calls on the Government to give priority to this much needed legislation.

Congress expresses its concern at the increasing level of public complaints, deteriorating standards of performance and rising levels of many fares in real terms across the privatised railway industry. Congress welcomes the recent ‘Rail Summit’ which forced the TOCs and Railtrack to make public commitments to improve. Congress, however, expresses concern that the Government appeared to be inviting franchisees to negotiate early renewals of franchises if this could result in much longer periods for franchises in the future than currently applies.

Congress also expresses its disappointment that the Eurostar service was franchised for 99 years, when it could easily have been returned to public ownership in Britain. Congress notes the irony that publicly-owned SNCF and SNCB are major shareholders. Congress also expresses its disappointment that there is no progress on Eurostar services north of London, or the ‘Nightstar’ services, and that the high speed link to the Channel Tunnel has now been delayed yet again.

Congress believes that the financing arrangements which apply in the privatised and fragmented railway industry must be revised in order to ensure that the £1.5 billion of public subsidy to the industry results in improvements for the users and railway staff, rather than being used for increased payments for shareholders or to facilitate acquisitions in other countries.

Congress welcomes the increase in passenger numbers and freight tonnage transported by rail but realises that there is still insufficient infrastructure, including rolling stock, to cope with the increased demand for rail services. Congress notes the success of the road lobby in promoting the interest of road users in general and road hauliers in particular, and calls on all parties in the fragmented railway industry to come together to promote the interests of the railways with the Government, the media and the general public.

In light of the universal opposition to the Government’s PPP proposals for London Underground, Congress continues to doubt the wisdom of the public/private partnership, and congratulates the decision of the unions involved to form a joint campaign to persuade the Government to reconsider their plans.

Congress calls upon the Government to look again seriously at alternative funding methods which would address the chronic investment backlog, created by years of under-investment by previous governments, whilst also ensuring that London Underground remains a fully publicly-owned, publicly-accountable transport provider for London.

Congress calls on the Government to change the Treasury rules that prevent public sector bodies such as London Underground from securing the finances required, due to the fact that they are constrained by the Public Sector Borrowing Requirement (PSBR). Release from this financial strait jacket would enable London Underground to examine a number of alternative methods of funding, all of which would leave the company wholly in the public sector. This would bring London into line with capital cities such as New York and Paris that operate very efficient systems with inexpensive fares that enjoy a high rate of use.

Congress is concerned that the transfer of the staff involved in the PPP is merely disguised privatisation. Congress notes with concern that staff currently employed by London Transport may lose their current pension benefits, and therefore Congress calls on the Deputy Prime Minister to reconfirm the commitment he gave to all London Transport staff on 20 March 1998 in the House of Commons, that they would have the right to remain in the London Transport pension scheme as contributing members.

Congress recognises that the Government’s proposal for public/private partnerships for London Underground involves a loss of public control and accountability, and in general will be more expensive over the life of a project or contract than equivalent public sector investment.

Congress notes the abject failure of rail privatisation to provide an efficient, reliable and cost-effective railway system, and urges the Government to rethink the current PPP proposals before the same mistake is made on London Underground.

Congress strongly opposes the proposed transfer of London Underground’s sub-surface lines to Railtrack. Congress opposes this further privatisation because of the abject failure of Railtrack to adequately invest in the privatised national rail network.

Congress urges the General Council to campaign against these PPPs with vigour and to call for independent audits of the business case and value for money assumptions and calculations to be made and published. ‘Commercial confidentiality’ is wholly inadequate excuse for secrecy where such significant amounts of public money are concerned.

In the past, Congress has asked the Government to take early action to end bus deregulation and to promote high-quality bus services, within the context of integrated local transport policies. Congress therefore welcomes the fact that the proposals for the bus industry in *From Workhorse to Thoroughbred* reflect these views and seeks to improve regulation and provide effective bus priority schemes. Congress also welcomes additional powers being vested in local authorities to ensure more effective public transport provision, especially bus provision; but Congress deprecates the continuing demise of urban services in some areas, especially evenings and Sundays, which is in direct conflict with Government policy.

Whilst Congress considers that the bus has a major role to play in providing improved public transport in both urban and rural areas, Congress rejects ‘bustitution’ (the closing of rail routes in favour of substitute bus services) believing this is to be a retrograde step, and calls upon the Government to rule this out in the future.

Congress regrets the apparent rejection by the Government of the prospect of new passenger transport executives (PTEs) being created.

Congress notes that the Local Government Best Value and Capping Bill is expected to receive Royal Assent no later than July 1999 and the Act will come into force twelve months after this date. This will require PTEs to execute the policy decisions of passenger transport authorities (PTAs) in relation to ‘best value’. Best value is described as a ‘duty to deliver services to clear standards, covering both cost and quality by the most effective, economic and efficient means available’. Congress believes that the achievement of ‘best value’ will be assisted by giving PTAs/PTEs powers to run bus services in all cases of private companies withdrawing services that are ‘unprofitable’.

Congress notes with alarm the continuing decline in the British merchant navy and the dramatic reduction in the number of British seafarers. Further decline of the British fleet and continued loss of British maritime skills will result in potentially devastating consequences for the economy, the environment and national defence. Congress further notes the appalling safety and social conditions on board the growing number of foreign ships sailing in and out of the British ports.

Congress recognises that the decline of the UK merchant fleet can only be halted by Government action.

Congress supports the findings of the working party established by the Government to find ways of reversing the decline, the subsequent DETR Report *British Shipping - Charting a New Course* and welcomes the report of the House of Commons transport select committee into the future of the British shipping industry.

It also welcomes the way that all sides of the industry have worked together to produce options which, if taken up, will improve the prospects for training and employment.

Congress believes that the crucial factor in succeeding in this task is the introduction of a tonnage tax, as already exists in several other European Union countries, and calls upon the Government to introduce legislation without further delay.

Congress calls on the Government to implement in full the recommendations made by both inquiries and the report and also urges the Government to take further action to address the safety and welfare issues arising from the increase of substandard shipping within UK waters.

Given the growing importance of transport issues within the public and political agenda, Congress urges the Government to urgently enact the legislation necessary to implement the strategy in the White Paper *A New Deal for Transport: Better for Everyone.*

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

Seconder: Transport Salaried Staffs Association

**Supporters: Association of Locomotive Engineers and Firemen**

**National Union of Marine, Aviation and Shipping Transport Officers**

Composite 22 'Learning to Succeed' White Paper

Congress believes that the arrangements for post-16 education should provide equality of access for all young people and adults. Congress believes further that there should be a full range of planned and coherent provision of post-16 education and adult learning. Congress urges the Government, as a matter of urgency, to repair the damage caused by previous inadequate funding both to schools and college provision and to the youth service and to adult education.

Congress welcomes the Government’s proposals in its White Paper *Learning to Succeed*, for the establishment of national and local Learning and Skills Councils and at national level the Young People’s and Adult Learning Committees.

Congress agrees that the White Paper and the subsequent Bill must take on board recommendations contained in the Social Exclusion Unit’s Report that the Youth Support Service must work with all those involved in delivering services to young people, including those trade unions representing workers within the Youth and Careers Services.

Congress further welcomes the proposal to establish a Small Business Service and the proposals ensuring that the Learning and Skills Council, Youth Support Service and Small Business Service work together closely.

Congress urges the Government, through the Learning and Skills Council and the Qualifications and Curriculum Authority, to ensure that a 14-19 curriculum is established which guarantees a balanced and broadly-based entitlement for all students and welcomes the emphasis on collaboration rather than competition.

Congress believes that the principles of entitlement and equality of opportunity must apply at all stages of education whether at school, sixth form college, college level or through adult education.

Congress believes, however, that there are weaknesses and omissions in the White Paper which could undermine the potential for coherent and co-ordinated post-16 provisions and is deeply concerned that the Government could be putting in place bureaucratic arrangements which may be more unnecessarily complex than those which are currently in place.

Congress is convinced that in order for the new Learning and Skills Council to be credible, its membership must reflect all those involved in post-16 education and training. Congress is particularly concerned at the proposal that employers should form the largest single group on the Council.

Congress urges the Government to ensure a balanced membership on the Council, which would include representation from trade unions and employers.

Congress calls on the Government also to recognise the importance of establishing constructive partnerships with all trade unions whose members are in the post-16 sector and to recognise that those partnerships should include full trade union representation, both in Learning and Skills Councils, the Young People’s Learning Committee, and the Adult Learning Committee.

The proposed new councils and partnerships must be real vehicles of social partnership with representation from staff, users and the trade union movement at all levels. The framework should be underpinned by the principle of subsidiarity with planning, regulation, accountability, funding and delivery taking place at the point nearest the learner.

Congress urges the Government to ensure that the local Learning and Skills Councils should include full representation from trade unions and that they should have the authority to develop initiatives in provision locally.

Congress recognises that the new structures proposed will create a significant amount of uncertainty for existing employees in the civil service, TECs, careers services, youth service and local government. It agrees that those unions representing members in areas affected should be fully consulted and involved in developing policy.

Congress believes that it is particularly important for those employees transferring to proposed national and local Learning and Skills Councils that the body is in the public sector and provides those employees with increased security and fits in with the modernising and joined-up government agenda.

Congress deplores the Government’s intention to give OFSTED responsibility for the inspection of 16-19 college provision despite the fact that the House of Commons Select Committee on Education and Employment has found deep flaws in the OFSTED inspection arrangements. Congress believes that the development of a fair and balanced system of internal and external evaluation, involving self-review which is externally moderated, will provide the necessary quality assurance.

Congress considers that the new arrangements for the inspection of 16 to 18 and post-education and training must rest on the provision of inspection services that advises and supports providers of education and training, as well as inspects provision.

Congress believes that school sixth forms must remain an essential and significant part of overall post-16 provision and welcomes the commitment that school sixth forms will not have their funding reduced. Congress further believes that the post-16 sector should receive additional resources in order that funding can be ‘levelled up’. Congress calls upon the Government to improve, and remove the present inequities in post-16 funding. Congress rejects, however, any attempt to extend output funding according to students’ results.

Congress believes that performance-related funding will lead to increasing inequity in the provision of funding and courses.

Congress believes that teachers, lecturers and trainers are at the heart of any moves to create the learning society. A highly skilled and motivated workforce needs a highly skilled and motivated workforce of lifelong learning workers to educate and train. To this end Congress calls on the Government to establish a fundamental review of the pay, conditions of service, and development and training of all workers in FE colleges; and to follow urgently through on the proposals in the White Paper concerning the development of a range of professional qualifications for all post-16 teaching and training staff.

Congress is disappointed that the White Paper still relies on the voluntarist principle for the promotion and implementation of workplace learning. If this again proves to be insufficient to promote the vocational education and training that the country requires, then Congress calls on the Government to bring forward a statutory framework for entitlements to workplace learning including the individual rights to paid educational leave. It will be vital that any new framework provides mechanisms at every level for the views of staff and their representatives.

Lifelong learning must be based on the voluntary participation by individuals. Congress is appalled at the recent decision by the Government to remove all benefits for six months of those refusing New Deal options or leaving the scheme early.

Finally, Congress instructs the General Council to establish:

i) an ad hoc co-ordinating group of unions with members in post-16 education and the Department for Education and Employment to monitor the development of the Government’s proposals and to advise the General Council on issues arising from those developments; and

ii) a similar ad hoc group of unions from the public and private sector to prepare a policy statement for the Congress 2000 on the needs facing Britain in the 21st century and on the need for an integrated policy for the education, training and employment of young people. This group should begin its work by seeking the views and policies of affiliated unions.

**Mover: NATFHE - The University and College Lecturers Union**

**Seconder: National Union of Teachers**

**Supporter: Public and Commercial Services Union**

Composite 23 Modernising government and public services

Congress welcomes the publication of the Government’s White Paper on government, and the wider debate it has stimulated on the quality and accessibility of government services, which must take in the initiatives for ‘joined up government’, and include all government sponsored services, whether provided directly through central government, local government and regional forums, or through other bodies such as the NHS.

Congress recognises the immense contribution that public services and their staff make to the quality of life and democratic society in the UK.

Congress reaffirms its commitment to well funded public services. Public services are crucial in supporting economic development and job creation in both the public and the private sectors. At the same time public services meet the social needs of the community in education, care, environmental improvement, housing, health and transport - all central to the Government’s aims.

Congress believes that the people of the UK deserve the very best public services. Congress wishes to work in partnership with government and public service employers to create a positive future for public services and public service workers. This partnership should present a public service ethos in favour of democratically accountable services, collectively financed and provided, and accessible to all, no matter what their present circumstances.

Congress welcomes the additional spending on public services in the Comprehensive Spending Review but notes that much of this money is earmarked, leaving other services still facing cuts. The legacy of successive years of under funding has left many public services under acute pressure. If the backlog of underfunding is to be addressed, then there should be at least a 3 per cent annual growth in public expenditure to modernise and restructure public services and a 3 billion public spending package to boost jobs and growth.

Congress notes that the UK has a low-tax, low-spend economy and devotes only 39.9 per cent of national income to public expenditure compared to the EU average of 48.7 per cent. Too low a proportion of national income goes into investment and too high a level into share dividends. We cannot expect current European levels of public services on American levels of taxation. It is no coincidence that Britain remains the most unequal society in Europe.

Congress wholeheartedly endorses the view that civil and public servants have a central role to play in any modernisation programme, and that the provision of high-quality government services will not be possible without making the best use of skilled, dedicated and enthusiastic staff.

Congress recognises that reforms will only be developed and implemented successfully by involving and motivating staff, and urges the Government not to repeat the mistakes of the previous administration which sought to manage public sector reform in an environment of hostility and denigration.

Congress welcomes the creation of a Public Sector Employment Forum.

Congress believes that the key features of a modernization programme for government services should be as follows:

i) improved services based on:

a) the provision of adequate staffing and other resources;

b) a new emphasis on quality of outcomes, rather than simplistic output targets or a purely cost-based approach to efficiency and effectiveness; and

c) national standards of service, with no diminution of standards between different regions;

ii) better access to government services, through:

a) improved co-ordination between government departments and agencies, local and regional authorities, and other public sector bodies; and

b) wider use of information technology, alongside existing forms of access such as local office networks;

iii) raising the morale, motivation, and productivity of staff through good employment practices - in particular:

a) fair pay and conditions set within a national framework of minimum terms, and within a working culture supportive of family life and which counters the still-prevalent culture in the public sector of long-hours working;

b) proper recognition of the value of retaining work in-house wherever possible, a level playing-field for all in-house bids for government contracts, and the adoption of best practice in public-private sector partnerships;

c) family-friendly practices that allow staff to combine work and domestic responsibilities;

d) providing opportunities for a career development and mobility across different areas of public sector employment;

e) a greater commitment to work-related training and skills development, and to improving learning opportunities in general, backed up by a national training organisation; and

f) clarification and strengthening of employee rights on transfer of undertakings, including pension rights;

iv) sustaining employment and career opportunities for under-represented groups such as women, black people, and people with disabilities;

v) a high priority for the fight against social exclusion, including:

a) the allocation of specific extra resources;

b) a recognition that government services should be shaped by an inclusive approach to all stakeholders - citizens and government, users and providers; and

c) better integration between policy making and delivery of government services;

vi) drawing on experience and best practice in public sector reform internationally;

vii) a greater recognition of the social and economic benefits of enforcing existing laws and regulations, including in particular:

a) proper enforcement of the national minimum wage;

b) better co-ordination of tax gathering and enforcements; and

c) a strengthened campaign against drug smuggling; and

viii) the development of a vision and shared values amongst those managing and delivering services.

Congress welcomes the fact that in its White Paper on Modernising Government, the Government reaffirms its commitment to working in conjunction with public service trade unions. Congress notes that relations between Civil Service unions and the Government as their employer have generally improved since the election, largely due to more regular dialogue and a higher degree of consultation.

Congress believes that modernisation must be underpinned by a partnership approach and social dialogue involving government, trade unions and user groups, recognising that greater accountability for the provision of public services is important to ensure a process of continual renewal. Congress further believes that through bodies such as the Public Sector Employment Forum and other mechanisms, the TUC can play a valuable role in ensuring that there is a coherent and consistent approach in developing and achieving the above aims and in assessing whether public services are genuinely improved as a result of initiatives stemming from the Modernising Government White Paper.

Whilst Congress welcomes the Government’s recognition for the need for public investment in public service infrastructure, Congress opposes the use of PFI to fund it. Congress notes the mounting problems of privately financing public sector projects. In particular Congress acknowledges growing public opposition to private funding and frustration with the lack of Government investment in the public sector infrastructure, the consequent lack of progress in providing buildings and computers, and deterioration of our public services.

The Government has stated previously that it will pursue a ‘pragmatic not dogmatic’ approach to improving the delivery of public services.

Congress is therefore surprised and alarmed that this even-handed approach to service delivery appears to have been abandoned with the Government’s plans to pursue the privatisation of a number of public sector bodies, under the guise of public/private partnerships (PPP). These include the National Air Traffic Services and the Defence Evaluation Research Agency. In addition, there are numerous examples of contracting out and PFI initiatives.

Congress condemns these privatisation proposals and the threat of compulsory transfer of thousands of public service staff to the private sector. It is particularly concerned by developing research suggesting that these proposals will result in higher long-term costs than if public sector status had been retained.

Congress deplores the fact that the main pressure for privatisation appears to come from the Treasury, rather than management, Government Departments, the public or customers. The objectives are not ‘value for money’ or ‘improved services’, but boosting Treasury revenues, even though the public finances are in a better state than they have been for decades.

Congress records that privatisation of these bodies has been rejected on numerous occasions by previous administrations, Select Committees and independent observers.

Congress notes that the Government is likely to be paying considerably more for the same level of service following privatisation. It also recognises that complex contractual and statutory frameworks will need to be put in place in all cases which will both reduce flexibility and require continuous monitoring.

Congress believes that public services are most efficiently and effectively delivered and ensure best value for the community and for individuals when they are provided by directly employed public service workers. Furthermore, a system of fair employment practices should be operated by all public service providers to ensure that cost and equality bench marking is not undermined by lower pay and poorer conditions being offered by bad employers.

If the Government adopted the General Government Financial Deficit (GGFD) instead of the Public Sector Net Cash Requirement (PSNCR - formerly known as the PSBR), it would free up access to European public sector investment funds and allow commercial, public services to raise money for themselves.

Congress supports the alternative proposals that have been brought forward by the unions. These have provided innovative approaches to PPP, allowing public sector bodies greater commercial freedom, including the right to borrow from the private sector but retaining control over service provision.

Congress therefore instructs the General Council to:

a) press the Government to reconsider its proposals and explore viable alternatives to the public/private partnership options;

b) insist that genuine public sector comparators are used in all PPP projects with risk costs being subjected to rigorous and critical scrutiny by the Treasury;

c) demand that the Treasury Taskforce Private Finance Policy Statement No 4 - *Disclosure of Information and Consultation with Staff and other Interested Parties -* should be extended to all PPP arrangements;

d) continue to urge the Government to ensure that the revised TUPE regulations cover pension entitlements and all transfers in or out of the public sector; and

e) establish a working group with representatives of affiliates to explore alternative models for public service delivery, including the financing of public sector capital spending. A report should be produced for Congress next year.

Congress will also work to build an alliance of trade unions, community and user groups and campaign:

1) for high quality public services delivered by directly employed public service workers;

2) for the Government to raise the amount of government investment spent on public services to be funded through redistributive taxation;

3) for the Government to drop PFI and replace it with a publicly-funded programme of investment;

4) to replace the PSNCR (formerly PSBR) with the GGFD and promote alternative sources of funding for public investment;

5) for a restoration of public sector pay to a reasonable level; and

6) for the promotion of equal opportunities for all in relation to our public services.

Congress believes that the trade union movement must be at the forefront of campaigning against the incompetence and inefficiency that arises from privatisation, and for the restitution of adequate capital funding through the public purse which protects jobs and services, and retains the public sector ethics of service not profit.

Quality public service provision is an essential requirement in ensuring the nation can treat its members humanely. The work undertaken by public servants can only be fully maximised by a properly funded public sector.

Congress calls upon the Government to re-dedicate itself to the public sector and to ensure that the future of public services is safe in their hands.

**Mover: UNISON**

**Seconder: Public and Commercial Services Union**

**Supporters: Institution of Professionals, Managers and Specialists**

**Association of Magisterial Officers**

**Prison Officers Association**

**Association of First Division Civil Servants**

**Composite 24 Genetically modified organisms (GMOs)**

Congress welcomes the establishment of the Human Genetics Commission and the Agricultural and Environment Biotechnology Commission to advise on developments in biotechnology. Congress calls on the Government to ensure that both bodies work to promote a strategic approach to research, risk assessment and regulation of genetically modified organisms (GMOs) and that the UKs position at the leading edge of biotechnology is fully reflected in action at international level.

The General Council is instructed to make representations to the Government also to provide the proper conditions for public debate by:

i) ensuring adequate and secure funding for independent research to improve scientific understanding and fill the gaps in current knowledge, as recommended by the Chief Scientific Adviser and Chief Medical Officer;

ii) consulting with a wide range of stakeholder groups on the moral and ethical implications of new developments whilst maintaining a strong basis of expertise on technical advisory committees;

iii) long-term monitoring of all effects of GMOs on human health and biodiversity, as well as of the consequences of other novel foods and conventional intensive farming methods, whilst continuing to fund research into viable alternatives to GM-based technologies; and

iv) maximising choice, including through an effective and accessible system of food labelling.

Congress notes that the BMA and other organisations have voiced doubts over GMOs. Congress will campaign for full independent testing of GMOs on long-term and accumulative effects to ensure human, environmental and consumer safety.

Congress is extremely concerned that concentration in the corporate biotechnology sector will result in an unprecedented level of dependence on a small number of multi-national companies, to the particular detriment of farmers and consumers, particularly those in developing countries.

Congress supports the establishment of a European Union research initiative on GM crops in developing countries, as recommended by the Nuffield Council on Bioethics. It also welcomes the establishment of global scientific working groups by the Organisation for Economic Co-operation and Development.

**Mover: Institution of Professionals, Managers and Specialists**

**Seconder: Bakers, Food and Allied Workers Union**