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| A | ELECTION RESULTS |
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PRESIDENT

RUTH JONES - CSP

VICE PRESIDENT

VAUGHAN GETHING - GMB

TREASURER

ALLAN GARLEY - GMB

AUDITORS

| NAME | UNION OR TRADES COUNCIL | NUMBER OF AUDITORS |
|--------------|--------------------------------|---------------------------|
| Jeff Canning | UNITE - AMICUS | 2 |
| Sylvia Jones | Rhondda TC | |

2007 CONFERENCE STANDING ORDERS COMMITTEE

| NAME | UNION OR TRADES COUNCIL | SEATS |
|--------------|--------------------------------|--------------|
| Rob Benjamin | UNITE - AMICUS | 5 |
| John Burston | UNITE -T&GWU | |
| Robert Hart | PCS | |
| Peter Clarke | Gwynedd TC | |
| Gail Jones | UNISON | |

2007/08 GENERAL COUNCIL TRADE UNION SECTION - GROUP A

| MEMBERSHIP BAND | UNION | NAME | SEATS |
|------------------------|--------------|---|--------------|
| 5,000-19,999 | ATL | Phillip Dixon | 1 |
| | CWU | Gary Watkins | 1 |
| | COMMUNITY | Rob Edwards | 1 |
| | NASUWT | Geraint Davies | 1 |
| | NUT | David Evans | 1 |
| | UCATT | Nick Blundell | 1 |
| | NUM | Wayne Thomas | 1 |
| | PROSPECT | Gareth Howells | 1 |
| 20,000- 34,999 | PCS | Jeff Evans Siân Wiblin | 2 |
| | USDAW | Nick Ireland | 2 |
| 50,000-64,999 | GMB | Sheila Bearcroft Pamela Drake Allan Garley John Phillips | 4 |
| 65,000-79,999 | T&GWU | John Burgham Liz Lewis Andy Richards Mark Thomas | 5 |
| 80,000-94,999 | UNISON | Pam Baldwin Bill King Sandra Miller Paul O'Shea Jan Szabo Win Wearmouth | 6 |
| 95,000 and over | AMICUS | Allan Card Robert Benjamin Andrea Jones David Lewis Alwyn Rowlands Catherine Speight | 7 |

2007/08 GENERAL COUNCIL TRADE UNION SECTION – GROUP B

| MEMBERSHIP BAND | UNION | NAME | SEATS |
|------------------------|-----------------------------|--|--------------|
| Under 5,000 | ASLEF CSP SOR TSSA | Stan Moran Ruth Jones Kim Sandford Linda Davies | 4 |

2007/08 GENERAL COUNCIL TRADE UNION SECTION – GROUP C

| MEMBERSHIP BAND | UNION | NAME | SEATS |
|------------------------|---------------|---------------------------------|--------------|
| 5,000-19,000 | NASUWT NUT | Jane Setchfield Heledd Hayes | 2 |
| Under 5,000 | BECTU | Siân Gale | 1 |

2007/08 GENERAL COUNCIL TRADE UNION SECTION – GROUP D

| MEMBERSHIP GROUP | COUNCIL | NAME | SEATS |
|-------------------------|----------------|---------------|--------------|
| 1 | Gwynedd | Tom Jones | 1 |
| 2 | Wrexham | Brian Apsley | 1 |
| 3 | No nominations | | 1 |
| 4 | No nominations | | 1 |
| 5 | Port Talbot | Ken Williams | 1 |
| 6 | Rhondda TC | Barry Godfrey | 1 |
| 7 | Newport | Ken Goodger | 1 |
| 8 | Cardiff | Ramon Corria | 1 |

**2007/08 GENERAL COUNCIL BLACK AND ETHNIC MINORITY SECTION
GROUP E**

| UNION | NAME | SEATS |
|--------------|------------------------------------|--------------|
| GMB PCS | Vaughan Gething Alison Burrowes | 2 |

2007/08 WOMEN'S COMMITTEE TRADE UNION SECTION

| NAME | UNION | SEATS |
|---|--|--------------|
| Gwynda Charles Kim Johnson Jill Richards Angela Davies Marianne Owens Sian Thomas Caroline Price Anthea Wellington | UNITE-AMICUS CWU GMB NUT PCS PROSPECT UNITE- T&GWU UNISON | 8 |

2007/08 WOMEN'S COMMITTEE TRADES COUNCIL SECTION

| NAME | TRADES UNION COUNCIL | SEATS |
|-------------------|-----------------------------|--------------|
| Gwyneth Griffiths | Merthyr Tydfil TC | 4 |

2007/08 RACE EQUALITY COMMITTEE

| MEMBERSHIP BAND | NAME | UNION | SEATS |
|-------------------------------------|---|--|--------------|
| Unions with over 50,000 members | Robin Hinds-Payne Vaughan Gething William Small Neelo Farr | UNITE -AMICUS GMB UNITE - TGWU UNISON | 4 |
| Unions with 5,000 to 50,000 members | Alison Burrowes Amerjite Singh Charanjit Pabla | PCS CWU PROSPECT | 7 |
| Unions below 5,000 members | | | 2 |
| Trades Council | Ramon Corria | Cardiff TC | 1 |

NEW RULE 11 - LGBT COMMITTEE

1. There shall be an LGBT Committee to the General Council which shall be comprised of **fourteen** directly elected members together with any LGBT members of the General Council.
2. Nominees for the **14** directly elected positions on the Committee must be LGBT trade union members and must meet the age-related qualifications governing membership of Committees reporting to the General Council.
3. The ballot for the directly elected members of the LGBT Committee shall take place at the Wales TUC Annual Conference and shall be held immediately following the declaration of the result of the General Council election. Any candidates declared elected to the General Council will be declared ineligible for direct election to the LGBT Committee.

The 14 directly elected members will be elected as follows:

| | |
|--|---------------|
| Unions with over 50,000 members (1 seat each) | 4 Seats |
| Unions between 5,000 and 50,000 members (by election) | 7 Seats |
| Unions below 5,000 members (by election) | 2 Seats |
| Trades Union Councils (by election) | 1 Seat |

All nominations shall be sent to the Secretary at least five weeks prior to each Annual Conference and the list of names shall be published on the agenda paper containing the propositions that are to be discussed at the Annual Conference. Excepting where the individual wishes to remain anonymous when the organisation represented shall be listed. Nominees for election to the LGBT Committee shall be delegates to the Annual Conference.

4. Where because of the death or withdrawal of a candidate before election, or because of any other cause, there is an insufficiency of candidates to fill the number of seats in the section at Annual Conference, the vacancy shall be

subsequently filled by the General Council from further nominations submitted by the unions or trades councils in the section concerned.

5. In the event of death or resignation of any member of the LGBT Committee, the vacancy shall be filled by the organisation holding the position.

6. The LGBT Committee shall elect annually, at the first meeting following Annual Conference, a Chair and Vice Chair of the Committee. Where there are members of the committee who are also General Council (GC) members then the Chair and Vice Chair shall be elected from those GC members. Should there be no members of the committee who are also GC members then the Chair and Vice Chair shall be elected from amongst the elected committee members.

7. The duties of the LGBT Committee shall be:

- a. To make representation to and to meet with bodies at all levels on matters pertaining to LGBT trade union members in Wales.
- b. To perform a public relations function for the trade union movement in Wales on matters pertaining to LGBT trade union members in Wales.
- c. To convene and make arrangements for an Annual LGBT Conference.
- d. To prepare an annual report of its activities for submission to the Annual Conference of the Wales TUC.
- e. To keep the General Council informed of matters pertaining to LGBT trade union members in Wales and to give effect to any decisions of the General Council and Annual Conference.

Re number subsequent rules as appropriate

AMENDMENT TO RULE 15: MOTIONS FOR CONFERENCE

A) Each trade union or trades council shall be entitled to submit for consideration at the Annual Conference two motions which shall relate to the objects of the Wales TUC as stated in Rule 2. In the case of unions, such motions must be signed by two appropriate officials and in the case of trades councils, by the Chairperson and Secretary. They must reach the Secretary at least ten weeks before the time fixed for the Annual Conference.

AMEND RULE 15A TO READ:

A) Each trade union or trades council shall be entitled to submit for consideration at the Annual Conference two motions which shall relate to the objects of the Wales TUC as stated in Rule 2. **The text of the motion not to exceed 250 words.** In the case of unions, such motions must be signed by two appropriate officials and in the case of trades councils, by the Chairperson and Secretary. They must reach the Secretary at least ten weeks before the time fixed for the Annual Conference.

C) Each trade union and trades council shall be allowed to put forward two amendments to motions. In the case of unions, such amendments must be signed by two appropriate officials, and in the case of trades councils by the Chairperson and Secretary. They must reach the Secretary at least four weeks before the time fixed for the Annual Conference.

AMEND RULE 15C TO READ:

C) Each trade union and trades council shall be allowed to put forward two amendments to motions. **The text of the amendment not to exceed 250 words.** In the case of unions, such amendments must be signed by two appropriate officials, and in the case of trades councils by the Chairperson and Secretary. They must reach the Secretary at least four weeks before the time fixed for the Annual Conference.

RESOLUTIONS ADOPTED**01. WORKPLACE REPRESENTATIVES**

Recent research undertaken by TUC and Personnel Today suggests that over 90% of trade union representatives believe that their career prospects have been hampered by their direct involvement in trade union activities. Many trade unions are finding it increasingly difficult to recruit and retain workplace representatives. Conference is concerned by these research findings and believes that sufficient numbers of appropriately trained workplace representatives are vital in all sectors of industry, commerce and public services. Conference therefore calls on the Wales TUC to work with employers' organisations and the Welsh Assembly Government and individual Trade Unions to address these concerns and actively promote the positive role and importance of workplace trade union representatives.

SOCIETY OF RADIOGRAPHERS

02. EMPLOYMENT RIGHTS

Conference welcomes the campaigns for better employment rights, in particular the campaign for a Trade Union freedom Bill and for equal treatment for agency Workers.

Conference notes the increasing use of low paid migrant Agency workers in low paying sectors of the economy and condemns the exploitation of these workers. Conference also notes the tensions that can arise when the use of workers are seen as undercutting the terms and conditions of the permanent workforce.

Conference congratulates individual unions in their efforts to organise migrant workers and agency workers and to unite all workers in the campaign for decent employment rights.

Conference notes that the EU Temporary Agency Workers Directive has been blocked by the UK Government, despite the Warwick commitment to support the principles of that Directive. Conference therefore calls on the Wales TUC to campaign for the UK Government to introduce, as soon as possible, UK legislation to provide for equal treatment for agency workers.

Conference also calls on the Wales TUC to continue to support the campaign for a framework of decent employment rights in the UK in line with long established

ILO conventions, and for the measures set out in the Trade Union Freedom Bill, including:

- full protection against dismissal when engaged in lawful industrial action;
- further measures to prohibit the use of replacement agency labour by employers during lawful industrial action
- the right to take solidarity action, following a ballot, where work is transferred to another company or, under certain circumstances, with a principal supplier or customer
- the simplification of industrial action balloting and notice procedures
- new regulations on the use of injunctions, including requiring employers to demonstrate that they are more likely than the union to succeed at trial before they can gain an interim injunction.

TRANSPORT AND GENERAL WORKERS UNION

03. TRADE UNION FREEDOM BILL

Conference notes that UK trade union law is amongst the most restrictive in Europe and reiterates its policy of repeal of all anti-trade union laws.

Conference believes free and independent trade unions are a force for good in UK society and around the world and welcomes the positive role unions play in providing protection for working people.

Conference congratulates the TUC General Council for agreeing proposals for the Trade Union Freedom Bill, which include better protection for striking workers, fairer industrial action ballots / notice procedures, reform and the use of injunctions, re-establishing full trade union rights for prison officers and allowing supportive action in certain circumstances.

Conference welcomes the huge support from MPs for the campaign and notes 187 MPs supported the Early Day Motion in favour of a Trade Union Freedom Bill.

Conference believes it is important to maintain the momentum of the campaign to keep the Trade Union Freedom Bill on the political agenda and ensure its provisions become law.

Conference resolves to:

- under the auspices of the General Council, establish regular contact meetings of affiliates to assist and involve affiliates in the promotion of the campaign

- continue to lobby political parties, MPs and Assembly Members to support the Trade Union Freedom Bill
- ask that MPs in Wales sign Early Day motion 532 in support of the Trade Union Freedom Bill
- produce briefings and lobbying material to promote the Trade Union Freedom Bill amongst wider Wales society
- once called, provide full backing to the TUC lobby of Parliament, march and rally in support of the Trade Union Freedom Bill
- organise a one day event for affiliates in 2007 to promote the Trade Union Freedom Bill.

RMT

04. TRADE UNION FREEDOM BILL

Conference reaffirms its support for the repeal of anti-union law.

Conference accepts that it is important to maintain the high profile the Trade Union Freedom Bill has achieved and the need to ensure that it does not slip off the political agenda.

To this end Conference is instructed to work with affiliates to continue to develop the campaign and to promote its aims.

COMMUNICATION WORKERS UNION

06. TRADE UNION FREEDOM BILL

This Conference:

1. welcomes the TUC's demand for the repeal of anti union laws and their replacement with a framework of positive rights with a Trade Union Freedom Bill
2. insists on the right of workers to take strike action and also to take solidarity action in support of other workers on strike, and fully support the campaign for a Trade Union freedom Bill with a day of action which includes a national demonstration and lobby of Parliament
3. calls for the powers of the employer to halt or frustrate strike action to be curtailed by e.g. by restricting the employer's ability to obtain court injunctions to stop strikes going ahead for alleged minor infringements or other spurious reasons
4. calls also for the restoration of legal immunities for trade unions and an end to the ability of the courts to sequester a trade union's assets

5. believes in the right of every worker to be represented individually and collectively by a trade union, and the right to be covered by a collective bargaining agreement
6. insists on the full implementation of laws that enforce equal pay and for the introduction of mandatory pay audits to ensure women, black, migrant and young workers receive equal pay for work of equal value.

WREXHAM TRADES COUNCIL

07. AGENCY WORKERS

Conference recognises the excellent work being done by the CWU with their “Justice for Agency Workers” Campaign. Conference is concerned by the exploitation of temporary agency workers in the UK who are afforded some of the lowest levels of protection in Europe, with no rights to equal pay or terms and conditions, and no right to legal employment status.

Conference is equally concerned by Government’s persistence in blocking the passage of the EU Draft Temporary Agency Workers Directive despite its commitment under the “Warwick Agreement” to help the Directive become law.

Of the 25 EU states, 16 have laws that guarantee equal pay for agency workers, and many also guarantee equal terms and conditions. These countries have not compromised their productivity or competitiveness as such measures have raised levels of skill and motivation amongst their workforce.

Conference agrees it is time to end the exploitation of agency worker and to introduce laws that recognise the equality to which they are entitled.

Conference is extremely disappointed by and condemns in the strongest possible terms the Government’s tactics of talking out the Temporary Agency Workers (Prevention of Less Favourable Treatment) Bill introduced by Paul Farrelly MP. Despite the fact that there were over 115 MPs - which is almost a third of the new Labour Party in Westminster - that had turned up and pledged their support for the Bill the Government, the Whips and a few back bench Labour MP's ensured that insufficient time was given to close and vote on the Bill. The Government’s tactics ensured that the Bill could not progress to the next stage and in doing so denied the opportunity for basic protection for some of the most vulnerable workers in Britain.

Conference therefore calls on the Government to honour its commitment, support the temporary Agency Workers Directive to become law and extend its provision into UK law as soon as possible.

In restating its over-arching commitment to the provision of long term, sustainable permanent employment, Conference instructs the General Council to

utilise the Wales Social Partnership Agreement to engage in a dialogue with the Welsh Assembly Government with a view to reaching a model agreement on the employment of Agency Workers in the Welsh public sector.

COMMUNICATION WORKERS UNION
RMT
CARDIFF TRADES COUNCIL
PCS

08. AGENCY AND MIGRANT WORKERS

Conference believes that the protection of agency and migrant workers from exploitation represents one of the major issues for trade unions in the twenty-first century. UK trade unions operate in a global, multi-national workplace and our strategies should reflect this.

Conference therefore believes that establishing framework agreements with employers to ensure that agency and migrant workers are employed on terms and conditions equal to those of directly employed workers, is one of the best ways forward in securing the best terms and conditions for agency and migrant workers and in defending vulnerable workers from exploitation. Further Conference believes that the UK Government should be encouraged to enforce the Posted Workers Directive in its true spirit and that wherever collective agreements exist in industry migrant workers should be covered by them, rather than the minimum legal requirements.

Trade unions must continue to ensure that migrant workers are welcomed, not only to recruit migrant workers, but to safeguard against the use by employers of one set of workers to exploit another.

Migrant workers should also be encouraged to stand as reps including health and safety and union learning reps, recognising that their skills are essential in recruiting and organising workers from their own communities.

UNION OF SHOP, DISTRIBUTIVE AND ALLIED WORKERS
AMICUS

09 LACK OF APPRENTICES IN CONSTRUCTION THROUGH BOGUS SELF EMPLOYMENT

UCATT welcomes the excellent recent news that the Ministry of Defence will be basing its new training academy at St Athan in the Vale of Glamorgan, and commends the team Wales approach which helped to deliver this project. In recognising the potential benefit to the Welsh economy, it should not be forgotten

that the centralisation of armed forces training in St Athan will result in the closure of training bases across the UK with many staff based there facing compulsory redundancy or compulsory relocation. This is part of a UK wide civil service efficiency programme which will result in 10,000 job losses in Wales. Moreover, this is a £19 billion privatisation of public sector jobs which was opposed by all of the MOD unions with no in-house bid allowed.

The Wales TUC calls on Welsh Labour and national colleagues to ensure maximum benefit of this massive investment. One way to maximise this benefit would be to ensure that during the construction phase of this flagship project the Government acts as an exemplar client to ensure that where practicable all personnel employed on the site are recruited via the main contractor, thus dealing with the major problem of bogus self employment, which is the single largest impediment to producing the desperately needed construction apprentices we need in Wales today.

**UCATT
PCS**

10. AFFILIATION

As there seems to be unionised protests regarding closures, i.e. Government Offices, Gwynedd Trades Council suggests to the unions concerned that if they want the support of the TUC then they should consider affiliating to the relevant Trades Council as without their funding how can they expect Trades Councils to assist? Conference notes that union mergers make it more difficult for Trades Council's to maintain required levels of affiliation and participation. To remain representative it is important that unions affiliate to their maximum potential, through branches sections, regionally, nationally or utilise their activist base. Use all options. Conference calls on the General Council to monitor progress.

**GWYNEDD TRADES COUNCIL
DEESIDE TRADES COUNCIL**

11. ST DAVID'S DAY

This Conference calls on the Wales TUC to campaign for St David's Day to be a recognised public bank holiday in Wales. This Conference asks the Wales TUC to do all in its power to encourage the National Assembly for Wales to make the 1st March a public bank holiday for all people residing and working in Wales.

**TRANSPORT SALARIED STAFFS' ASSOCIATION
NEWPORT TRADES COUNCIL**

12. DOMESTIC ABUSE

This Conference welcomes the agreement reached in the National Assembly for Wales on the introduction of a policy on domestic abuse.

Conference is concerned that the incidence of domestic abuse remains high, and that this has a profound impact upon the working lives of trade union members, as well as upon society as a whole.

Conference notes the cost of domestic violence to the economy is estimated at £2.7 billion and that 1 in 4 women will experience domestic violence in their lifetime.

Therefore, the Wales TUC is urged to work with the Wales Assembly and other non-statutory organisations to ensure that this policy, together with good practice, is promulgated to all departments and agencies within the public sector. In addition, the Wales TUC is urged to work with affiliates to support them in negotiating workplace domestic abuse policies across all sectors in Wales.

PROSPECT WALES CSP

13. COLLABORATION ACROSS LEAs

Conference welcomes the desire of the WAG to develop world class education services for the whole of Wales, and notes that collaborative feasibility in school improvement is currently being explored by two Connexions projects. These projects are examining how the expertise of Local Authority education improvement professionals can effectively be harnessed both to give support to and help to improve the management of schools and also support individual subject teaching.

Conference believes that future service provision in the area of school improvement should be based on templates of best practises and not on any eroded service provision caused any pressure for continual savings to be made in local government budgets.

ASPECT

14. SCHOOL BUILDINGS

Conference commends the report produced by Estyn in January 2007: *“An evaluation of performance of schools before and after moving into new buildings*

or significantly refurbished premises” that showed unequivocally the vital importance that school buildings fit for purpose and use play in the educational development of children and young people. Conference further notes that members report through their unions that many educational establishments are still sub-standard, shabby and unworthy of the distinctive educational agenda developing in Wales, and can present serious threats to health and safety. Conference therefore calls on the Wales TUC to:

- i. campaign for the Welsh Assembly Government to take full, deep, and practical guidance from the above mentioned Estyn Report; to set up an urgent, independent review of the building stock of educational establishments in Wales and to make a firm commitment that no educational buildings shall be unfit for purpose by the end of this Assembly’s term and to publicly declare the level of additional, ring-fenced funding that will be available to achieve this goal
- ii. urge and support all unions with members involved in the delivery of education to lobby the Welsh Assembly Government on this issue
- iii. urge and support all unions with members involved in the delivery of education to inform their unions of health and safety issues arising from inadequate building stock as a matter of urgency.

ATL CYMRU
NUT

15. EDUCATION

This Conference whilst generally welcoming the compulsory education of young people up to the age of 18, has a concern about the practicalities of the Government’s proposals.

Courses for young people in Wales must be tailored to ensure the involvement and inspiration of the students. Failure to ensure willing engagement will only cause increased truancy and disaffection. Additionally we must ensure that the state payments to young people staying in education are maintained at an appropriate level. We also believe that employers must be encouraged to ensure that they contribute to the funding of skills training of their future employees

Conference calls upon the Wales TUC to:

- 1) lobby the Welsh Assembly Government to ensure these demands are met and thus produce a positive benefit to the young people of Wales;

- 2) note that disengagement occurs at an earlier stage of young people's educational experience and;
- 3) actively engage in the dissemination of new thinking about the national curriculum, as seen in ATL's recent publication Subject to Change: New thinking on the Curriculum.

**NEWPORT TRADES COUNCIL
ASSOCIATION FOR COLLEGE MANAGEMENT
ATL**

16. USE OF AGENCY TEACHERS

Conference deplores the increasing use of agency teachers employed to cover for teacher absences in schools and being paid a daily rate lower than the agreed scale negotiated with the teacher unions.

Many teachers seek supply work – some because they cannot find a permanent post, others because it suits them to do so for various reasons. Whatever their circumstances, they are a vital part of the education service. They are entitled to the rates of pay agreed with Government for schoolteachers across Wales and England – the rate for the job. Agencies do not pay them the rate for the job. Agencies are commercial organisations which need to cover their costs and make a profit. They pay teachers less than the agreed national rates. This practice is discriminatory. It is an abuse of the talent of dedicated professionals who are entitled to equal rights and rates of pay.

Conference calls on the WTUC to work with education unions to:

- 1) lobby the Welsh Assembly Government, Local Authorities and schools to eradicate this injustice; and
- 2) lobby the Welsh Assembly Government, The General Teaching Council for Wales (GTCW) and the Association of Directors of Education in Wales (ADEW) to develop a 'Pool' mechanism sufficiently resourced for the twenty-first century

**NUT CYMRU
ATL**

17. THE FUNDING OF SCHOOLS IN WALES

There is general agreement in Wales that the Assembly has been good for education in Wales. The comprehensive ideal is flourishing, SATs have been

abolished, liaison between schools is more productive, the curriculum in all phases is being modified to make it more relevant to pupils' needs.

But things are never perfect. Nobody doubts that we need to use whatever money we have in Wales wisely. However, nobody believes that education comes any cheaper here than it does in England or elsewhere. So it is not surprising that parents, school governors, teachers and many others regularly get upset after the Chancellor's budget statement. Last December, he announced that a typical primary school in England would receive £50,000 directly into the school budget this year; a typical secondary school would receive £200,000 directly into its school budget. In Wales, after the Assembly had deliberated, we were told that the largest primary schools would receive an additional £7,900 and that the largest secondary schools would receive £16,200.

The last Assembly Government took some steps to make the funding of school education more transparent. We urge the new Assembly Government to continue the process. We cannot afford to be or to be seen to be – rightly or wrongly – as the poor relations in education funding in comparison to England.

The full extent of the funding allocated and details of how it is allocated must be made crystal clear. Perhaps we should take that further with the Welsh Assembly Government becoming responsible for fully funding the core service of education – the provision of teachers, support staff, classroom equipment and the management of the curriculum nationally. Other issues (the maintenance and renewal of the school fabric, the organisation of schools and so on) would remain the responsibility of the Local Authorities. This closely reflects recommendation 15 of the National Assembly of Wales' cross-party report "*Report on School Funding Arrangements in Wales*".

Let's at least look at this issue again and work together for the excellent education system we all want.

NUT CYMRU

18. HOMOPHOBIC BULLYING

All schools have a legal duty to protect children from all forms of bullying and to provide a safe environment for all students and staff to learn. This includes homophobic bullying.

Homophobic bullying is a significant problem for anyone involved in the education of young people, regardless of their own sexuality. It is not only students and staff who identify as lesbian, gay, bisexual or transgender who experience homophobic bullying, but anyone who does not conform to society's traditional stereotypes of masculinity and femininity.

Research shows that homophobic bullying, whether verbal, physical or psychological abuse increases truancy rates, the risk of self-harm and suicide in young people, it damages self-esteem, and lowers educational attainment.

Research carried out by the DfES in England 2002 (*Bullying – don't suffer in silence*) reported that 82% of secondary school teachers said that they were aware of verbal homophobic bullying and 26% were aware of physical homophobic bullying. Disturbingly, the research revealed that only 6% of schools had anti-homophobic bullying policies.

Conference therefore calls on the Wales TUC to work with education unions in Wales to:

1. conduct research into the level of homophobic bullying in Welsh schools and the existence of anti-homophobic bullying policies
2. campaign to increase awareness amongst educational professionals in Wales of the damaging affects of ignoring homophobic bullying
3. develop a model anti-homophobic bullying policy appropriate for use in schools in Wales.

ATL CYMRU

19. TRAINING IN MENTAL HEALTH ISSUES

This Congress calls upon the Welsh Assembly Government to seek and secure funding for the necessary training for prison officers in order for those prisoners with mental health related problems to be appropriately cared for outside the healthcare setting.

POA

20. TRAINING FOR HEALTHCARE AND HOSPITAL OFFICERS

That the Welsh Assembly Government pursue a nationally agreed training package and qualification which would be acceptable to the NHS/PCTs and LHBs for healthcare/hospital officers thereby halting their decline, and encouraging the reintroduction of these posts within establishments in Wales.

POA

21. ECONOMY AND TRAINING

Conference congratulates all concerned with the successful bid in obtaining the training establishment for St Athan.

This can only be good for the Welsh Economy and is good for employment prospects.

Conference calls on the General Council to maintain the good links already achieved and ensure that they endeavour to be part of this project for the future of the forces training and creating a better environment for employment in the surrounding area and to encourage unionisation of the workforce.

VALE OF GLAMORGAN TRADES COUNCIL NEWPORT TRADES COUNCIL

22. ILAS IN WALES

Conference congratulates the Welsh Assembly for introducing the ILA Wales initiative designed to help those on the lowest incomes and without qualifications to access education and learning. ILAs should provide a great opportunity for trade union members to gain skills and qualifications which would otherwise be unaffordable to them. However, access to ILAs for members has been frustrated by the overly bureaucratic and drawn out application process. Whilst the ILA system must be robust and fraud resistant, the current process militates against those who are most in need, particularly those with Skills for Life/Basic Skills needs. It marginalises the positive role that unions and particularly Union Learning Reps (ULRs) can play in encouraging uptake and assisting access to ILAs.

Conference, therefore, calls on the Welsh Assembly to review and amend the current arrangements for accessing ILAs so that:

- unions are designated as 'trusted intermediaries' in the process and would be registered holders of application forms
- trained ULRs are able to provide advice and guidance to members about the accessibility criteria and to issue application forms
- ULRs are able to assist in the application process, including helping members complete and send off the application forms, thereby enabling Unions to support and track those who have applied
- individuals are able to apply for their ILA when they register on a course as opposed to several weeks/months before a course is due to start

- the ILA is topped up each year by the same amount to help learners afford progression courses
- the take up and impact of ILAs are monitored closely and the information collated is shared with the Wales TUC and its affiliates to help identify good practice and issues of concern

UNION OF SHOP, DISTRIBUTIVE AND ALLIED WORKERS

23. WOMEN IN APPRENTICESHIPS

In 2005, the Equal Opportunities Commission produced a report which revealed that working roles in Wales are based more on a person's gender than anywhere else in Britain.

The report also found that three-quarters of all Welsh women were still working in low paid cleaning, caring, clerical work and customer services, while men dominated in better paid trades and engineering.

Shaping a Fairer Future', the Women and Work Commission's Report, recognised that girls' aspirations are higher than ever before but sex stereotyping needs to be broken down and removed as a barrier to wider opportunities for women.

Driven by the need to tackle gender segregation and skill shortages, unions have developed close links with other Welsh organisations and agencies to encourage women to enter apprenticeships in non-traditional areas of work, such as construction, engineering, information technology and plumbing.

In order to continue and develop these initiatives across Wales, it is essential the the Wales TUC works closely with agencies such as Chwarae Teg and sector

Skills Councils to maximise the potential of working women and promote apprenticeship opportunities where women are currently under-represented.

WALES TUC GENERAL COUNCIL

24. ALLIED STEEL AND WIRE PENSIONS

Conference notes the conclusion of the European Court of Justice in January in the case, brought by Community and Amicus on behalf of their members in Allied Steel and Wire in Cardiff and Sheerness, that the present provision by the state to protect occupational pensions entitlements are unlawful and do not meet the

requirements set in Article 8 of the European Insolvency Directive. It recalls in addition the refusal of the Government to accept the recommendation of the Parliamentary Ombudsman that it should compensate in full the employees at ASW and elsewhere who lost most or all of their pension entitlements when their companies became insolvent.

Conference calls on the Government to accept its responsibilities under the law and restore to all employees deprived of all or part of their occupational pensions their entitlements in full. Conference will support in all practicable ways the efforts of its affiliated unions to ensure that the employees affected receive their full pensions entitlements.

COMMUNITY

25. PENSIONS

Conference applauds the decision of the Government to pay state pension based on the earnings index, however we are deeply concerned that the changes will not take effect until 2012. Conference fears that the delay may result in failure to carry out the intent.

Conference further fears that failure to pay pensions on an earnings related basis is already causing poverty to a large number of older people in Wales.

Conference therefore calls upon the Wales TUC and the Welsh Assembly Government to take this matter on board and to do all in their power to persuade the Government to re-establish the earnings related links without further delay.

NEWPORT TRADES COUNCIL

26. CONSULTATION

Conference welcomes the Social Partnership Agreement recently agreed with the WAG, NHS, WLGA and other public sector employers in that it seeks to protect the employment of individuals, whose posts are affected by any all Wales or regional re-organisation. In addition the Wales TUC calls on the WAG to set down a protocol of consultation with employees and their representatives to take place prior to the changes in service provision or employment practices.

Conference further calls upon the Wales TUC to continue to press for a no compulsory redundancy agreement to cover reorganisations. This should be in addition to agreements on retraining, redeployment and reskilling where appropriate.

ASPECT UNISON

27. CIVIL SERVICE JOB CUTS IN WALES

Conference restates its opposition to the programme of civil service job cuts and the detrimental effect this is having on services to the public and the Welsh economy. Based on information obtained by PCS through Freedom of

Information requests, and taking into account relocated posts from the South East of England, a net total of 5,132 Welsh civil service jobs will be lost by 2008.

Conference notes that the Government's next Comprehensive Spending Review 2008-11, will intensify the drive for cuts and so-called 'efficiencies'. This will contribute to increasing workloads, stress, delays, backlogs, failing services and assaults on staff.

Incredibly, many of the Whitehall driven cuts are taking place in designated Objective 1 areas. Put simply, at the same time as the Assembly is injecting billions of pounds of taxpayers money into our poorest communities which, by definition, are amongst the most economically deprived parts of Europe, Whitehall based Departments are undermining those efforts by cutting jobs and closing offices. Whilst the signs are that the Welsh Assembly Government and the Wales Office are, at last, waking up to damaging impact of these cuts on the Welsh economy and services, more needs to be done to politically challenge London based Ministers and officials on their efficiency programmes as they affect Wales.

In supporting the civil service union's campaigning against the job cuts programme, Conference calls on the WTUC to press the Welsh Assembly Government and the Wales Office to :-

- Make high level representations to The Prime Minister and Chancellor to raise concerns about the undermining of the Objective 1 programme
- Seek meetings with Government ministers about their efficiency programmes and their impact on the Welsh economy
- Undertake an urgent study, devoting civil service resource, to assess the impact of the cuts programmes on local economies and services to date

- Undertake a full staffing review of their own organisations to assess future staffing needs taking into account additional workloads associated with the new powers arising from the passing of the Government of Wales Bill

PCS

28. GOVERNMENT OF WALES ACT

Conference welcomes the additional powers granted to Wales in the Government of Wales Act which came into force in 2006.

We recognise that this act together with the earlier requirements for partnership working affords a real opportunity for legislative change to improve the quality of life for Welsh citizens and Welsh workers in particular.

Conference notes that it is often smaller pieces of legislation that have the greatest effect on daily lives, for example abolition of prescription charges and introduction of free bus, and possibly rail travel.

Conference therefore calls on the General Council to identify and promote, through partnership working with the Assembly, suitable areas for use of the new political arrangements which will have a direct effect upon citizens and workers.

UNISON

29. REGIONAL PAY IN THE PUBLIC SECTOR

Conference regrets recent remarks made by the Chancellor of the Exchequer about doing more to encourage local and regional pay in the public sector.

Such a move would:

1. erode the genuine efforts being made to introduce pay systems based on equal pay for work of equal value into the public sector and potentially undermine the Close the Pay Gap campaign
2. undermine the integrity of existing national pay review bodies
3. introduce significant inefficiencies into the public sector by replacing unified national bargaining arrangements with many hundreds of local negotiations.

Conference acknowledges the difficulties of working in high cost areas and impact on the recruitment and retention of staff, the solutions for which go wider

than pay. Conference calls on the WTUC to support affiliates to engage constructively in addressing these problems rather than going down the dead alley of local and regional pay.

CSP

30. PAY PARITY

Conference affirms its commitment to the principle of an English and Welsh pay and conditions of service structure and pledges its opposition to any attempt by the Welsh Assembly Government to implement separate pay and conditions of service for teachers in Wales.

Conference declares that it is unacceptable for teachers to be subject to different rates of pay for undertaking the same work within a national service provision and calls upon the Wales TUC to resist any separation of Wales from England on issues related to the pay and conditions of service of teachers.

Furthermore, Conference acknowledges the detrimental effect of regional pay on the provision of public services and in relation to recruitment and retention.

Conference calls upon the Minister for Education, Lifelong Learning and Skills and the Welsh Assembly Government to publicly declare their commitment to preserving an English and Welsh pay structure and to unequivocally agree that there is no appetite amongst teachers for devolved pay and conditions of service in Wales at the current time and no evidence to suggest that there ever will be.

NASUWT CYMRU NUT

31. REGIONAL PAY

Conference reasserts its opposition to regional pay. Proposals to introduce a geographical variation in public sector pay has been a UK government commitment since 2001, however strong union opposition has limited its implementation.

Worryingly, there is growing evidence that a further push for regional pay is back on the Government's agenda with several civil service departments drawing up plans with the full encouragement of the Treasury. Moreover, the draft NHS pay and workforce strategy for 2008 to 2011 in England advocates the determination of nurses pay by local market rates, and that unemployment could be used to "create downward pressure on wages".

The consequences of regional pay for Welsh public sector workers and the wider Welsh economy are potentially very serious. Wages in Wales are, on average, 13% lower than the UK average. It follows that any reliance on market forces to determine regional public sector pay rates would inevitably disadvantage Welsh workers.

Moreover, the imposition of regional pay could seriously hamper National Assembly efforts to reduce the prosperity gap between Wales and the rest of the UK. The public sector in Wales is a major employer of Welsh workers and any pay detriment would have a direct impact on the Welsh economy.

Conference agrees to oppose regional pay in the public sector and instructs the General Council to campaign against it and in favour of fair, transparent and properly funded pay systems including strong representations to the UK Treasury and Welsh Assembly Government.

PCS PROSPECT

32. ENERGY

Conference is concerned about the cost and security of supply of energy in this country.

Conference notes with increasing alarm the potential for electricity shortages in the near future caused by the decommissioning of nuclear and coal fired stations.

Conference welcomes the findings of the 2006 Energy Review but believes urgent action is required to secure gas and electricity supply in the long term. By 2015, the UK will be facing a predicted 20% gap between peak demand and capacity if the supply of gas can be secured. This will lead to higher energy costs for all users and a threat to UK jobs.

The proposed closure of the Wylfa Nuclear Power Station on Anglesey and its effect on the nearby Anglesey Aluminium plant, for example, will have a wide ranging effect on the Anglesey community. This includes the potential loss of 1,200 jobs and £45m per annum to the Anglesey economy.

Conference notes that there is no magic bullet to the sustainable production of electricity and agrees with the Government that a balanced energy policy comprising of a mixture of generating technologies is needed. In addition, however, Conference believes that greater priority needs to be given to ensuring the future supply of engineering and technical skills that are key to the development of all energy sources.

Conference calls on the Wales TUC to campaign for:

- tougher measures to impose fairer competition on Europe's energy supplies if governments and the industry fail to promote liberalisation
- action to encourage the development and, more importantly, the implementation of a wider diversity of low carbon technologies such as nuclear, wave, tidal, clean coal, etc to ensure that electricity capacity is available to meet demand at all times
- the extension of the working lives of all existing nuclear facilities where it is possible to do so
- the utilisation of pre-existing locations of nuclear facilities for any proposed new nuclear build given that the infrastructure, demand and local public support is already in place.

AMICUS PROSPECT

33. GLOBALISATION

Conference recognises that one effect of globalisation is the growing number of companies that establish operations in parts of the developing world in particular in Africa. Conference is concerned that the benefits of global trading should be distributed more evenly, rather than remain concentrated in pockets of wealth that exist alongside large-scale poverty. Moreover, Conference believes that global trading should drive up labour standards rather than simply take advantage of low labour costs and weak employment and trade union laws.

Conference believes that companies that outsource work to developing countries should abide by the Base Code of Practice developed by the Ethical Trading Initiative which complies with the ILO core labour conventions and in particular:

- ensure at least a living wage is paid throughout the supply chain
- ensure that the right to join a trade union is guaranteed and appropriate trade unions are recognised throughout the supply chain and
- contribute a percentage of their profits to local health, education and housing projects.

Conference instructs the General Council to work with the Welsh Assembly , international labour and trade union organisations, relevant campaigning organisations to take this policy forward.

ASLEF

34. MANUFACTURING IN WALES

Conference is concerned that the manufacturing industry in Wales is in still in decline and that urgent action needs to be taken to address this situation.

Conference notes that news of company closures in the sector is still occurring at an alarming rate, with globalisation and the high value of the pound the greatest threats.

Manufacturing faces huge competitive threats from ruthless companies who ignore quality, innovation, loyalty and commitment in favour of pursuing greater profits by transferring work to low-cost countries.

In 2000, 27% of Welsh GDP was reliant on manufacturing. In 2006 this had reduced to 20% demonstrating a very significant decline.

2006 saw thousands of job losses in manufacturing across the country and sadly this year started in a similar vein.

However, despite suffering thousands of job losses, the Welsh manufacturing industry is still attracting high-tech manufacturing industries bringing new jobs to Wales.

The Welsh Assembly Government has demonstrated its commitment to the sector through capital investment and workplace skills development, but the UK does not have the strength in its labour laws compared to its European competitors. This makes the industry more vulnerable to job cuts when multinationals want to make redundancies.

In order to strengthen the position of Wales within the manufacturing sector, Conference calls upon Wales TUC to campaign to:

- tackle poor productivity through capital investment
- improve the position of workers with stronger employment protection
- make greater investment in workplace skills and training
- encourage employers and manufacturers to share best practice in employment practices, productivity, vocational development and retention of skills.

AMICUS

35. MANUFACTURING IN WALES

Conference expresses the deep concern of Welsh people about the decline of jobs in manufacturing in Wales. Despite nine years of financial stability and

moderate economic growth so far this century and the unflagging work of the Chief Minister and his colleagues to promote investment and employment growth in Wales, the loss of manufacturing jobs has been nearly twice as fast as any other European Union country. Energy prices remain the highest in the EU, the UK has far and away the biggest trade deficit in the EU, and productivity improvement since 1992 has been slower than in other EU countries. Investment in Welsh manufacturing has been inadequate for years to maintain competitiveness despite the tax relief, employer-friendly policies pursued by the British Government, and support provided for training.

Conference acknowledges the significant contribution made to employment creation by the services sector but is convinced that growth even in this sector can be maintained indefinitely in the absence of a thriving industrial base. In addition, without the contribution to fast growth made by manufacturing which incorporates technical advances, it will be increasingly difficult for Wales to maintain rising levels of public expenditure. Conference calls on the Assembly to investigate the reasons for companies' failure to invest adequately in Welsh manufacturing and to recommend policy remedies to provide additional help for industrial restructuring in Wales and to ensure that Welsh enterprises compete on equal terms for public contracts with firms in other EU countries.

COMMUNITY

36. MANUFACTURING IN WALES

Traditionally manufacturing has been more important to the Welsh economy than to other parts of the UK and it still accounts for 20% of the Welsh economic output. However, 3,000 manufacturing jobs were lost in Wales during the last half of 2006. Successful and profitable companies like Corus, Airbus and Burberry, all these companies are or have been under threat of closure or transfer of work abroad, which will have a further devastating effect on Wales and Welsh manufacturing.

With regards to the situation at Burberry, firstly they failed to consult properly, then having consulted they continued with their closure plans despite announcing record profits of £160 million last year and increasing their sales by 24%.

Why did they intend to move production to China? Only because pay rates are lower and the rights to join a free trade union like the GMB does not exist. Will they reduce prices to the customer? No, just increase profits even more at the expense of the British customer. This Conference condemns Burberry for the way the proposed closure was announced, this decision was purely based on corporate greed and the company's determination to increase profits.

The GMB and the loyal workforce in the Burberry Treorchy factory very much appreciated the help of celebrities such as Sir Tom Jones, Emma Thompson, Iwan Rhys Ifans and Rhys Ifans, along with Sir Alex Ferguson and many other celebrities who recognised the importance of manufacturing and jobs to Wales and supported the GMB's campaign against the Burberry closure.

We call on the Wales TUC to continue to work with the Welsh Assembly to ensure that major companies are encouraged to invest in Wales, such as Ford investing in their Bridgend engine plant creating 200 jobs and Cosi investing at Maesteg, creating 300 new jobs.

Wales needs a coherent Manufacturing strategy and the Wales TUC welcomes

the Welsh Assembly Government's decision to establish a Manufacturing Forum to provide strategic support for Wales manufacturing businesses.

GMB

37. MANUFACTURING

Conference is extremely concerned at the continued decline of the Welsh manufacturing sector. Whilst overall employment in Wales has steadily increased manufacturing employment has declined by over 36,000 in seven years. It now accounts for 14% of all Welsh jobs, declining from 20% seven years ago. Conference agrees with the Welsh Assembly Government that high end, value added manufacturing employment is the future of Welsh manufacturing. There is grave concern however that it is this sector of Welsh manufacturing that is being eroded.

Globalisation has enabled multinationals to become increasingly mobile in their quest to cut costs and maximise profits. The emergence of China as an economic superpower with a seemingly unlimited resource of cheap labour is becoming increasingly more attractive to them. The negative effect on our manufacturing base will only continue unless drastic action is taken.

Conference notes that the implementation of the information and consultation directive in the UK manufacturing sector has done little to stem the haemorrhaging of manufacturing jobs. We are still the easy target in Europe. Conference reaffirms its belief that recent large scale redundancy programmes and plant closures are a direct result of the fact that British workers are cheap and easy to sack.

Conference notes that this is not the case in most other European countries that all enjoy stricter regulation. The length and complexity of consultation over redundancies in the UK is still minimal compared with that of Germany, France or

the Netherlands. Our procedures for dealing with redundancies and dis-investment should be at least as rigorous as those in the rest of Europe.

Conference calls upon the Wales TUC to continue campaigning for Welsh manufacturing, and to specifically argue for:

- clear, strong and decisive Assembly and UK Government manufacturing strategies
- legal requirements on companies that are making large scale redundancies to implement and adhere to strict social plans to offset the affects of relocation
- better rights and agreements on information and consultation to ensure that it is no longer easier, quicker and cheaper to close manufacturing in the UK than elsewhere in the European Union
- improvements in the incentives which encourage companies to invest in research and development facilities in Wales, as they are important in helping root manufacturers into the locality
- stricter controls and penalties upon those companies who have been the recipients of Government grant aid and who relocate out of Wales
- better use of Assembly procurement policies to help Welsh manufacturing. When this is not possible, public purchasing of products manufactured outside the UK should comply with an ethical trading requirement
- amendment to the European Works Councils Directive to require prior consultation on specified issues such as restructuring, mergers, take-overs and collective redundancies
- improvements to the Collective Redundancies Regulations to make clear that consultation should take place before decisions are taken (especially in the case of mergers and take-overs), and to introduce the penalty of reversal of decisions taken without consultation
- positive review of the TUPE regulations so that employers are required to consult unions and employees well in advance of an undertaking being transferred.

TRANSPORT AND GENERAL WORKERS UNION

38. A MEDIA POLICY FOR WALES

Conference instructs the Wales TUC General Council to discuss the calls of Amicus and the NUJ for a media policy for Wales and to work with them and the other media unions to agree and implement a campaign strategy that seeks to persuade the National Assembly to develop such a policy. The policy should aim to protect media jobs and quality services for viewers, readers and listeners in the face of globalisation and the ongoing impact of centralisation and budget cuts within the welsh media. Furthermore, it should seek to address the very real threat that Welsh union members and other citizens could have less choice of

dedicated, Welsh-based media outlets in the future, despite the growth of new technology.

NUJ

39. END THE BAN ON KSM

Conference condemns the Ministry of the Interior of the Czech Republic's decision to dissolve the Czech Communist Youth Union (KSM).

The main reason being because of the advocacy of publicly provided services and public ownership.

Conference calls upon the General Council and affiliates to protest to the Czech Consulate in Cardiff and the Embassy in London.

Conference calls on the Government of the Czech Republic to repeal the ban.

DEESIDE TRADES COUNCIL

40. NHS IN WALES

This Conference commends the Welsh Assembly Government's investment in the health and social care of people in Wales since 1999. However the evidence currently shows that a significant number of health trusts across Wales are facing severe financial problems that have developed as a consequence of improved patient care and expectations that have not always been resourced proportionately.

A journey through NHS Wales shows that continued improvements can only be guaranteed by maintaining that investment and not following the English agenda of marketisation, outsourcing, privatisation and artificially engineered competition. However to maintain that Welshness in healthcare provision also requires that we are not complacent in examining how every pound is spent and that there are no inherent inefficiencies caused by complex and seemingly unnecessary bureaucratic commissioning arrangements.

Most healthcare provision is commissioned (purchased) by Local Health Boards (LHBs) and Health Commission Wales. As a result of Welsh Health Service reorganisation in 2003 22 LHBs were created from the 5 former health authorities. Those 22 LHBs primarily buy services from just 13 health trusts in Wales. Inevitably there is significant duplication of functions that creates inherent inefficiency in addition to the obvious extra costs caused by creating 22 bodies replicating identical roles.

This Conference calls upon the Wales TUC to canvas and liaise with the TUC nominees on LHBs together with NHS trade unions to research both the impact of LHB duplicated functions together with a critical analysis of how truly representative LHBs are of local communities or local needs. The NHS in Wales is likely to be subject to more reorganisation and reconfiguration in 2007/8; the Wales TUC should also campaign to ensure that LHBs must be included in that process so that resources will be used to ensure clinical care takes priority over cumbersome bureaucracies.

The Wales TUC should also press the Welsh Assembly Government to remove the anomaly of bed blocking which occurs when local authorities fail to provide adequate care for patients who do not need to remain in hospital.

UNISON

41. OPPOSING NATIONAL HEALTH SERVICE PRIVATISATION

Conference agrees that the NHS is being continually privatised against the overwhelming wishes of the public and their organisations, particularly the trade union movement.

Conference notes that there is privatisation taking place in Wales, but never the less welcomes the fact that, to date, the Welsh Assembly Government is resisting to go the way of the Westminster's Government's constant privatisation push, but believes that eventually their resistance will crack and the Welsh Public will suffer the consequences of the profiteers. Conference believes that putting NHS services out to tender is privatisation through the back door and presents a serious threat to its future.

Conference believes that it does matter whether care is provided by publicly run facilities or privately run facilities, because private companies put profit first and care second. This was apparent from the very first round of privatisation that put hospital cleaning out to tender.

Paying private providers, who exist to make a profit, is, by definition, a waste of NHS money. This is the case both where whole categories of patient care are being contracted out and where individual patients are being sent to private hospitals and so called "independent" treatment and diagnostic centres which are owned by private companies such as giant South African conglomerate Netcare.

Conference recognises that private companies are taking over the "easier" and more profitable sectors of NHS provision, leaving the more expensive and difficult sectors and difficult sectors to the NHS, which makes the NHS falsely appear inefficient and disproportionately expensive. Lastly, but very importantly,

Conference believes that the amount and quality of service offered is reduced where NHS provision is privatised or put out to tender.

Ministers have announced that their aim is to put 13% of NHS services into the private sector. Conference believes that if this is their target for this Government, they will move to further privatisation targets in future. Looking to a service that will largely be publicly administered, but privately delivered, as appears to be the aim with other public services.

Conference believes that this will inevitably lead to fewer services for patients, as a significant proportion of the NHS budget will go to private profit. In America, for instance, private health care costs more than twice what we pay for the NHS, one-third of the charges go on administration, one-tenth is gobbled up by fraud, according to F.B.I, and 40 million people cannot afford treatment at all.

G.P. services in the NHS are being contracted to private outfits, including the United Health Group which has a string of criminal convictions in the USA for cheating patients, the Government and other companies.

The purchase of supplies for the NHS, which accounts for 5 percent of its budget, is being handed over to a US-German conglomerate whose US arm Novation is under criminal investigation for fraud, bribery and corruption.

Obviously accountability will be lost when NHS care is handed over to a private company.

Conference believes that the move to private provision is ideologically driven and not in the best interests of the NHS users and health service workers.

Conference believes that the NHS is the most important gain working class people have ever won in this country and that the stated purpose of a universal National Health Service, free at the point of delivery, must be defended not just in the letter of the principle, but in its spirit.

Conference completely opposes the privatisation or tendering out of any NHS services.

Conference calls upon Government to abandon these policies and to fully fund a publicly delivered National Health Service.

Conference also calls on the General Council of the Wales TUC to consider organising a one-day conference to discuss all issues within the NHS in Wales and Britain as a whole.

MERTHYR TYDFIL TRADES COUNCIL

43. BREAST CANCER DIAGNOSIS AND TREATMENT IN WALES

Conference welcomes the Welsh Assembly Government's continued commitment to improving health in Wales through the NHS.

However, Conference calls on the Wales TUC to lobby the Welsh Assembly Government to work with the NHS frontline staff and patients' representatives to improve waiting times for the diagnosis and treatment of breast cancer for patients in Wales.

Patients with suspected breast cancer in Wales can still have to wait many weeks for diagnosis and once diagnosis has been made progress towards targets for treatment times is slower than in England.

Wales has come a long way, but we still have a long way to go. We therefore call for these improvements in order to end the suffering caused to women in Wales and their families by long waits for diagnosis, and then treatment.

WALES TUC GENERAL COUNCIL

44. EQUAL PAY IN LOCAL GOVERNMENT

This conference notes and supports the endeavours of the local government trade unions in pursuing pay equality policies and practices.

However, progress towards this objective is being hindered by funding shortfalls within many local authorities.

Adequate funding arrangements are central to the successful delivery of both new pay and grading structures and retrospective equal pay compensation.

Conference calls upon both central and regional government to relax the existing restrictions, particularly as they relate to both financial settlements and the concept of capitalisation.

GMB

45. TACKLING RACISM AND FASCISM

Conference applauds the efforts of unions in defending communities against the threats of the BNP and other far-right organisations.

Conference deplores attempts by the BNP and others to undermine Wales as a multicultural nation, and their attempts to seek to destroy trade union organisations.

Conference believes there can be no complacency in defeating the far right whenever they stand for election to public office.

Conference commits to support all unions in campaigning against the BNP in all election campaigns in Wales.

In addition, Conference calls on the Wales TUC to:

1. Publicise and provide support as appropriate to national and local campaigns and events against racism and fascism.
2. Produce advice and briefings for affiliates to help them counter the activities, attitudes and propaganda of racists and fascists
3. Promote policies to tackle and prevent race hate activities in the workplace

Conference urges affiliated trade unions to support anti fascist organisations such as Searchlight by giving practical support such as providing facilities for meetings and administrative support.

**NASUWT CYMRU
ASSOCIATION FOR COLLEGE MANAGEMENT
TRANSPORT AND GENERAL WORKERS UNION**

46. OPPOSING RACISM AND FASCISM

Conference welcomes the TUC campaign to defend communities against the racially divisive and hate filled politics of the BNP.

Extreme far right groups are fascist and racist organisations that stand for an all white Britain, the destruction of trade unions and the elimination of basic human rights.

Conference believes the increase in racial attacks against a background of hostile political party policies on asylum seekers and immigration reflects the need for all democratic bodies to take the urgent steps that are needed to tackle racism in all its forms.

Whilst some trade unions have affiliated to anti racist and anti fascist organisations, trade union involvement has been inconsistent – with some unions heavily involved but others having arms length involvement or acting independently. There is a strong need for trade unions to act in unison with clear objectives, as they are the major funders of anti-racist activity both through Unite Against Fascism, searchlight and with other independent organisations.

Conference believes that there can be no complacency in defeating the far right whoever and wherever they stand for election to public office.

Conference calls upon the Wales TUC General Council to :-

- co-ordinate the activities of affiliate unions in developing a trade union-led fight against the BNP and fascist organisations;
- urgently establish Wales wide task groups to enable trade unions affiliates to co-ordinate their activities;
- encourage a closer relationship between trade unions and community groups and share examples of good practice.

WALES TUC GENERAL COUNCIL

47. DISABLED WORKERS

Conference welcomes the introduction of the new public sector duty to promote disability equality as a positive step forward in improving the lives of disabled people.

However, it is imperative that public sector authorities take this duty seriously and introduce positive measures to improve the status of disabled people in the workplace, as well as in the labour market generally.

All public sector organisations should have introduced their Disability Equality Scheme in December 2006. The action plan associated with that scheme should by now be well under way. Wales TUC affiliates are therefore urged to ensure that all employing organisations in the public sector have carried out impact assessments on all policies and practices and that the unions, as well as their disabled members, are fully involved in this process.

In addition, it is imperative that all policies and actions as a result of the disability equality duty are properly monitored, using the social model in line with TUC policy and guidance.

PROSPECT

48. VICTIMS OF CRIME

Conference is gravely concerned that most victims of racist and homophobic crime do not report their experiences to the police and often suffer ongoing victimisation which they regard as part of everyday life. A report published recently by Victim Support found most victims of hate crimes, which included verbal abuse, property damage and assault, suffered in silence. Only one in five who reported the offences felt supported by police and many criticised officers for failing to act, particularly over low-level harassment.

Some who experienced continued victimisation saw the abuse as part of daily life and even gave up leaving the house. Others lost their home or business because of arson, vandalism or having to move to get away from their abusers.

They gave fear of going to court, concern about revenge attacks and a lack of understanding from the police as reasons for not reporting what was happening.

Hate crime symbolises all the worst aspects of prejudice. The research shows that it has a more profoundly damaging affect on victims that is often not fully understood by the criminal justice system.

The fact is that people do not trust the criminal justice system and would rather suffer the terror than risk not being helped.

Conference is also concerned that hate crimes are fuelled by misinformation and ignorance but may also be due to government immigration policy and the interpretation by some of the war of terror.

The global war on terror -- which began five years ago after a rash of terrorist attacks on the United States -- has been transformed primarily into a war against minorities.

Too often the war on terror has come at the expense of human rights. In most cases, people from minority communities have been the target, often suffering in silence because of their minority status.

The minorities singled out as part of racial profiling, both by the United States and the West, include Arabs, Muslims, Sikhs, Pakistanis and, Middle Easterners

and South Asians.

The United States, Canada and some European states, including Britain, Spain and Holland, have seen anti-terror laws fuel violations of the rights of Muslim, Asian, north African and Middle Eastern minority communities.

The Muslims and South Asians living in these countries, often feel targeted and isolated, potentially leading to an increase in sympathy with extremist groups, the silencing of moderate voices and setbacks for women's rights.

Conference therefore urges the Wales TUC and its affiliates to recognise that by fuelling the extremist ideologies of group like the BNP only brings harm and misery to many in this country. Conference calls upon the Wales TUC to work within the wider labour and trade union movement to ensure

- Support for Black and Minority Ethnic victims of crime is made available locally and is based upon understanding and is professionally and sympathetically delivered to all who have suffered.

Government policies based on fuelling discrimination and scapegoating of minorities are examined and where necessary opposed by unions and workers organisations.

WALES TUC GENERAL COUNCIL

49. TRANSPORT

Conference notes that one of the biggest threats to Wales' future prosperity is the continuing damage caused to the environment by over reliance on private transport and the social exclusion caused by a transport network which does not reflect the needs of the UK.

Conference notes nearly 40% of CO2 emissions are from transport. It is also estimated that traffic congestion costs businesses £20 billion per annum, with private car usage estimated to grow by between 15-20% in the next decade. Improving our public transport systems has to be the primary solution to reducing congestion. A Welsh transport network fit for purpose will of course cost money and it is imperative that the Wales TUC continues to lobby the National Assembly, local authorities and transport operators to address the historic levels of under investment in public transport.

Conference believes that the transportation of freight must be integrated as well and supports the use of road rail and port hubs which are fully integrated to help reduce carbon emissions from freight transport. Emission levels in the freight

transport sector have increased by 59% between 1990 and 2002 and are expected to grow even further.

Conference calls on the WTUC to look into the creation of an integrated transport committee so that Transport Unions can work in conjunction in promoting a transport policy which allows for economic growth and environmental sustainability and social inclusion.

**ASLEF
TRANSPORT AND GENERAL WORKERS UNION.**

50. TRANSPORT POLICY

Conference reiterates support for re-nationalisation of the railways. Conference notes that the recent cuts in Great Western services graphically demonstrates the need for the railway to be run in the interests of society as a whole rather than for the benefit of private shareholders.

Conference welcomes the Transport (Wales) Act 2006 and the Railways Act 2005 provided by the Assembly Government with more powers over the Wales Transport System.

Conference notes the Stern Report warning of the catastrophic consequences of global warming and further notes that transport is also currently the fastest growing source of greenhouse gasses accounting for approximately 25% of all UK carbon emissions, the vast majority of which are currently produced by road transport.

Conference therefore agrees to lobby the Assembly Government to ensure meeting the climate change challenge is a central objective on the ongoing development of the Wales Transport Strategy. In this respect Conference welcomes the positive role that the Assembly Wales Government has already taken in growing the railways, including the support for direct train services between Wrexham and London.

Conference further notes the key role that the maritime industry has to play as part of an integrated transport system and agrees to lobby to argue for the establishment of a working group with the Assembly Government to discuss ways in which there can be improved employment prospects for UK seafarers in Wales.

Conference welcomes the fact that the Wales TUC is at the forefront of campaigns to protect migrant workers and prevent a race to the bottom in pay and conditions as demonstrated by support for seafarers involved in the Irish Ferries Dispute.

Conference notes that seafarers continue to be at the sharp end of exploitative practices by unscrupulous shipping employers. This is made possible by non UK seafarers employed on UK registered ships and in UK waters still denied basic employment rights including being excluded from the full protection of the Race Relations Act and the National Minimum Wage. Conference therefore urges Conference to continue lobbying Political parties, Assembly members and MPs to win full employment rights for seafarers.

RMT

51. TRANSPORT

Conference believes that in order to maintain the micro-economic well being of the United Kingdom, L.G.V. drivers should be encouraged to remain within the logistics industry and the industry should attract new driving recruits.

Conference asks the General Council, once again, to endorse the United Road Transport Union's stance and lobby the Welsh Assembly Government to apply pressure on local councils to provide facilities for L.G.V. drivers, where they can park their vehicles securely and have at their disposal acceptable sanitary facilities, and that this is done within the course of the next conference year.

URTU

52. TRIDENT

This Conference is totally opposed to any proposal to renew Trident as Britain's independent nuclear deterrent. Conference condemns as hypocritical any argument justifying the squandering the billions of pounds of public money on the renewal of a weapon of death and destruction from the advocates of the increased use of private finance in the funding of public services.

Conference therefore:

- welcomes the decision of the British TUC Conference 2006 to oppose the renewal of Trident
- calls upon the Wales TUC General Council to mobilise trade union opinion in Wales against the renewal of Trident

- opposes all expenditure on nuclear weapons and supports the conversion of the technology of nuclear weapons production into socially useful production.

CARDIFF TRADES COUNCIL

53. CLIMATE CHANGE

Conference notes the stark warnings on the impact of human activity on our climate contained in the Stern Review and report from the Intergovernmental Panel on Climate Change (IPCC).

Conference notes that failure to cut greenhouse gas emissions will mean a loss of food production, increased flooding, more disease, water shortages and increased incidents of extreme weather patterns.

Conference welcomes the recently announced plans of the Government to introduce a Climate Change Bill and initiative such as the recent “Green the Workplace” conference.

Conference believes unions can play an important part in campaigning on environmental issues and lobbying to secure agreement on a more effective Kyoto 2 protocol.

Conference calls on the General Council of the WTUC to:

- a) work with the Welsh Assembly Government and other agencies to promote cleaner and more sustainable jobs
- b) promote workplace engagement in sustainable development amongst affiliates
- c) support work by the Welsh Assembly Government on initiatives to tackle climate change both in the workplace and in the wider community.

To assist the task of working for best environmental practice in the workplace and negotiating sustainable workplace agreements with employers the Wales TUC will fully support the campaign for trade union environmental representatives to be given the same rights at work as other trade union representatives

CSP
RMT

EMERGENCY MOTIONS

COMPOSITE EMERGENCY MOTION A BNP

This Conference reaffirms its total opposition to the vile racist and fascist propaganda of the British National Party.

We condemn the decision to allow the fascists publicity through televised broadcasts during the recent elections for the National Assembly for Wales. The BNP Party Election Broadcast which was aired on the 24th April 2007 in the run up to Welsh Assembly elections was nothing but a racist diatribe.

Conference believes when a Party Election Broadcast is used in this manner by fascist organisations it does little to encourage integration in our country and actually harms race relations in Wales.

Conference also condemns the Swansea Evening Post, South Wales Echo and other papers for accepting advertising revenue from the BNP to promote its message of racism and xenophobia during the 2007 Assembly election campaign.

Conference notes with concern the increased votes for the far-right, racist BNP in the Welsh Assembly elections. In both North Wales and South Wales West regions the BNP gained over 5% of the vote. The BNP announced after these results that their positive vote in Wales would form the foundations of a concerted campaign for next years' Welsh council elections.

Nick Griffin, BNP leader, said they would particularly target Wrexham and Swansea at these elections in an attempt to get as many BNP councillors elected in Wales as possible.

Conference therefore calls on the General Council to:

- 1) continue an ongoing campaign amongst trade unionists in Welsh workplaces and communities to highlight the racist, anti-union and divisive programme of the BNP.
- 2) expose the dismal record of those BNP councillors elected in England.
- 3) organise two major anti-BNP demonstrations in Wrexham and Swansea during the campaign for the 2008 local elections.
- 4) continue the campaign to organise migrant workers and fight for equal and decent pay for all workers in Wales
- 5) work with others in the wider labour and trade union movement for a major campaign to be launched to review, with the intention to change, the current legislation which allows fascist organisations the opportunity to have broadcasting time via a party political broadcast.

- 6) to consider with affiliates whether it is appropriate for our organisations to enter into any form of commercial or promotional arrangements with the Swansea Evening Post, South Wales Echo and other papers who have taken advertising from BNP
- 7) to work with affiliates to use their influence with the Welsh Assembly Government, National Assembly for Wales, local authorities, educational institutions and local businesses to withdraw their support from the Swansea Evening Post by not advertising or being party to any feature articles.

**SWANSEA TRADES COUNCIL
CARDIFF COUNTY TRADES COUNCIL
UNITE – AMICUS SECTION**

**EMERGENCY MOTION C
EMPLOYMENT OF PRISONERS**

Conference expresses its concern at revelations in the press on 13 May 2007 of serving prisoners being used to carry out maintenance work on Britain's railways.

Conference condemns the fact that there was no consultation with the railway trade unions over the decision to use serving prisoners in this way.

Conference is further concerned that without the proper involvement of the trade unions there will always be a significant risk that using serving prisoners will be exploitative and undermine existing conditions and safety practices.

Conference also believes that without the involvement of trades unions then such workers will be lacking the basic day to day protection provided by trade union health and safety representatives.

Conference fully supports efforts to rehabilitate offenders through work but believes that this issue has wider implications for the trade union movement and urges the General Council to campaign to ensure that such initiatives are only carried out with the full involvement and agreement of the relevant trade unions.

RMT

EMERGENCY MOTION D VICTIMISATION OF TRADE UNIONISTS

Conference notes the broadcasting of the BBC 1 program "One Life – Ricky Tomlinson" on 27th March 2007 which highlighted issues arising from the imprisonment of workers during the 1972 national building workers strike.

Conference further notes the programme revealed alarming new evidence regarding how the state still holds secret information on individuals because of their trade union activity. The programme showed recently released court documents and Government papers from the period revealing the depth of political interest in what were supposedly straightforward criminal proceedings.

Of specific concern to the modern day Trade Union movement was the production of a special branch report on the activity of strikers which, 35 years after the event, still had key sentences removed on the grounds of national security.

Conference believes that it is entirely unacceptable for legislation to be in place that allows the state to retain secret information on trade unionists and believes that if this is not challenged then the very principle of free trade unions will always be under threat.

Conference further believes that this has serious implications for trade unionists in the UK. Conference therefore welcomes the passing of an the emergency resolution at the 2007 STUC calling for an investigation into this issue and a campaign with the TUC to ensure that the state is not allowed to hold information on individuals because of their trade union activity.

Conference urges the Wales TUC General Council to fully support this campaign.

RMT

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| MOTIONS REMITTED |
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54. REFUSE DISPOSAL

There are 38 landfill sites in Wales, one at Hafod near Wrexham is importing 300,000 tonnes of refuse per annum from Merseyside and other authorities.

There is at present no consistent policy operated by local authorities for dealing with refuse. A common policy is required in order to comply with EU directives thereby avoiding landfill and carbon emissions.

Wrexham Trades Council calls on the Wales TUC to conduct an investigation into this issue and urge the National Assembly to introduce a waste strategy for Wales which recycles refuse at source in localised custom built plants that do not involve Incineration or pyrolysis/gasification but recycles refuse into a product that can be used in industry.

WREXHAM TRADES COUNCIL

55. SUBSISTENCE

This Conference notes the role Trades Council's play in furthering Trade Union values and the useful contribution they make, especially in Wales.

Conference should also be aware that Trades Council delegates to this Conference receive £10.00 per day subsistence payable by the Wales TUC. This figure has remained unchanged for many years and does not now cover actual expenditure.

Conference therefore agrees the £10.00 figure has to be raised to match the increases in inflation since the amount was originally introduced. Given the pressures on the finances of the Wales TUC and to enable financial planning to be taken into consideration it is agreed the rise will be incrementally based.

CARDIFF TRADES COUNCIL

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| MOTIONS LOST |
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05. TRADE UNION FREEDOM

Conference notes:

1. The Tory anti-trade union legislation, which Thatcher began to introduce 27 years ago remains a shackle on the labour and trade union movement.
2. These laws are arguably the most repressive anti-trade union legislation in Western Europe.
3. These laws unfairly hinder normal trade union organisation and representation.

Conference further notes:

1. That 10 years' New Labour government has not led to the removal of these vicious anti-trade union laws.

2. That after 10 years' lobbying the New Labour government, Tory legislation targeted at emasculating our movement remains in place.

Conference resolves:

1. The Wales TUC Executive organise a conference of union workplace representatives and shop stewards in Wales to discuss a strategy to resist and defeat the anti-trade union legislation. This conference to take place before the next WTUC conference.
2. That the Wales TUC give full support to any affiliated trade union threatened with legal action for resisting the legislation, e.g. refusing to issue 'repudiation letters' if their members take so-called 'unofficial' industrial action.

SWANSEA TRADES COUNCIL LOST

42. FIGHTING TO DEFEND THE NHS

Conference notes:

1. That even though health needs in Wales are the greatest of any region in the UK, recent figures showed that health spending per head in Wales is the lowest in the UK. For the first time spending on health per head in Wales is below that of England; £1,420 per head in Wales compared with £1,540 in England.
2. The New Labour majority in the Assembly has decided, with the assistance of Derek Wanless, former Chief Executive of the Nat West bank, not to expand hospital provision in Wales. On the contrary, it has launched the *Designed For Life* initiative which specifically aims to close more hospitals and "downgrade" or cutback even more.
3. '*Designed For Life*' is claimed to have the aim of bringing health treatment closer to patients by moving treatment out of district hospitals and into local primary care centres, while major treatment is concentrated in large specialist centres in a few super hospitals. The real motivation behind this strategy is to save money. While the Assembly Government and Local Health Boards have been preparing to announce hospital closures and cutbacks there have been no announcements either of providing community services to replace them or of what sort of budget will be available for such community services.
4. Thousands of people in Wales have already protested against NHS cuts.

Conference believes:

1. That the 'Designed For Life' initiative directly threatens the NHS in Wales.

2. There is huge potential for a campaign led by the labour movement in Wales in defence of the NHS.

Conference resolves:

1. The Wales TUC should support any affiliated trade union taking industrial action to defend jobs and services within the NHS.
2. Assist in uniting NHS workers and patients by organising a Welsh demonstration against the health cuts.
3. Lobby the TUC to organize an all-Britain demonstration in defence of the NHS.

SWANSEA TRADES COUNCIL LOST

GENERAL COUNCIL STATEMENTS

GENERAL COUNCIL STATEMENT ON CORPORATE MANSLAUGHTER

The Wales TUC and the wider trade union movement have campaigned for more than a decade for the introduction of a Corporate Manslaughter Act. The introduction of a new law on Corporate Manslaughter was a key commitment in the Warwick Agreement.

The new law is urgently needed to ensure that employers are held to account for deaths at work that occur as a direct result of the gross negligence of employers. The tragic reality of needless deaths at work has been highlighted by the death of Daniel Dennis and his family's fight for the employer to be held to account. The General Council believes that the current law is not fit for purpose. The Corporate Manslaughter Bill is currently proceeding through Parliament. The General Council recognises that the current Bill does not deliver everything that a number of trade unions have campaigned for. However the General Council believes that the current Bill would provide a significant step forward in protecting workers and holding employers to account. The current Bill includes important clauses providing for the introduction of corporate probation for companies and the effective abolition of crown immunity.

The House of Lords led by Tory peers voted to introduce amendments to the Corporate Manslaughter Bill on Tuesday 22 May. The effect of those amendments is that the Bill could now be destroyed. This is political game playing with a Bill that is designed to help save people's lives. The Bill needs to be given Royal Assent by the end of this Parliamentary session in July this year.

The General Council is dismayed at the prospect of Corporate Manslaughter legislation being wrecked. It is wholly unacceptable for unelected peers to prevent the enactment of Corporate Manslaughter legislation. The General Council calls on the Labour Government to do everything necessary to ensure that the Bill becomes law.

GENERAL COUNCIL STATEMENT ON REMPLOY

The General Council of the Wales TUC strongly condemns the announcement by Remploy that it intends to close five of its twelve Welsh factories and merge a further two.

435 disabled and 30 non-disabled employees will lose their jobs if the Aberdare, Abertillery, Bridgend, Treforest and Wrexham facilities are closed. It is proposed that the Brynamman and Ystradgynlais plants will also close and workers in these factories be offered work at the factory in Neath Port Talbot.

The trade unions representing members at Remploy will now seek authority for a national official strike ballot in all 83 Remploy sites. The Wales TUC General Council will vigorously support any legal industrial action that Remploy workers may undertake in their forthcoming campaign to save their jobs.

The Wales TUC General Council views Remploys decision an act of industrial sabotage which the government and the Remploy board of directors are trying to impose on disabled people and their families.

The 43 factory closures across Wales and the UK are primarily in areas of high unemployment and we believe that the whole of the trade union movement will support the fight to secure these jobs and prevent devastation in some of our poorest communities. The sheer scale of the closures and its impact on disabled workers is both shocking and unprecedented. The grotesque spectacle of six organisations, purporting to represent disabled people, supporting these job losses is outrageous and equally shocking.

The company and the government have taken no account of the advice given to them by trade unions over the past 12 months. They have blatantly discarded the trade unions alternative vision for Remploy which was one of future growth and expansion. The trade unions are not arguing to maintain the status quo. The trade unions' alternative business plan, costed to remain within the £555 million cash envelope, would not only maintain the factory network in manufacturing but expand and develop the role of all factories to become a resource for the whole disabled community.

The General Council believes that the whole of the Trade Union Movement and the communities of Wales will support the fight to secure these jobs and factories.

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| D | PREVIOUS CONFERENCE DETAILS | |
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| YEAR / VENUE | CHAIR | INVITED SPEAKERS |
|---------------------|----------------------------|---|
| 1974 / ABERYSTWTH | LEN MURRAY (TUC) | LEN MURRAY, TUC GENERAL SECRETARY |
| 1975 / SWANSEA | DAI FRANCIS (NUM) | JOHN MORRIS, SEC OF STATE FOR WALES LEN MURRAY, TUC GENERAL SECRETARY |
| 1976 / LLANDUDNO | W JOHN. JONES (USDAW) | JOHN MORRIS, SEC OF STATE FOR WALES TONY BENN, SEC OF STATE FOR ENERGY LEN MURRAY, TUC GENERAL SECRETARY |
| 1977 / TENBY | D IVOR DAVIES (M GLAM TCs) | JAMES CALLAGHAN, PRIME MINISTER JOHN MORRIS, SEC OF STATE FOR WALES LEN MURRAY, TUC GENERAL SECRETARY |
| 1978 / LLANDUDNO | GLYN PHILLIPS (NALGO) | MICHAEL FOOT, LEADER OF COMMONS JOHN MORRIS, SEC OF STATE FOR WALES LEN MURRAY, TUC GENERAL SECRETARY |
| 1979 / TENBY | ARCHIE KIRKWOOD (NUR) | NO SPEAKERS (GENERAL ELECTION) |
| 1980 / LLANDUDNO | SYLVIA JONES (M GLAM TCs) | ALEC JONES, SHADOW WELSH SECRETARY LEN MURRAY, TUC GENERAL SECRETARY |
| 1981 / PORTHCAWL | JOHN GRIFFITHS (T&GWU) | MICHAEL FOOT, LEADER OF LABOUR PARTY ALEC JONES, SHADOW WELSH SECRETARY IVOR RICHARD, EC COMMISSIONER ALAN FISHER, TUC PRESIDENT |
| 1982 / LLANDUDNO | LES PAUL (IRSF) | ALEC JONES, SHADOW WELSH SECRETARY LEN MURRAY, TUC GENERAL SECRETARY |
| 1983 / CARDIFF | JIM MORRIS (CLWYD TCs) | DENIS HEALEY, DEP LEAD LABOUR PARTY DENZIL DAVIES, SHADOW WELSH SEC. NORMAN WILLIS, TUC DEP. GEN. SEC. |
| 1984 / LLANDUDNO | HARRY HARRIS (GMB) | NEIL KINNOCK, LEADER OF LABOUR PARTY BARRY JONES , SHADOW WELSH SEC. LEN MURRAY, TUC GENERAL SECRETARY |
| 1985 / TENBY | BRYN DAVIES (T&GWU) | NEIL KINNOCK, LEADER OF LABOUR PARTY BARRY JONES , SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY |
| 1986 / LLANDUDNO | JIM RYAN (W GLAM TCs) | ROY HATTERSLEY, DEP LEAD LABOUR PTY. BARRY JONES, SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY |
| 1987 / TENBY | LYN TREGONNING (T&GWU) | NEIL KINNOCK, LEADER OF LABOUR PARTY BARRY JONES, SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY |
| 1988 / LLANDUDNO | IAN SPENCE (GMB) | ALAN WILLIAMS, SHADOW WELSH SEC. STANLEY CLINTON DAVIES, EC COMMISSION NORMAN WILLIS, TUC GENERAL SECRETARY |
| 1989 / SWANSEA | ELWYN MORGAN (M GLAM TCs) | NEIL KINNOCK, LEADER OF LABOUR PARTY BARRY JONES, SHADOW WELSH SEC. JOHN MONKS, TUC DEP. GEN. SECRETARY |
| 1990 / LLANDUDNO | GEORGE WRIGHT (T&GWU) | BARRY JONES, SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY |

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| 1991 / LLANDUDNO | IDRIS JONES (NALGO) | BARRY JONES, SHADOW WELSH SEC. TONY BLAIR SHADOW EMPLOYMENT SEC. NORMAN WILLIS, TUC GENERAL SECRETARY |
| 1992 / LLANDUDNO | KEVIN CROWLEY (IRSF) | BARRY JONES, SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY |
| 1993 / LLANDUDNO | BOB HART (NUCPS) | RON DAVIES, SHADOW WELSH SECRETARY BRUCE MILLAN, EC COMMISSIONER NORMAN WILLIS, TUC GENERAL SECRETARY |
| 1994 / LLANDUDNO | BRIAN JOHN (W GLAM TCs) | RON DAVIES, SHADOW WELSH SECRETARY JOHN PRESCOTT, SHADOW EMPLOY. SEC. JOHN MONKS, TUC GENERAL SECRETARY |
| 1995 / TENBY | PAT PHILLIPS (USDAW) | RON DAVIES, SHADOW WELSH SECRETARY LEIF MILLS, PRESIDENT, TUC NOREEN BRAY, WALES COMMISSIONER EOC |
| 1996 / LLANDUDNO | ALLAN GARLEY (GMB) | RON DAVIES, SHADOW WELSH SECRETARY JOHN MONKS, TUC GENERAL SECRETARY ELIZABETH HAYWOOD, WALES CBI BARRY HARTOP, CHIEF EXECUTIVE, WDA ROGER JONES, COUNCIL OF WELSH TECs |
| 1997 / LLANDUDNO | DAVID WHITE (UNISON) | RON DAVIES, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY PHIL JENNINGS, GENERAL SECRETARY FIET ELUNED MORGAN MEP |
| 1998 / LLANDUDNO | EDWINA HART (BIFU) | RON DAVIES, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY PETER HAIN, UNDER S OF S FOR WALES WIN GRIFFITHS, UNDER S OF S FOR WALES BRIAN WILLOTT, CHIEF EXECUTIVE, WDA |
| 1999 / SWANSEA | DENISE CARTER(WREXHAMTC) | ALUN MICHAEL, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY TERESA REES, WALES COMMISSIONER EOC RAY SING, CRE COMMISSIONER FOR WALES JON O JONES, UNDER S OF S FOR WALES PETER HAIN, UNDER S OF S FOR WALES |
| 2000 / LLANDUDNO | ALWYN ROWLANDS (AEEU) | RHODRI MORGAN, NAT ASSY FIRST SECRET. EDWINA HART, NAT ASSY SECRETARY JANE HUTT, NAT ASSY SECRETARY CHRISTINE GWYTHYR, NAT ASSY SEC. ROSEMARY BUTLER, NAT ASSY SEC PAUL MURPHY, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY |
| 2001 / CARDIFF | DEREK GREGORY (UNISON) | RHODRI MORGAN, NAT ASSY FIRST SECRET EDWINA HART, NAT ASSY SECRETARY JANE HUTT, NAT ASSY SECRETARY JANE DAVIDSON, NAT ASSY SECRETARY PAUL MURPHY, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY RT REV R WILLIAMS, ARCHBISHOP OF WALES |
| 2002/LLANDUDNO | JIM HANCOCK (T&GWU) | JOHN MONKS, TUC GENERAL SECRETARY PAUL MURPHY, SEC OF STATE FOR WALES RHODRI MORGAN, NAT ASSY 1 ST MINISTER EDWINA HART AM, NAT ASSY MINISTER |

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| 2003/LLANDUDNO | BRIAN CURTIS (RMT) | PETER HAIN, SEC OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY BRENDAN BARBER, TUC GEN SEC ELECT RHODRI MORGAN, NAT ASSY 1 ST MINISTER JANE DAVIDSON AM, NAT ASSY MINISTER EDWINA HARTAM, NAT ASSY MINISTER |
| 2004/LLANDUDNO | TED JENKS (CONWY TC) | PETER HAIN SEC OF STATE FOR WALES RHODRI MORGAN NAT ASSY 1 ST MINISTER BRENDAN BARBER TUC GENERAL SEC NEILKINNOCK VICE PRES EURO COMMISSION JOSEF NIEMIES ETUC CONFEDERATION GLENYS KINNOCK MEP OPEN MIKE SESSION WITH WELSH ASSY GOVERNMENT CABINET MEMBERS |
| 2005/LLANDUDNO | MARGARET HAZELL (AMICUS/ (UNIFI) | PETER HAIN SEC OF STATE FOR WALES RHODRI MORGAN NAT ASSY 1 ST MINISTER BRENDAN BARBER TUC GENERAL SEC BRIAN GIBBONS AM NAT ASSY MINISTER ANDREW DAVIES AM NAT ASSY MINISTER EDWINA HART AM NAT ASSY MINISTER JANE HUTT AM NAT ASSY MINISTER |
| 2006/LLANDUDNO | DAVID LEWIS (AMICUS-GPM) | PETER HAIN SEC OF STATE FOR WALES BRENDAN BARBER TUC GENERAL SEC ELUNED MORGAM MEP OPEN MIKE SESSION WITH WELSH ASSEMBLY GOV CABINET MEMBERS (EXCLUDING JANE DAVIDSON) |
| 2007/LLANDUDNO | JOHN BURGHAM (T&GWU) | PETER HAIN SEC STATE FOR WALES FIRST MINISTER RHODRI MORGAN FRANCES O'GRADY DEP GENERAL SEC TUC RITADONAGHEY ACAS EBERTO DIAZ JUSTICE FOR COLUMBIA SALEEM KIDWAI MUSLIM COUNCIL OF WALES NEIL WOODING PUBLIC SERVICE MANAGEMENT WALES |

**RULE 1
NAME MEMBERSHIP AND FINANCE****A) NAME**

The name of the organisation constituted by these Rules shall be the Wales Trades Union Council / Cyngor Undebau Llafur Cymru (hereinafter called the "Wales TUC").

B) MEMBERSHIP

The Wales TUC shall consist of:

- i) those trade unions which are affiliated to the Trades Union Congress and which have members in Wales
- ii) trades union councils in Wales recognised by the Trades Union Congress.

C) FINANCE

- i) The Trades Union Congress will meet the normal administrative expenses of the Wales TUC including the costs of running the Wales TUC office, the Annual Conference and its General Council and Committees. The Wales TUC shall not incur any additional such expenses without obtaining the approval of the TUC General Council.
- ii) The Wales TUC may raise additional funds over and above the finance provided by the Trades Union Congress, provided as far as affiliated unions are concerned this is on a voluntary basis. Such funds shall be used in accordance with Rule 2 and shall be separately accounted for.
- iii) The audited accounts of the Wales TUC shall be included in the Annual Report, a copy of which shall be submitted to the Trades Union Congress.

RULE 2 OBJECTS

- A)** The objects of the Wales TUC shall be:
- i)** To promote the interests of all or any of its member organisations or the interests of past and present individual members of such organisations living or working in Wales.
 - ii)** To improve the economic and social conditions of workers in Wales whether or not such workers are employed or have ceased to be employed.
 - iii)** To give effect in Wales to the policies adopted by the Trades Union Congress and the Annual Conference of the Wales TUC and to keep trade union members in Wales informed of those policies.
 - iv)** To co-operate with and assist other organisations having similar objects to the Wales TUC.
 - v)** To assist in the complete organisation of all workers in Wales eligible for membership of its member organisations.
- B)** In the interpretation of the above objects the General Council of the Wales TUC (hereinafter called the "General Council") shall have complete discretion subject only to the powers of the Annual Conference and the Trades Union Congress to revise its decision.

RULE 3

COMPOSITION OF THE GENERAL COUNCIL

- A)** The General Council shall be composed of four groups as follows:

Group A shall consist of members from those member trade unions with a numerical membership of 5,000 or more members in Wales. Each such organisation shall be entitled to nominate one or more members of the General Council, provided that where a Group A organisation is entitled to nominate more than one member then at least one of that organisation's nominees must be a woman member. The maximum number of members to which organisations comprising Group A shall be entitled shall be determined by their numerical membership on the following basis:

| | |
|-----------------|-----------|
| 95,000 and over | 7 members |
| 80,000-94,999 | 6 members |
| 65,000-79,999 | 5 members |

| | |
|---------------|-----------|
| 50,000-64,999 | 4 members |
| 35,000-49,999 | 3 members |
| 20,000-34,999 | 2 members |
| 5,000-19,999 | 1 member |

Group B shall consist of members from those member trade unions with a numerical membership of 4,999 or less members in Wales. Each such organisation shall be entitled to nominate one member and from the Group B nominations so made, those organisations comprising Group B shall be entitled to elect, by ballot vote at Annual Conference, one member to the General Council for every 7,500 members or part thereof of the total membership in Wales of Group B organisations.

Group C shall consist of three women members. Each member trade union in Group A with a membership of 5,000 - 19,999 shall be entitled to nominate one woman member and from the nominations so made, trade unions in Group A with a membership of 5,000 - 19,999 shall be entitled to elect, by ballot vote at Annual Conference, two members to the General Council. Each member trade union in Group B shall be entitled to nominate one woman member and from the nominations so made, trade unions in Group B shall be entitled to elect, by ballot vote at Annual Conference, one member to the General Council.

Group D shall consist of eight members nominated by Trades Union Councils in Wales. Each Trades Union Council in Wales shall be entitled to nominate one member and from the Group D nominations so made, Trades Union Councils shall be entitled to elect, by ballot vote at Annual Conference, one member to the General Council from within each of eight regional Trades Union Council electoral groups.

Group E shall consist of two black or ethnic minority members. Each member trade union shall be entitled to nominate **one black or ethnic minority member** and from the nominations so made, trade unions shall be entitled to elect, by ballot vote at Annual Conference, two members to the General Council.

B) Member trade unions will be allocated to Group A or B on the basis of the numerical membership as at 1 January each year as notified to the General Council.

C) Trades Union Councils in Wales will be allocated to one of eight regionally based electoral groups. This allocation and any subsequent changes shall be made by the General Council and shall be put to Annual Conference for approval.

D) Members of the General Council shall take office at the termination of the Annual Conference and shall remain in office until the termination of the next Annual Conference and shall be eligible for re-election to or continued membership of the General Council.

E) In the event of death or resignation of any member of the General Council the vacancy shall be filled by the organisation holding that position.

RULE 4

QUALIFICATION FOR THE GENERAL COUNCIL

A) *No candidate shall be eligible for election to the General Council unless he or she is a delegate to the Annual Conference. If a nominee is unable to attend the Conference because of illness, or other reasons acceptable to the General Council, his or her nomination shall stand.*

B) A candidate shall not be eligible for election to the General Council, its Committees or any other structures established by and reporting to the General Council where the candidate has reached the age of 65 at the time of election and is no longer in employment.

RULE 5

NOMINATION OF MEMBERS OF THE GENERAL COUNCIL

A) Each trade union with members in Wales shall have the right, in accordance with Rule 3, to nominate candidates to represent its Group a black or ethnic minority candidate to represent the Black and Ethnic Minorities Group and women candidates to represent the Women's Group on the General Council. Each trades council shall have the right to nominate a candidate to represent its Group on the General Council.

B) All nominations for members of the General Council shall be sent to the Secretary at least five weeks prior to each Annual Conference, and the list of names shall be published on the agenda paper containing the propositions that are to be discussed at the Annual Conference.

C) Where because of the death or withdrawal of a candidate before election, or because of any other cause, there is an insufficiency of candidates to fill the number of seats in the Group at Annual Conference, the vacancy shall be filled by the General Council from nominations submitted by the unions or trades councils in the group concerned.

RULE 6

ELECTION OF THE GENERAL COUNCIL

A) The members of the General Council shall be elected by ballot vote at each Annual Conference, the nominees in each Group securing the highest number of votes to be declared elected. Delegates shall not be permitted to cast votes on any ballot papers for a number of candidates in excess of the number of persons required to be elected.

B) Canvassing or the bartering of votes for any position or purpose shall be strictly forbidden. Any candidate on whose behalf such means are employed shall be disqualified for election to any position at that Conference and at any subsequent Conference for a period of three years unless it can be proved to the satisfaction of the General Council that he or she was in no way responsible for the infringement of this Rule.

C) The ballot papers shall be issued by the Standing Orders Committee and after being completed shall then be immediately placed in the box without inspection by the delegates other than those of the organisation voting.

D) Any delegates found guilty of violating this Rule shall at once be reported to the Conference, named by the Chairperson and expelled. Such delegate or delegates shall not be eligible to attend the Conference again for three years.

RULE 7 DUTIES OF THE GENERAL COUNCIL

The duties of the General Council shall be:

- i)** To make representations, where necessary in consultation with trades councils, to and to meet with bodies at all levels, on economic, political, industrial, social, environmental and cultural matters pertaining to Wales.
- ii)** To appoint representatives to bodies within Wales and to appoint representatives to other bodies designated by the Trades Union Congress.
- iii)** To service such representatives
- iv)** To perform a public relations function for the trade union movement in Wales
- v)** To promote the exchange of information between trade unions in Wales
- vi)** To assist trade unions in the recruitment of members in Wales
- vii)** To assist in the development of the work of trades councils in Wales

- viii) To convene, after consultation with the General Council of the Trades Union Congress, a special conference, to deal with matters that may arise and to arrange the agenda and procedure whereby the business of such meetings shall be conducted.
- ix) To convene at its discretion, but subject to Rule 1C(i) and 1C(ii), consultative Conferences, to deal with matters that may arise and to arrange the agenda and procedure whereby the business of such meetings shall be conducted
- x) To appoint such committees as may be considered necessary to carry out the work of the Wales TUC
- xi) To prepare an Annual Report of its work for submission to the Annual Conference
- xii) To give effect to any directions by the General Council of the Trades Union Congress
 - xiii) To keep the General Council of the Trades Union Congress informed of developments in Wales through the provision of a copy of the minutes of each meeting of the General Council and its committees and through other means that may be identified from time to time.
- xiv)

RULE 8 OFFICERS

A) SECRETARY

The Secretary shall be appointed following interview and selection by representatives of the General Council and the TUC. Only a candidate acceptable to the Wales TUC and the TUC will be considered for appointment by the TUC General Secretary.

The Secretary of the Wales TUC will be responsible for the functioning and administration of the Wales TUC, its Annual Conference, its General Council and Committees; initiating and organising the activities of the Wales TUC in accordance with its constitution; liaising with the TUC on all such aspects of the work of the Wales TUC as are relevant; and representing the Wales TUC at trade union and other meetings.

The Secretary will be responsible to the Wales TUC and its General Council for implementing all policies relating to the internal affairs of Wales and applying all TUC policies as they affect Wales. The Secretary will be responsible to the TUC

General Secretary for implementing TUC national and international policy or other such matters as may be determined by the TUC from time to time.

The Secretary will be, ex officio, a member of the Wales TUC Annual Conference, its General Council and its committees and shall be entitled to attend all such meetings.

Should the Secretary's position become vacant for any reason or should the Secretary be absent from office, the elected President of the Wales TUC following consultation with the General Secretary of the TUC, shall arrange for the duties of the Secretary to be covered for the temporary period of absence or until a new appointment is made.

B) PRESIDENT AND VICE PRESIDENT

Each year at the Annual Conference the General Council shall elect a President and Vice President from amongst its members. The President and Vice President so elected shall be proposed to Conference for ratification.

The President's duties shall be to preside at all meetings of the General Council, its Executive Committee and at any Special Conferences for one year following the date of election and at the Annual Conference concluding the term of office.

The Vice President shall support the President in these duties and shall deputise for the President when necessary. Subject only to being re-elected to the General Council the Vice President shall be elected as President the following year.

In electing the President and Vice President the General Council shall apply the principle of proportionality and shall ensure so far as is practicable that over time the holders of these two positions shall reflect the diverse membership of the General Council. The General Council shall report to Annual Conference each year on this matter when proposing the new President and Vice President for ratification.

C) TREASURER

The Treasurer shall be elected by the Annual Conference from the members of the General Council.

D) AUDITORS

Annual Conference shall elect two Auditors (not from the members of the General Council), whose duty it shall be to audit all accounts and the Annual Financial Statement, certify as to their correctness or otherwise, and report upon their findings to the following Annual Conference.

E) TRUSTEES

Two or more Trustees shall be appointed by the General Council in whose names the funds and property of the Wales TUC shall be vested. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and have accepted office. The Trustees shall deal with the funds and property held by them in accordance with the directions of the General Council.

RULE 9 WOMEN'S COMMITTEE

- i)** There shall be a Women's Committee to the General Council which shall be comprised of twelve directly elected members together with the women members of the General Council.
- ii)** The ballot for the directly elected members of the Women's Committee shall take place at the Wales TUC Annual Conference and shall be held immediately following the declaration of the result of the General Council election. Any candidates declared elected to the General Council will be declared ineligible for direct election to the Women's Committee.
- iii)** Each member union shall be entitled to nominate one candidate in the trade union section and each member trades council shall be entitled to nominate one candidate in the trades council section. All nominations shall be sent to the Secretary at least five weeks prior to each Annual Conference and the list of names shall be published on the agenda paper containing the propositions that are to be discussed at the Annual Conference. Nominees for election to the Women's Committee shall be delegates to the Annual Conference.
- iv)** Eight members shall be elected by the trade unions present from the nomination made in the trade union section. Four members shall be elected by the trades councils present from the nominations made in the trades council section.
- v)** Where because of the death or withdrawal of a candidate before election, or because of any other cause, there is an insufficiency of candidates to fill the number of seats in the section at Annual Conference, the vacancy shall be subsequently filled by the General Council from further nominations submitted by the unions or trades councils in the section concerned.
- vi)** In the event of death or resignation of any member of the Women's Committee, the vacancy shall be filled by the organisation holding the position.

- vii) The Women's Committee shall elect annually, at the first meeting following Annual Conference, a Chair and Vice Chair from amongst those members of the Committee who also serve as elected members of the General Council.
- viii) The duties of the Women's Committee shall be:
 - a) To make representation to and to meet with bodies at all levels on matters pertaining to women in Wales.
 - b) To perform a public relations function for the trade union movement in Wales on matters pertaining to women in Wales.
 - c) To convene and make arrangements for an Annual Women's Conference.
 - d) To prepare an annual report of its activities for submission to the Annual Conference of the Wales TUC.
 - e) To keep the General Council informed of matters pertaining to women in Wales and to give effect to any decisions of the General Council and Annual Conference.

**RULE 10
RACE EQUALITY COMMITTEE**

- i) There shall be a Race Equality Committee to the General Council which shall be comprised of **fourteen** directly elected members together with Black and Ethnic Minority members of the General Council. Nominees for the **14** directly elected positions on the Committee must be black or ethnic minority trade union members and must meet the age related qualifications governing membership of Committees reporting to the General Council.
- ii) The ballot for the directly elected members of the Race Equality Committee shall take place at the Wales TUC Annual Conference and shall be held immediately following the declaration of the result of the General Council election. Any candidates declared elected to the General Council will be declared ineligible for direct election to the Race Equality Committee.
- iii) The 14 directly elected members will be elected as follows:

| | |
|---|-----------------------|
| Unions with over 50,000 members | 4 Seats (1 seat each) |
| Unions between 5,000 and 50,000 members | 7 Seats (by election) |

Unions below 5,000 members 2 Seats (by election)

Trades Union Councils 1 Seat (by election)

iv) All nominations shall be sent to the Secretary at least five weeks prior to each Annual Conference and the list of names shall be published on the agenda paper containing the propositions that are to be discussed at the Annual Conference. Nominees for election to the Race Equality Committee shall be delegates to the Annual Conference.

v) Where because of the death or withdrawal of a candidate before election, or because of any other cause, there is an insufficiency of candidates to fill the number of seats in the section at Annual Conference, the vacancy shall be subsequently filled by the General Council from further nominations submitted by the unions or trades councils in the section concerned.

vi) In the event of death or resignation of any member of the Race Equality Committee, the vacancy shall be filled by the organisation holding the position.

vii) The Race Equality Committee shall elect annually, at the first meeting following Annual Conference, a Chair and Vice Chair from amongst those members of the Committee who also serve as elected members of the General Council.

viii) The duties of the Race Equality Committee shall be:

a) To make representation to and to meet with bodies at all levels on matters pertaining to black or ethnic minority trade union members in Wales.

b)To perform a public relations function for the trade union movement in Wales on matters pertaining to black or ethnic minority trade union members in Wales.

c)To convene and make arrangements for an Annual Race Equality Conference.

d)To prepare an annual report of its activities for submission to the Annual Conference of the Wales TUC.

e)To keep the General Council informed of matters pertaining to black or ethnic minority trade union members in Wales and to give effect to any decisions of the General Council and Annual Conference.

**RULE 11
LGBT COMMITTEE**

- i. There shall be an LGBT Committee to the General Council which shall be comprised of **fourteen** directly elected members together with any LGBT members of the General Council.
- ii. Nominees for the **14** directly elected positions on the Committee must be LGBT trade union members and must meet the age-related qualifications governing membership of Committees reporting to the General Council.
- iii. The ballot for the directly elected members of the LGBT Committee shall take place at the Wales TUC Annual Conference and shall be held immediately following the declaration of the result of the General Council election. Any candidates declared elected to the General Council will be declared ineligible for direct election to the LGBT Committee.

The 14 directly elected members will be elected as follows:

| | | |
|---|---------|---------------|
| Unions with over 50,000 members | 4 Seats | (1 seat each) |
| Unions between 5,000 and 50,000 members (election) | 7 Seats | (by election) |
| Unions below 5,000 members (election) | 2 Seats | (by election) |
| Trades Union Councils (election) | 1 Seat | (by election) |

All nominations shall be sent to the Secretary at least five weeks prior to each Annual Conference and the list of names shall be published on the agenda paper containing the propositions that are to be discussed at the Annual Conference. Excepting where the individual wishes to remain anonymous when the organisation represented shall be listed. Nominees for election to the LGBT Committee shall be delegates to the Annual Conference.

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| WALES TUC RULES AND STANDING ORDERS |
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| PART 2 CONFERENCE ARRANGEMENTS |
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**RULE 12
ANNUAL CONFERENCE**

A) DATE

i) There shall be an Annual Conference of the Wales TUC, the dates and times of which shall be the Wednesday, Thursday and Friday immediately preceding the last Monday in May, commencing at 11.00am on the Wednesday and closing no later than 1.00 pm on the Friday, unless otherwise decided by the General Council.

ii) To enable member organisations to comply with the various requirements of these Rules where time limits are fixed by reference to the date of the Annual Conference, the General Council shall, in the event of any change in such date, direct that notice of such change shall be given to member organisations in due time.

B) REPRESENTATION

i) Trade unions shall be entitled to be represented at the Annual Conference by one delegate and by one additional delegate for every 2,000 members or fraction thereof in Wales.

ii) Each trades council shall be entitled to be represented at the Annual Conference by three delegates.

iii) Each member organisation must provide the Secretary with the details of its delegation at least five weeks before the date fixed for the Annual Conference.

C) DELEGATES QUALIFICATIONS

Delegates to the Annual Conference must be financial members of a trade union affiliated to the TUC and shall represent a trade union or a trades council in Wales.

RULE 13
CONFERENCE STANDING ORDERS COMMITTEE

A) A Standing Orders Committee of five members for the ensuing Annual Conference shall be nominated and elected by ballot, this ballot to take place after the result of the General Council election has been declared. Any member declared elected by the General Council shall not be eligible for election to the Standing Orders Committee. If any member elected is not a delegate to the ensuing Annual Conference, or a vacancy arises from any other cause, the unsuccessful candidate with the highest number of votes shall be called upon to fill the vacancy. Standing Orders Committee members shall not be counted as part of a delegate entitlement for the purposes of Rule 9(B).

B) The members of the Standing Orders Committee shall appoint from their body a chairperson and secretary. The duties of the Standing Orders Committee shall be:

i) To co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible.

ii) To circulate to the delegates copies of the composite motions they have approved

iii) To submit to the President of the Conference a programme of all motions and amendments approved by them as being in accordance with the Rules and Standing Orders, together with all suggestions for the proper conduct of the business of the Annual Conference.

iv) To report to the General Council of the Wales TUC any violation of the Rules and Standing Orders that may be brought to its notice, together with any recommendations agreed upon.

C) All nominations for the Standing Orders Committee shall be sent to the Secretary at least five weeks prior to the date fixed for the Annual Conference.

D) All nominees for the Standing Orders Committee must be delegates to the Annual Conference at which the election takes place.

RULE 14
TELLERS AND BALLOT SCRUTINEERS

The General Council shall nominate four or more Tellers and four Ballot Scrutineers from the names of the delegates received. The nominations shall be submitted to the Conference delegates for their approval.

RULE 15
VOTING

The method of voting at each Conference shall be by voice, show of hands or card vote at the discretion of the President.

RULE 16
MOTIONS FOR CONFERENCE

A) Each trade union or trades council shall be entitled to submit for consideration at the Annual Conference two motions which shall relate to the objects of the Wales TUC as stated in Rule 2. The text of the motion not to exceed 250 words. In the case of unions, such motions must be signed by two appropriate officials and in the case of trades councils, by the Chairperson and Secretary. They must reach the Secretary at least ten weeks before the time fixed for the Annual Conference.

B) Such motions shall be sent to each member organisation not less than eight weeks before the Annual Conference. The order in which these subjects are to be discussed shall be decided by the General Council.

C) Each trade union and trades council shall be allowed to put forward two amendments to motions. The text of the amendment not to exceed 250 words. In the case of unions, such amendments must be signed by two appropriate officials, and in the case of trades councils by the Chairperson and Secretary. They must reach the Secretary at least four weeks before the time fixed for the Annual Conference.

D) The General Council shall be entitled to put forward additional motions on matters which both relate to the objects of the Wales TUC as stated in Rule 2 and which would otherwise not be considered at the Annual Conference.

E) Notwithstanding the provision of this Rule, any member organisation shall, subject to the approval of the General Council, be permitted to submit an emergency motion for the consideration of the delegates to the Conference. No

such permission shall, however, be granted unless agreed to by at least two-thirds of the votes cast by the delegates to the particular Annual or Special Conference.

RULE 17

AGENDA

A complete Agenda of the motions and amendments shall be sent not less than 14 days before each Annual Conference to each delegate.

RULE 18 CONFERENCE REPORT

The Secretary of the General Council shall keep a record of the Conference proceedings. This Report shall be considered by the General Council and, on approval as a correct record, the Report of the Conference shall be sent to member organisations.

RULE 19 AMENDMENT OF RULES

The General Council may between each Annual Conference propose amendments to these Rules. Such proposed amendments shall be submitted to the General Council of the Trades Union Congress, and if approved by that body, shall be submitted to the next Annual Conference for confirmation.

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| WALES TUC RULES AND STANDING ORDERS |
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| WALES TUC STANDING ORDERS |
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A) GENERAL COUNCIL'S REPORT

After the opening of each Annual Conference, the General Council shall present its Report for the previous calendar year, this shall be laid on the table for discussion. The items of the Report shall be discussed seriatim, and not as a whole; each speaker to be limited to five minutes. Such Report shall be given precedence over all other business provided that where a motion on the Agenda bears directly upon any part of the Report, such motion may at the discretion of the President be taken in conjunction with such part of the Report.

B) AGENDA

The Agenda compiled by the General Council shall be taken as the first business of Conference, immediately following the passage of the General Council's Report.

C) LIMITATION OF SPEECHES

The mover of a motion shall be allowed seven minutes, the seconder five and any or each succeeding speaker three minutes. A delegate shall not speak more than once on a question, except the mover of the original proposition, who shall have the right to reply but shall not exceed five minutes in doing so.

D) ORDER OF SPEAKERS

Each delegate shall stand at the rostrum when speaking. If the President rises to call a delegate to order, or for any other purpose connected with the proceedings, the member speaking shall thereupon resume his or her seat, and no other delegate shall arise until the President has authorised the discussions to proceed.

E) PRESIDENT'S RULING

Should any delegate cause any disturbance at any session of the Annual or Special Conference, and refuse to obey the President when called to order, the delegate shall be named by the President, and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in the Conference proceedings without the consent of Conference delegates.

F) CLOSURE

The Previous Question, Next Business, or the Closure may be moved and seconded by those delegates only who have not previously spoken during the debate, and there shall be no speeches on such motions. Should Closure be carried, the mover of the original motion shall have the right to reply in accordance with S.O.(C). Should the President consider that there is no practical difference of opinion amongst the delegates, the President shall have power to stop the discussion and submit the proposition to the vote of the Conference delegates.

G) SPECIAL CONFERENCES

In the case of Special Conferences the above Standing Orders shall be adhered to wherever applicable as closely as possible.

H) SUSPENSION OF STANDING ORDERS

These standing Orders may be suspended if such suspension is agreed to by at least two-thirds of the votes cast by the delegates of the particular Annual or Special Conference.

I) AMENDMENT OF STANDING ORDERS

The General Council may between each Annual Conference propose amendments to these Standing Orders. Such amendments shall be submitted to the next Annual Conference for approval.