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A**ELECTION RESULTS****PRESIDENT****PAUL O'SHEA - UNISON****VICE PRESIDENT****SIÂN WIBLIN – PCS****TREASURER****ALLAN GARLEY - GMB****AUDITORS**

NAME	UNION OR TRADES COUNCIL	NUMBER OF AUDITORS
Wendy Gilligan	Unite	2
Sylvia Jones	Rhondda TC	

2009 CONFERENCE STANDING ORDERS COMMITTEE

NAME	UNION OR TRADES COUNCIL	SEATS
John Burston	Unite	5
Peter Clarke	Gwynedd TC	
Gail Jones	UNISON	

2009/10 GENERAL COUNCIL TRADE UNION SECTION - GROUP A

MEMBERSHIP BAND	UNION	NAME	SEATS
5,000 - 19,999	ATL	Philip Dixon	1
	CWU	Gary Watkins	1

	COMMUNITY	Rob Edwards	1
	NASUWT	Rex Phillips	1
	NUT	David Evans	1
	UCATT	Nick Blundell	1
	NUM	Wayne Thomas	1
	PROSPECT	Gareth Howells	1
	RMT	Brendan Kelly	1
	UCU	Stephen Byrne	1
20,000 - 34,999	PCS	Jeff Evans Siân Wiblin	2
	USDAW	Nick Ireland Anne Meacock	2
50,000 - 64,999	GMB	Sheila Bearcroft Pamela Drake Allan Garley John Phillips	4
80,000 - 94,999	UNISON	Bill King Sandra Miller Paul O'Shea Jan Szabo Jan Tomlinson Win Wearmouth	6
140,000 and over	Unite	John Burgham Robin Hinds-Payne Peter Hughes Andrea Jones David Lewis Mick Moore Caroline Price Andy Richards Mark Thomas Brian Watkins	10

**2009/10 GENERAL COUNCIL TRADE UNION SECTION
GROUP B**

MEMBERSHIP BAND	UNION	NAME	SEATS
Under 5,000	ASLEF BFAWU NUJ URTU	Stan Moran John James Mike Smith Peter Boswell	4

**2009/10 GENERAL COUNCIL TRADE UNION SECTION
GROUP C**

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

**2009/10 GENERAL COUNCIL TRADE UNION COUNCIL
SECTION - GROUP D**

MEMBERSHIP GROUP	COUNCIL	NAME	SEATS
1	Conwy TC	Terry Hughes	1
2	Wrexham TC	Brian Apsley	1
3	No nominations		1
4	No nominations		1
5	Swansea TC	Bernard Roome	1
6	Rhondda TC	Barry Godfrey	1
7	Newport TC	Ken Goodger	1
8	Cardiff TC	Ramon Corria	1

**2009/10 GENERAL COUNCIL BLACK AND ETHNIC MINORITY
SECTION - GROUP E**

NAME	UNION	SEATS
Vaughan Gething Alison Burrowes	GMB PCS	2

2009/10 WOMEN'S COMMITTEE TRADE UNION SECTION

NAME	UNION	SEATS
Helen Cole	ATL	8
Keren Bender	Community	
Jill Richards	GMB	
Angela Davies	NUT	
Marianne Owens	PCS	
Carol Blackmore	Prospect	
Sue King	UCU	
Anthea Wellington	Unison	

2009/10 WOMEN'S COMMITTEE TRADES COUNCIL SECTION

NAME	TRADES UNION COUNCIL	SEATS
Donna Hutton	Conwy TC	4
Rose Dentus	Torfaen TC	

2009/10 RACE EQUALITY COMMITTEE

MEMBERSHIP BAND	UNION	NAME	SEATS
Unions with over 100,000 members	UNITE (2x nominations)	Robin Hind Payne Sharon Wallis	2
Unions with over 50,000 members	GMB UNISON	Vaughan Gething Neelo Farr	2
Unions with 5,000 to 50,000 members	CWU NUT PCS Prospect UCU	Amerjite Singh Roberto De Benedictus Sonia Lowe Charanjit Pabla Peter Jones	7
Unions below 5,000 members	No nominations		2
Trades Councils	No nominations		1

2009/10 LGBT COMMITTEE

MEMBERSHIP BAND	UNION	NAME	SEATS
Unions with over 100,000 members	Unite Unite	John Mathias Mike Salt	2
Unions with over 50,000 members	Unison	Karl Whitehead	2
Unions with 5,000 to 50,000 members	ATL CWU	Helen Cole Diana Carver	7

	NUT PCS	Ben Harland Mike Harley	
Unions below 5,000 members	NUJ	Mike Smith	2
Trades Councils	No nominations		1

C	2009 MOTIONS AND AMENDMENTS
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RESOLUTIONS ADOPTED

COMPOSITE A: (Motions 1 & 2)

ENERGY

Conference recognises the importance of the three key energy policy challenges of security of supply, climate change and affordability being effectively met to enable delivery of the Welsh Assembly Government's economic and social agenda. These challenges will become ever more demanding as the economic downturn continues.

Conference believes that the Welsh Assembly Government must give the highest priority to sustainable energy policy. Failure to do this will leave Wales at real risk of power cuts, becoming reliant on energy imports, trailing behind in terms of inward investment and increasing the number of those suffering fuel poverty. Large scale generation capacity is needed to avoid such an outcome and action is needed now to ensure that replacement capacity is available when existing power stations close.

Conference believes that work must be stepped up to develop environmentally friendly alternative and renewable domestic energy sources to challenge the dependency on overseas wholesale gas and electricity markets.

Conference believes that huge opportunities exist to harness Wales' indigenous resources such as tidal, wave, wind, and coal and that pursuing the exploitation of these, from research and development to delivery, will lead to high quality jobs and investment. Conference further reaffirms its view that the continuation of nuclear power as a key component in Wales energy mix is of fundamental importance

Conference condemns the massive domestic energy price increases that have taken place over the last year, with rises of up to 52% for gas and 31% for electricity. These increases will have massively put up the basic cost of living for workers in Wales but particularly so for the low paid of Wales.

These increases have been occurring at a time when the profits of the energy companies have continued to be billions of pounds a year.

Conference continues to advocate a balanced energy strategy that is based on a diversity of fuel sources to enable a secure supply of energy that is affordable and contributes towards emission reduction.

Conference further believes that Wales can play a major part in this new strategy through its favourable physical geography and barely tapped potential for the development of alternative energy sources.

Conference calls on the General Council to campaign for:

- Stepping up the energy efficiency programmes to help reduce domestic fuel costs.
- Greater investment in and development of renewable energy sources in Wales such as water, wind and solar power.
- An energy skills strategy to equip Welsh workers in the new energy sectors so that they can deliver the new energy sources required.

Conference calls on the General Council to continue to make representations to the Welsh Assembly Government on its approach to energy policy directly, and in conjunction with others with similar views, including the UK Government.

PROSPECT WALES
UNITE
USDAW

3. REDUNDANCY CONSULTATION AND PAY

Conference is concerned that Wales will be badly hit during the recession. Already there have been major redundancies in the Welsh manufacturing, financial and dairy industries. In addition, every Woolworths and MFI store in Wales has now closed with thousands of retail workers losing their jobs. Overall, many thousands more redundancies in Wales are expected before the recession is over.

At this difficult time we must ensure that the redundancy consultation and payment schemes offer as much protection as possible to workers in Wales.

Conference believes in realistic effective consultation and that redundancy pay should reflect an individual worker's true earnings and length of employment.

Conference, however, also believes that the current consultation rights are often manipulated by employers to prevent real meaningful consultation taking

place. Further, at times of administration, negotiated enhanced redundancy payment schemes become invalid.

Conference therefore calls on the General Council to campaign for:

- Stiffer penalties for those companies found guilty of evading their legal duty to meaningfully consult at times of redundancies.
- The statutory limit on redundancy pay to be removed.
- The respective weeks' pay provision in the statutory redundancy pay bands to be significantly increased.
- A duty to consult at times of administration being introduced.
- Any enhanced redundancy pay scheme to continue to apply following administration.

USDAW

4. WELSH STEEL INDUSTRY

Conference notes the importance of the steel industry to the Welsh economy and recognises that every job in the steel industry supports four jobs in the wider economy.

Conference notes with disappointment the current restructuring process being undertaken by Corus and other steel companies and is concerned for the effects on families and communities across Wales.

Conference calls upon the WTUC to urge the Welsh Assembly Government to do all it can to support the steel industry in the interests of the entire Welsh economy.

COMMUNITY

5. MANUFACTURING

Manufacturing is integral to the economy of Wales. 13% of the Welsh workforce is employed in manufacturing and our country is home to some of the UK's foremost chemical, aerospace and metal production businesses.

Conference notes that the recession has hit the manufacturing sector extremely hard in recent months. Massive job losses at key employers such as Corus, 3M, Hoover and Eaton Electric are just a few examples of devastating blows to local communities and the Welsh economy.

Manufacturing jobs are also under threat from lack of action not associated with the recession. The failure to make a decision on future of Wylfa nuclear

power station threatens the future of Anglesey Aluminium, an employer of crucial importance to the Welsh economy.

The continuing downturn in the global economy raises serious issues for Government and workers. It is essential that the sector is given the greatest possible assistance and investment in skills and training, so that when the upturn comes, the Welsh economy is well placed to take the maximum benefit from it.

The Wales TUC resolves to campaign for:

- Financial assistance for workers in manufacturing to retrain before they lose their jobs.
- Targeted financial assistance for communities that are at risk of losing their major employer during the recession.
- Support for the private members bill to increase statutory redundancy pay
- A remit for those banks which have been bailed out to provide support for manufacturing businesses.
- Urgent action to resolve the energy crisis affecting Anglesey Aluminium

UNITE THE UNION

6. HOUSING

Conference acknowledges the work of the Wales TUC and affiliates in supporting members through the current economic crisis. Conference is concerned that one of the many outcomes of the crisis is a dramatic increase in mortgage arrears and repossession of homes. Whilst thousands of people are on local council housing waiting lists the numbers are expected to rise dramatically by 2010. The impact on families, particularly women and their children can be devastating and lead to increases in stress and other health problems.

Conference also notes the lack of support to enable first-time buyers to enter the housing market.

Conference calls upon Wales TUC and affiliates to work closely with the widest possible range of like minded organisations, such as Shelter Cymru, to reinforce the need for a substantial commitment from the Government to home building and provision of sufficient social housing: Conference also calls on Wales TUC and affiliates to:

- continue to lobby Government to meet their commitment to build 3 million homes by 2020;
- continue campaigning for greater protection against forced repossessions by lenders, building on the welcome Government announcement of 3rd December;

- Support Government efforts to get banks to treat their customers 'decently and fairly' in order to avoid further waves of bankruptcies and redundancies as well as repossessions.
- Support efforts which enable first-time buyers to secure affordable housing.

CHARTERED SOCIETY OF PHYSIOTHERAPISTS

7. BANKSTERS' RECESSION

The Wales TUC agrees that lessons need to be learned so that the mistakes in the financial sector which gave rise to a damaging international recession are never allowed to happen again.

Putting taxpayers' money into the banks has not helped hard-pressed companies in Wales which are laying off workers, closing down operations and making people redundant. The government must create a stable banking system by taking full control of the banks under state control. The 'bonus culture' which gambled away the UK's prosperity must end.

Banks are a public utility that the economy requires to function effectively and therefore need to be under strict control of the state. They must in future be run by accountable managers for the benefit of UK citizens and cleared of the irresponsible gamblers that brought about the recession.

Conference recognises that the vast majority of bank employees earn modest salaries and bear no responsibility for the current financial crisis. As such Government has a duty to ensure that they do not suffer any detriment due to the actions of a few at the very top of their organisations.

The Wales TUC calls on the Government to:

- Nationalise the banks already under state control
- Require full publication of all the bonuses paid out to staff each year in any bank in which the UK taxpayer has had to provide assistance
- Guarantee that bonuses are linked to long term performance
- Establish an independent review on the future of banking to ensure that the sector operates as a public utility and that the gambling elements are forbidden
- Introduce long-term reforms to build a strong, fair and stable banking system
- Ensure a regulatory scheme which has the power to protect the citizens of Wales from exploitation and abuse by financial speculators.

GMB
UNITE THE UNION

8. ECONOMY

Conference welcomes the positive steps taken by the UK government and the Welsh Assembly Government in response to the collapse of global capital markets and banking systems. In the UK, the steps taken to move closer to the nationalisation of the banks must bring with it greater control of the banking system and specifically access to credit facilities at reasonable costs to businesses. Public spending is important to pump prime economic growth at times of recession and Conference urges the WAG to do more to bring forward key investment projects.

Conference also calls upon Government to utilise social and environmental grounds to award public procurement contracts to maximise jobs for workers in the UK.

Conference welcomes the introduction of ProAct in Wales which is assisting employers and employees to deal with a fall-off in orders, and provides an alternative to redundancy by way of short time working and retraining during lay off periods. It is essential that specialist industry support such as ProAct continues to function and receive continued funding in the future.

Conference welcomes and applauds the WAG for its prompt and timely action in bringing together all the major stakeholders in Wales, including the trade unions, within the 'All Wales Economic Summit'.

Conference further confirms its commitment to manufacturing and recognises the strategic importance it has to Wales' economic growth and wealth creation. In this respect Conference urges the WAG to provide maximum support for manufacturing during this recession.

UNITE THE UNION

10. RECESSION

This Conference notes:

- The impact of the recession on Wales which already had high levels of poverty;
- The nationalisation of banks in the UK and internationally;
- TUC policy carried at Congress 08 for public ownership of utilities and services, including water, gas, electricity, coal, oil and the transport sector, and a massive extension of council housing provision;
- The threat that the Government will cut public services and jobs to pay for the bailout of the banks after the recession;
- The higher proportion of public sector workers here compared to other parts of the UK;
- The high levels of home repossessions with nationalised banks like Northern Rock being amongst the worst offenders.

This Conference therefore calls on the Wales TUC to:

- Campaign to promote and expand the public sector and against privatisation of any part of the public sector as it is unacceptable to make a profit out of providing essential services;
- Campaign for public ownership and control of the banks that have been nationalised with public money to provide services that our communities need;
- Campaign for re-nationalisation of the energy companies. These companies have made massive profits since their privatisation and disgracefully charge the highest amounts to the poorest in society;
- Organise an all-Wales demonstration for jobs to support unions fighting to protect jobs and campaign for the Government, which has put resources in to bail out the bankers, to give the same protection to workers and our communities.

CARDIFF TRADES COUNCIL

13. ENVIRONMENTAL SKILLS

Conference welcomes the high priority given by the Wales Assembly Government to skills development and its support for union learning initiatives including the Wales Union Learning Fund. Union Learning Representatives play a key role in supporting members' access to higher skills as well as opportunities for reskilling.

Conference believes that science and technology have a crucial role to play in identifying high quality and sustainable investment opportunities that would help to lead the economy out of recession. Therefore investment in skills to underpin new and green industries will be even more important in 2009.

However, development of science, technology, engineering and mathematics (STEM) skills is a long-term challenge, and action is needed now to attract the future skilled workforce that will enhance Wales's economic position.

Conference therefore welcomes the initiative by Prospect and the British Geological Survey, working with Sector Skills Councils, UK Skills and STEMNET, to develop an environmental science competition for World Skills 2011. This will involve teams of young people designing a sustainable energy plan for a purpose-designed island for the next 30 years. The competition will raise awareness of STEM careers and harness the enthusiasm of young people.

Conference calls on the General Council to work with unions and employers to proactively promote and support this initiative.

Conference further believes that unions have a vital role to play in combating climate change and promoting sustainable practices. Conference calls on the

General Council to follow the example of the South-West Regional TUC, which is leading a 'green workplaces' project, mobilising unions to change environmental behaviour in the workplace.

PROSPECT WALES PCS

14. WORKER LED APPROACH TO LEARNING

Conference welcomes the initial success of the WAG/WULF funded 'Cult Cymru' project – a joint initiative to support atypical workers across the creative and cultural industries throughout the five unions responsible i.e. BECTU, Equity, the MU, the NUJ and the Writers' Guild in developing a network of freelance Union Learning Advisors. Like other WULF projects, this initiative provides evidence of the importance and the unique position of unions in delivering a worker led approach to learning that not only benefits the individual but the industry s/he works in as a whole. Recent job losses serve to highlight the vulnerability of the worker, and the importance of each individual being empowered to make choices over their own future professional development.

Conference therefore calls on the Wales TUC to promote a worker as well as an employer led approach to learning, and to campaign for this to be enshrined in all relevant Welsh Assembly documentation, including Sector Skills Agreements.

BECTU

15. FERRY SERVICES

Conference notes recent speculation that the Swansea to Cork ferry service may be reinstated. Conference notes that the service was suspended in 2006 having been operated by a flag of convenience vessel with exploitative conditions of employment for the multi-national crew.

Conference recognises the need for Wales to be linked to Ireland and other nations, through viable, safe ferry routes, operated by vessels flying national flags and employing seafarers on terms and conditions appropriate to UK seafarers.

Conference therefore welcomes the announcement of the reinstatement of the service and calls on the Wales TUC to urge the Welsh Assembly Government and the UK Government to support the efforts of the seafaring unions to ensure the operator adopts the highest possible safety standards and employs skilled seafarers on UK terms and conditions.

'Conference believes seafarers must receive the full protection of the Race Relations Act and National Minimum Wage and agrees to work with the seafaring unions to campaign for these protections to be introduced where

possible to the Equality Bill and to lobby Government to eliminate poverty pay for seafarers.'

NAUTILUS RMT

16. FACILITIES FOR LORRY DRIVERS

We ask Conference to lobby the Welsh Assembly to introduce a scheme to improve present drivers' facilities by refurbishing or the new build of truck-stops when drivers have to stop overnight. Funding for this should be made available through central and European funding programmes. A lack of facilities results in a large number of drivers parking in areas and lay-bys with no facilities whatsoever. This is putting drivers in a very vulnerable position and putting at risk his/her own safety and also the safety of the vehicle and its contents.

URTU

17. LAW ENFORCEMENT

We ask Conference to encourage enforcement officers, in Wales, to prosecute employers who allow or encourage lorry drivers to use fake 'periods of availability' rest breaks to avoid the Road Transport Directive.

This version of the Working Time Directive, for which there is no opt-out, was introduced to give drivers the opportunity for proper rest.

The misuse of the period of availability concession is rife and there is plenty of evidence to show the damage overtired drivers can do to themselves and others. We are asking that existing health and safety legislation is properly enforced in Wales.

URTU

18. WELSH RAIL INFRASTRUCTURE

We call on the Wales TUC to urge the National Assembly to commission a feasibility study and cost-benefit analysis of the Deinol plan in order to improve the Welsh rail infrastructure which should be publicly built.

This would create a new rail route from Rhyl, through Denbigh, Ruthin, Corwen, Newtown, Llanidloes, Rhayader and Builth Road to Dowlais, that would require two miles of new track from Holyhead to Cardiff, the remainder of the route, would make use of current and former track bed.

It should be recognised that major towns such as Wrexham and Aberystwyth should be provided with a direct service without involving a transfer.

One Wales Rail would create the infrastructure necessary to ensure that the present Welsh rail franchise provides an integrated system linking North, Mid and South Wales.

Conference is appalled the privatised rail industry, while continuing to benefit from massive state subsidy, fare hikes and huge profits is announcing widespread job losses and plan cuts in services during the recession and conference therefore reiterates its support for renationalisation of the railways.

WTUC notes with concern the impact of the recession on rail freight in Wales and urges the General Council to pressurise Network Rail into reviewing its planned maintenance cuts, to assist rail freight, to deliver the Government's counter-recessionary capital works proposals and maintain the health and safety of the network.

This is in addition to urging the National Assembly to improve the journey time from Holyhead to Cardiff bringing in into line with the journey time from Holyhead to London which is in the region of three and three quarter hours compared with just under five hours.

WREXHAM TRADES COUNCIL
RMT
ASLEF
VALE OF CLWYD TRADES COUNCIL

19. MEDIA FORUM

Conference calls on the General Council to make representation to the Welsh Assembly Government's and UK members of the National Assembly for Wales and Welsh Members of Parliament to establish a media forum to monitor structural change in the Welsh media and to open a dialogue with the media industries in order to safeguard quality and plurality.

NATIONAL UNION OF JOURNALISTS
BECTU

20. CROSS MEDIA OWNERSHIP

Conference calls on the General Council to make representation to the UK Government seeking assurances that any move to relax regulations relating to cross-media ownership should be accompanied by firm commitments on the part of media groups to protect newspaper titles and provide public service content. It further calls on the General Council to make representations to the Welsh Assembly Government and members of the National Assembly for Wales seeking similar assurances.

NATIONAL UNION OF JOURNALIST

COMPOSITE C (Motions 21 & 22)

PUBLIC SERVICES AND THE ECONOMIC CRISIS

Conference notes the positive steps that the Welsh Assembly Government are taking, within their devolved powers, to ensure that the Welsh economy survives the economic crisis.

Conference believes that economic regeneration can only be led by a massive investment in public services and directly employed staff. Conference believes that a strong public sector in Wales will stimulate the economy and protect people from the impact of the global economic downturn. Research shows direct public provision of local services stimulates local economies through strong employment and supply chains. It provides greater accountability and can contribute to aims such as tackling climate change, equality, local employment and improving skills and training opportunities.

The current economic situation is being used by opponents of strong public services to attack public expenditure levels and public sector pensions. Public sector workers deserve fair pay and quality final salary pension schemes. Recent events demonstrate that trade union arguments that public sector pay does not fuel inflation were correct. The unfair capping of public sector pay must end.

Conference notes that market-based public service models have dominated in recent decades and services increasingly opened to privatisation. Quality of service and staff terms and conditions often deteriorate when privatised. The Julius review of public services in 2008 celebrated the £79billion 'public service industry' created by outsourcing public services and argued for easier privatisation. This review found 30% of Welsh Assembly expenditure is on this 'public service industry'.

Conference believes that procurement policy in Wales must be geared to protecting Welsh jobs, without the use of failed PFI or PPP initiatives.

Conference calls upon the Welsh Assembly Government to develop innovative public sector funding mechanisms to achieve this economic regeneration.

Conference further accepts the principle of job mobility within the EU and condemns any moves or campaigns to preclude foreign workers from jobs within member states other than their own. Conference urges the WAG to ensure that when foreign workers are employed on contracts within Wales, their terms and conditions of employment are no less favourable than those applying to the indigenous workforce.

Conference calls on the Wales TUC to:

- Work with trade unions nationally and locally to 'in-source' services as contracts come up for renewal,

- Campaign against threatened privatisations,
- Campaign for stronger implementation and monitoring of the ‘Two-Tier Code’ where public services have been outsourced,
- Effectively defend public sector pensions.

UNISON UNITE THE UNION

23. ROYAL MAIL

This Conference notes the publication of the Hooper report on the future of Royal Mail.

Conference welcomes the Report’s conclusion that the current universal service obligation provided by Royal Mail must be protected and that the primary duty of the Regulator should be to maintain it; further welcomes the recommendation that the Government should take responsibility for the pensions deficit; endorses the call for a new relationship between management and postal unions; and welcomes the CWU’s commitment to negotiate an agreement to deliver modernisation of the industry.

Conference rejects the key recommendation of the Hooper Report to sell a minority stake in Royal Mail which threatens the future of the UK’s national, integrated postal network and universal service. This threatens affordable collections and deliveries, an important dimension for Wales where many rural communities are dependent on reliable postal services.

Conference opposes the continued cutback of the Post Office branch network and the franchising of Crown offices. Welsh communities have suffered significantly from the closure of Post Office branches which impact severely on vulnerable rural and urban deprived areas. Conference calls on the Government to revitalise the Post Office network as a ‘shop front’ for government and mail services and create a People’s Bank to provide a comprehensive range of financial services.

Conference notes the Government is currently advertising for a new Chairman of Royal Mail and urges the Secretary of State to appoint a Chair and management team who are committed to the principles of a modern public enterprise.

CWU

24. ROYAL MAIL

That Conference notes that the Labour Party supports “a vision of a wholly publicly-owned, integrated Royal Mail Group”

- And welcomes the conclusion of the Hooper Report that the current universal service obligation offered by Royal Mail, including six days a week delivery, must be protected;

- The primary duty of a new regulator should be to maintain it; it further welcomes the recommendation in the report that the government should take responsibility for the pension's deficit which followed an extended contributions holiday;
- Endorses the call for a new relationship between management and postal unions and welcomes the commitment of the CWU to negotiate an agreement which would support the modernisation of the industry.

Therefore in defence of a public owned universal service, the WTUC Conference rejects the recommendation of the Hooper Report to sell a minority stake in Royal Mail, which would risk fracturing one of Britain's greatest public services. This would be a breach of the 2005 Labour Party Manifesto.

This WTUC Conference calls upon the Wales TUC General Council and its affiliates to campaign within the wider trade union movement to actively fight any privatisation of the Royal Mail Group in line with the CWU position and calls for the immediate dismissal of Lord Mandelson from the Government.

**CARDIFF TRADES COUNCIL
TORFAEN TRADES COUNCIL**

25. PRIVATISATION THREAT TO LAND REGISTRY & ROYAL MINT

Conference is alarmed by the announcement in the pre-budget report that the Land Registry and the Royal Mint, along with a number of other public bodies, are being considered for "alternative business models, commercialization" and "alternatives to public ownership."

Conference notes that both the Land Registry and the Royal Mint are high-profile public service organisations with a long-established presence in Wales, together employing some 1,500 staff and both are key local employers. Conference further notes that both bodies have consistently provided a 'gold-standard' service, surmounting tough challenges in recent years.

Conference opposes the introduction of any form of privatisation, in either organisation, for several reasons:

- these are prestigious bodies, with an exemplary record under public management, whose reputation and service standards should not be jeopardised by a major change in structure or ownership;
- past experience of privatisation is that it has benefited only the companies taking on public sector work, generally resulting in a poorer service, at a higher cost, to the service-user and/or taxpayer;
- companies taking on public sector work almost invariably seek to increase their profit margins by cutting back on employees' jobs, pay and conditions Government's current take in the financial sector could effectively mean that the public purse will be used to buy assets it already owns;

- the present volatile economic situation makes it particularly unwise to embark on any course of action that makes public services dependent on private capital.

Conference therefore calls upon the UK government to abandon any plans for privatisation in the Land Registry or the Royal Mint and instructs the General Council to support any campaigning and lobbying efforts to secure this objective.

PCS PROSPECT

26. NATIONALISATION - PUBLIC UTILITIES

Conference recognises the seriousness of this recession with unemployment figures in Wales nearing 100,000 and many more redundancies looming. Conference believes that now is the time to look towards building the future economy which will favour workers, consumers and local communities.

Conference believes that one of the important ways of ensuring a stable future is to bring back into public ownership those basic, important industries, which should never have been privatized. They are the industries which, in a modern industrial nation, should always be under the proper accountable, democratic control of the Government.

Conference agrees that industries involving energy and transport would be important areas to be nationalised: water, steel, coal, gas and electricity, rail, road and air transport should not be the play-things of speculators and share holders.

Conference therefore calls upon the Wales TUC to make this issue a top priority part of their programme in the coming year.

MERTHYR TYDFIL TRADES COUNCIL

27. PUBLIC SECTOR PENSIONS

Conference also notes that both the Conservative and Liberal Democrat parties have called for a review of public sector worker pensions.

Conference condemns the conclusions and underlying analysis in the CBI report for deliberately distorting the position on public sector pensions.'

Conference notes the members in many public sector pension schemes have agreed to the restructuring of their schemes, involving payment of higher contribution rates and the sharing of additional costs with their employers.

Conference believes these latest attacks on the pension of public sector workers are no more than the politics of envy and that employees in all

workplaces deserve access to a pension scheme which provides a secure and decent retirement income.

Conference calls on the Wales TUC to:

- rebut attacks on the pensions of public sector workers;
- organise a campaign to protect public sector pensions;
- work with and encourage all employers to provide a decent pension for their workforce;
- support calls by the National Pensioners Convention for the basic state pension to be raised above the poverty level.

CHARTERED SOCIETY OF PHYSIOTHERAPISTS PROSPECT

28. A LIVING WAGE FOR WALES

Conference notes with concern that Wales is still a low wage country with workers earning significantly less than other parts of the UK.

Conference further notes that the National Minimum Wage intended as a safety net below which workers could not fall has become, in many cases, a fixed point above which workers cannot rise.

Conference believes that each and every worker is entitled to a wage which will provide them with a decent standard of living and that the national minimum wage falls short of those aspirations.

Conference notes the success of the Living Wage initiative introduced by the Greater London Assembly under Ken Livingstone and believes that this is a model which could and should be operated in Wales.

Conference calls upon the General Council to research and recommend a wage that will provide a decent standard of living for the lowest paid (The Living Wage) set well above the national minimum and reviewed annually.

The General Council then to lobby the Welsh Assembly Government to ensure that the Living Wage is the minimum payable by any public body (for which the Assembly has devolved powers), or Assembly Sponsored Public Body. That rate should also be specified in any procurement exercise or form of contracting for goods or services between the National Assembly, or the bodies outlined above, and the private sector. General Council to report back to Conference 2010 on the recommended rate and strategy for implementation.

UNISON

29. LOCAL GOVERNMENT SHARED SERVICES

Conference views with concern, the development and implications of the South East Wales Shared Services Project.

Whilst it is recognised that this project is being developed as a result of proposal contained in Welsh Assembly Government's document 'Making the Connections', Conference notes with alarm that the cost of implementing such a scheme in South East Wales would be in the region of £30 million and that around 200 public sector employees could be faced with either re-deployment or redundancy.

Conference asserts that such a cost, both in financial and human terms, is not acceptable.

Further, Conference notes with alarm and condemnation, the absence of consultations at local authority level with the service users or affected workers. Additionally, this excessively expensive proposal:

- Fails to offer financial benefits to citizens
- Offers no promise of service improvement
- Is detrimental to local accountability and scrutiny while relocating or making redundant many mostly female workers.'

Consequently, calls upon the local authorities involved to abandon the project and on the Welsh Assembly Government to rethink its strategy.

NASUWT NEWPORT TRADES COUNCIL

30. GOVERNMENT WELFARE REFORM AGENDA

Conference is deeply concerned by the increased emphasis on compulsion and conditionality in the government's welfare reform bill. Conference shares the view of the Child Poverty Action Group that, "In a recession hit jobs market, harsh new sanctions are senseless, unfair and a tremendous bureaucratic burden on overstretched Jobcentre Plus staff." The Government should instead increase benefit levels to protect the worst-off and boost aggregate demand.

Conference notes that Wales is more heavily dependent on benefits than other parts of the UK and that unemployment is now rising more rapidly here than elsewhere. Conference shares the First Minister's view that compulsion cannot reduce worklessness in areas like the valleys, where few jobs are available, and his concern about claimants being stigmatised as 'scroungers'. Conference further believes, contrary to the government's proposals, that anyone who can be found a full-time job has a right to be paid a fair day's wage, not just a benefit.

Conference also rejects plans to increase the outsourcing of Jobcentre Plus work to the private and third sectors. This is unnecessary, given the proven efficiency of DWP staff, and counterproductive, since the incentive-based manner in which it is carried out encourages 'cherry-picking', thereby diverting resources from those needing greatest help. Conference calls on the UK government to invest further resources in the DWP, ensuring that its staff are properly resourced and rewarded during the difficult times ahead.

Conference calls on the General Council to organise a rally against these negative aspects of the Government's welfare proposals.

PCS

32. VULNERABLE & MIGRANT WORKERS

The Commission on Vulnerable Employment recently estimated that there are around 2 million workers in the UK who are in vulnerable employment.

The reasons for this are extensive but much of the exploitation of vulnerable workers happens because the law is not strong enough and less scrupulous employers take full advantage of this.

This results in extreme insecurity for workers who do not have contracts, work with Agencies or have fewer rights because of their immigration status.

Conference calls upon the General Council to address this problem in Wales by working with Governments in Westminster and the Welsh Assembly to:

- Take action to improve employment rights awareness.
- Give vulnerable workers access to advice including legal aid
- Bring about better enforcement of employment rights.
- Better enforce regulation of the sectors where the risk of exploitation of these workers is greatest.
- Look at how immigration regulations can be improved to stop the exploitation of migrant workers.
- Grant Asylum Seekers the right to work
- Work towards a regularisation of the status of Migrants who are currently here illegally
- Introduce legislation ensuring all migrant workers are covered by UK employment and housing legislation with the outlawing of opt out clauses.

Finally, Conference calls upon all affiliates to step up their recruitment activities in the low paid sectors where vulnerable workers are most likely to be employed with a view to improving their living standards.

CWU UNITE THE UNION

33. POSTING OF WORKERS DIRECTIVE / EUROPEAN COURT JUDGEMENTS

The Wales TUC highlights that the problems behind the recent disputes in the UK lie in the inadequate implementation of the Posting of Workers Directive in UK law and the need to revise the Directive at European level in the light of recent European Court of Justice decisions Laval, Viking Rueffert and

Luxembourg which have undermined the spirit and protections of the original legislation.

The Wales TUC believes that workers across Europe should not be excluded from the opportunity to work on the basis of their nationality and that such discrimination is illegal in both UK and European law.

The Wales TUC calls on Government to:

- Revise the UK implementation of the Posting Workers Directive with the full involvement of trade unions
- Ensure the revision includes protection for collective agreements and provisions to prohibit exclusion of workers from access to jobs on the basis of their nationality
- Support the call of European trade unions and the European Parliament to revise this Directive at European level to address the problems created by the recent European Court judgements and build in provisions prohibiting exclusion of workers on the basis of their nationality at EU level
- Support a European Social Progress Protocol in the EU Treaty to establish a balance between the workers and business in the internal market
- Urge the EU Commission to revise the terms of reference of the Expert Committee on the Posting of Workers Directive to address their issues.

GMB

34. UNEMPLOYMENT – YOUTH INVOLVEMENT

Conference notes the unacceptable increases in unemployment. As in the 1980s there is a danger that the increase in unemployment will have a detrimental effect on trade union membership particularly for those in temporary and casual employment and those who are unemployed.

Conference agrees that it is vital for the trade union movement in Wales to attract the support of young people in fighting against unemployment and casual employment both for their sake and for the future of the movement.

Conference believes that urgent efforts must be dedicated to developing a coherent strategy for recruiting young people and that the work of the Wales TUC Youth Committee can play a vital role, facilitating the exchange of ideas and best practice, and complementing the work of the TUC Academy Youth Organiser.

Conference therefore calls on the Wales TUC to co-ordinate a campaign against unemployment, current benefit levels, restrictive entitlement conditions and the casualisation of employment.

Conference calls upon the Wales TUC, as part of this campaign, to organise two

“Youth Rights Festivals” in North and South Wales to help attract, inform and involve young people in the trade union movement and its unemployed campaign.

MERTHYR TYDFIL TRADES COUNCIL PCS

35. TRADE UNION RIGHTS

Conference reiterates its call for repeal of the anti trade union laws and support for the Trade Union Freedom Bill.

Conference congratulates those MPs who rebelled in November 2008 in favour of the amendment to the Employment Bill, tabled by John McDonnell MP, which would have simplified balloting procedures and also congratulates the United Campaign for its lobbying in support of the Trade Union Freedom Bill.

Conference is appalled that the Viking, Laval, Ruffert and Luxembourg judgments in the European Court of Justice are a fundamental attack on collective bargaining and the right to strike

Conference notes the resolution passed at the 2008 TUC that unelected judges of the EU, using the ‘free movement’ provisions have disembowelled the concept of social Europe and undermined the ability of unions to protect workers and that the Lisbon Treaty would exacerbate these attacks by handing greater powers to the ECJ to interpret disputes concerning the Charter of Fundamental Rights.

Conference further notes that the 2008 TUC resolved to campaign against the ECJ judgements, including calling for a European wide day of action. Conference also notes that the ETUC are supporting a social progress protocol to be added to European Treaties and Conference believes that a key element of this campaign must be to demand a workers’ rights progress protocol to urgently remove the effect of the anti trade union ECJ rulings.

Conference calls on the Wales TUC General Council to

- Facilitate meetings of affiliates to promote the campaign
- lobby MPs, AMs and MEPs to support this campaign.

RMT MERTHYR TYDFIL TRADES COUNCIL

COMPOSITE E (Motions 36 & 37)

VIOLENCE AGAINST STAFF

Conference calls upon the Welsh Assembly Government to back a zero tolerance policy with regards to violence against prison staff.

Conference recognises the stress and abuse that betting shop workers face in their day-to-day work. Conference notes the work being undertaken with unions, industry and government in Scotland and at Westminster and calls on the Welsh Assembly Government to mirror that activity and bring together unions and the betting industry to take effective action on these issues by developing and introducing a set of minimum standards, including an end to single-staffing.

COMMUNITY PRISON OFFICERS ASSOCIATION

39. COMBATTING THE BNP

Conference notes that the BNP continues to spread its racist, divisive propaganda around communities in Wales and is using the economic crisis to step up their attacks on 'foreign' workers and regrets that Section 19 of the Employment Act 2008 does not fully implement the ASLEF European Court Judgment on the right of trade unions to expel members with far-right views.

Trade unionists in Wales need to counter such propaganda with demands for trade union rates of pay and conditions and working class unity against those unscrupulous employers who exploit workers of all nationalities in order to boost their profits.

Conference calls on the Wales TUC to mobilise members of affiliated trade unions in response to any public activities of BNP, particularly in the run up to the European elections in June.

Conference demands:

- Production of a Wales TUC leaflet exposing the real aims of the BNP and highlighting their anti-working class, anti-trade union policies when elected into office.
- Trade union/anti-racist rallies to be organised in areas where the BNP target.
- Putting forward a genuine socialist programme to undermine the propaganda of the BNP.
- Clarification of the law in terms of the right of trade unions to determine their membership under Section 19.

SWANSEA TRADES COUNCIL ASLEF

41. DOMESTIC VIOLENCE

Conference views with profound concern the continuing high incidence of domestic violence, which accounts for one fifth of all violent crime reported in the UK, and that domestic violence had a higher rate of repeat victimisation than any other type of crime. It is a gross failing in modern society which

blights the lives of tens of thousands of Welsh families and tears apart the social fabric of our country.

Conference notes the decision of the Welsh Assembly Government to omit Wales from the UK Government Strategy on violence against women and calls on the Wales TUC General Council to lobby the Minister for Social Justice and Local Government to ensure Wales develops a coherent strategy to tackle violence against women.

Conference recognises that trade unions have a role to play in combating this violence, of which women are overwhelmingly the victims, through information campaigns and supportive approaches in the workplace such as: adjusting hours of work and ensuring that counselling is available. It calls upon the General Council and all affiliated organisations to work with the Assembly Government for the reduction and elimination of domestic violence.

Conference also calls on the Wales TUC to encourage all affiliates to provide the necessary support to any of their members suffering from domestic violence and also negotiate comprehensive domestic violence policies and guidelines with employers in their industries.

Finally, Conference urges the Wales TUC to encourage the Welsh Assembly Government to consult with them about ways in which the Domestic Violence Bill might be made more effective in practice by:

- Ensuring that local authorities in Wales develop long-term and stable funding streams for local provision of domestic violence services for women children and all family members affected.
- Developing a challenging attitude campaign across Wales in order to reduce the level of tolerance of domestic violence in all its forms.
- Working with Wales TUC to develop training programmes for all affiliates to support campaigns across Wales.

FIRE BRIGADES UNION

NUT

CHARTERED SOCIETY OF PHYSOTHERAPISTS

USDAW

COMPOSITE F (45, 46 & 47)

HOUSING AND HOMELESSNESS

Conference expresses its deep concern at the effects of the current recession and in particular the dramatic increase in home repossessions and homelessness.

Conference welcomes the announcement of the Welsh Assembly Government to provide £15 Million funding to help housing associations

deliver up to 300 new affordable homes. However buying unsold homes and empty plots from private contractors will not be enough to kick start the economy.

Local Authorities have had the door to building new homes firmly shut for 25 years. Strict treasury rules has meant that Councils have had to utilise 75% of income received from the sale of Council houses and Council rent to service existing Council debt resulting in 4.5 Million people on waiting lists for social housing in the UK. This recession has seen many thousands of construction workers lose their jobs. The house building sector has been affected in particular with house builders feeling the effects of the credit crunch. The announcement by the Prime Minister that treasury rules are to be relaxed allowing Councils to borrow more money and keep proceeds from rents and sales, will mean that local Authorities will have opportunity to undertake what registered. Social Landlords are clearly unable to do. Build a new generation of first class council housing.

Conference believes that decent, affordable, secure and accountable council housing can make an important contribution to the growing housing need, taking into account the strong support amongst council tenants, councillors, trade unions and MPs. For direct investment to improve existing council homes and estates as well as enabling local authorities to build new council homes. With repossessions rapidly rising, banks, developers and builders going bust and speculation that some housing associations may go down too, Conference believes that investing in first class housing, opposing privatization and attempts to means test and stigmatize council housing as the last resort. Conference supports the 'fourth option' to secure first class housing with secure tenancies low rents and an accountable landlord as a tenure of choice.

Conference calls upon the Welsh Assembly Government to:

- Encourage local Authorities to build urgently needed council homes.
- Make more money available to local authorities and registered social landlords to enable those who are about to be repossessed to remain in their current homes by means of such as becoming a secure tenant or by the use of shared ownership schemes.
- Make funds available through local authorities or registered social landlords to enable vacant properties to be leased for rent to homeless persons.

UCATT
DEESIDE TRADES COUNCIL
NEWPORT TRADES COUNCIL

48. FUNDING EDUCATION IN WALES

Conference is concerned and alarmed by the recent Welsh Assembly Government admission on their "StatsWales" website that the average

budgeted spend per pupil on local authority education in Wales is £496 per pupil lower than that in England.

Conference is further concerned and alarmed that the gap that exists between pupil funding in Wales and that in England, has increased steadily in the 10 years since devolution and that there are no proposals to reverse this trend.

The funding of education in Wales is paramount to future success. The current situation is impacting upon both the security of jobs at every level within schools and the adequacy of the provision of education in Wales.

Conference calls on the Welsh Assembly Government to address the issue of school funding immediately and to implement proposals and plans that will reduce the gap that already exists and thereby secure the employment of public sector workers whilst delivering the world class education provision to which it aspires.

NUT

COMPOSITE G (Motions 49, 50 & 50A)

TRANSFORMATION AGENDA

This Conference recognises the case for transformation of the education sector, but believes this transformation should not be at the expense of jobs. The priority needs to be the redeployment and retention of FE and school staff. Conference is concerned about what the implications for pay and conditions for teachers and lecturers will be in light of this transformation agenda. Conference is committed to working with other key stakeholders to ensure that parity of pay and conditions is achieved despite the continual reduction in funding received by the sector but not at the expense of teachers' current pay and conditions of service.

Retraining and redeployment should be supported but the simple expedient of compulsory redundancy should be avoided. Conference also notes the implications for pay and conditions in the sector; and that work towards achieving parity of pay and conditions takes place against the continual reduction in funding in the sector.

Conference calls on the WTUC:

- to campaign against this continuous and damaging cut in funding at a time when the people in Wales need, more than ever, the opportunities that education and training can provide;

- to support affiliated unions working towards achieving parity of pay and conditions across the education sector for FE lecturers and teachers, managers and leaders in both the academic and business support functions.

ACM
ATL
NASUWT

51.14-19 EDUCATION REFORMS

Conference acknowledges the Welsh Assembly Government's commitment to the establishment of an education system that will serve the needs of Wales in terms of improving skills, raising standards, extending opportunity and the realisation of full employment potential.

Conference notes that the underlying purpose of the Learning and Skills (Wales) Measure is to create a right for learners, aged 14-19, to follow a course of study from a local area curriculum that will contain a wide range of options of study, both academic and vocational, and that it will be possible for the learner to study outside their main learning setting.

Conference is concerned, however, that the concentration on improving skills and employment prospects could result in post-14 provision in Wales being reduced to little more than a 'local skills for local people' agenda.

Conference is also concerned that the current proposals have been formulated with little or no prior reference to or consultation with those currently responsible for the delivery of 14 – 19 education in Wales and as such those proposals are fundamentally flawed.

Further, whilst it is accepted that collaboration and partnership between schools, local authorities and further education institutions provides the most effective way of developing the local area curricula, Conference is concerned to note that the current proposals could pose a threat to the pay and conditions of teachers, and prohibit democratic participation and undermine and remove democratic accountability within the education sector.

Conference calls upon the Welsh Assembly Government to be alert to these dangers by ensuring that the value of providing a broad and balanced school-centred education remains at the heart of post-14 provision in Wales and that the democratic basis of our education system is maintained.

NASUWT
NUT

52. FURTHER EDUCATION

Wales TUC notes the extremely disappointing funding settlement for the Further Education Sector (2009/2010) which amounts to an overall cut of 1.6%, with some colleges facing cuts of up to 7.5%.

The Wales TUC believes that this will inevitably lead to cuts in educational provision and staff redundancies.

The Wales TUC recognises that such cuts will make it even harder to deliver high quality education. This is at a time when the recession and consequent rising unemployment is inevitably increasing the demand for retraining among the Welsh workforce.

Wales TUC calls on the Welsh Assembly Government to reverse these cuts and ensure that sufficient funding is made available to colleges and schools to meet the challenges ahead.

UCU
NASUWT

53. INTERGRATED CHILDREN'S SERVICES

Wales TUC welcomes the Welsh Assembly Government's confirmation that the needs and interests of children and young people are at the heart of its vision for a better Wales.

It further welcomes the strategic direction given by WAG, which has resulted in the publication of a Children and Young People's Plan by each of the 22 authorities in Wales. These plans focus on the needs of learners through the promotion of personalised education facilitated through the closer involvement of central government, local government and schools.

Recent tragic cases have underlined the importance of developing an integrated approach drawing on the skills of multi-agency and multi - professional teams. Such aspirations require a national lead in the development of standards of occupational and professional competence and associated programmes of high quality in-service training.

Therefore Wales TUC calls on WAG to ensure the training of all relevant staff in appropriate skills is delivered through adequately funded training opportunities so that our children's services can meet the needs of our most vulnerable children and families.

We call upon WAG, in full consultation with trade unions and professional associations, to develop these policies and to support the establishment of a holistic regulatory system, which is vital to ensure that the service is not

deflected by multi- assessment regimes from the key aim of protecting and supporting the children of Wales.

ASPECT

55. INVEST FOR THE FUTURE

This Conference urges employers and all businesses in Wales, during this current recession, to as far as possible invest in the training and education of their workforces. This will be essential to ensure that once financial difficulties start to improve, Wales will be in position to be in the forefront to take a lead in building economic recovery.

NEWPORT TRADES COUNCIL

56. CO-OPERATION BETWEEN UNIONS AND THE WELSH ASSEMBLY GOVERNMENT

Conference congratulates the Minister for Children, Education, Lifelong Learning and Skills for her readiness and eagerness to discuss education issues with the teacher unions.

Her attitude means that we have at times been able to feed in our experience before problems arise. That is the best way. But we have also been able to meet to share information and successfully resolve difficulties together when problems have unfortunately arisen.

We are also increasingly being asked for our informal comments and suggestions when education policy is being formed. This is much more productive than being asked to comment only when a formal consultation document has been published and when, therefore, plans are well advanced and difficult to change.

In this case, it is specifically the education of our future generation which gains. Today's children and young people are the future of Wales. Thus this is an excellent example of government and unions working together for the benefit of Wales.

We commend the pattern as a blueprint for other Ministers and Departments within the Welsh Assembly Government.

NUT

57. FREE SCHOOL MEALS

Conference notes:-

- The introduction of free school meals for all children in the early years of Primary school in Scotland 2008.
- The increasing rates of obesity of young people.

Conference believes:-

- Daily nutritious meals are essential for the healthy physical and mental development of children and to prevent the development of poor eating habits that can lead to obesity.

Conference resolves:-

- To support campaigns to introduce free school meals for all school children in Wales.

TORFAEN TRADES COUNCIL

58. HIGHER EDUCATION

Wales TUC is aware of the current review of Higher Education in Wales. It is concerned that the Welsh Assembly Government is seeking to target Higher Education provision in line with “One Wales” objectives and thereby reduce the diversity of Higher Education being provided to the students and people of Wales.

Wales TUC calls on the Welsh Assembly Government to ensure that the diversity of Higher Education offered in Wales is the same as in the rest of the United Kingdom.

UCU

59. INDEPENDENT SAFEGUARDING AUTHORITY (ISA)

Conference notes that the Independent Safeguarding Authority (ISA) is a single agency that will check everyone who works or volunteers with children and vulnerable adults. The proposed fee is £64 and registration having to be complete before employment.

This is additional to the existing Criminal Record Bureau checks and requirement for professional registration e.g. GTCW. The scheme begins on 12 October 2009. New entrants and job movers will be the first, existing workers will be phased in over a five year period.

People wanting to work as cleaners or care assistants could be put off applying for jobs by the £64 fee and need to register first. It is vital that employers cover this fee for existing staff, or face losing them. For low paid staff, £64 is a prohibitive sum especially where they face low pay and below inflation settlements. It is unjust that company directors and part time cleaners face the same fee.

The agency is crucial to securing the welfare of all children and vulnerable adults. It is only logical to hold this information on one list. However the cost of safeguarding

should not be transferred to workers, many of who are low paid and part time.

Registration is a cost of recruitment and retention, not a tax upon workers. Conference therefore calls upon the General Council to campaign publicly and to engage with employers and the WAG to ensure that the costs of registration are funded by employers or sponsoring bodies for volunteers.

UNISON

38. REPRESENTATION OF BLACK AND ASIAN WORKERS

Conference is concerned at the under representation of Black and Asian workers in many Company – Union structures. Even where there are high numbers of Black and Asian workers in the workplace, negotiating and consultative structures do not always provide an effective vehicle for their voice to be heard. Black and Asian members are often absent from these structures or not represented in proportion to their overall numbers in the workforce and the union.

Conference is concerned that this means that the issues affecting Black and Asian workers do not appear on bargaining and consultative agendas and there is a lack of role models for newer Black and Asian members.

Conference welcomes the work being done by affiliates and Wales TUC to take positive action measures to encourage more Black and Asian members to get involved in these structures and believes this should continue to be a priority area of work in the coming year.

Conference calls upon Wales TUC to support and the develop training and practical project ideas that address the issue of Black and Asian trade union representatives being under represented in Company Union structures.

WTUC GENERAL COUNCIL

40. STATUTORY RIGHTS FOR EQUALITY REPRESENTATIVES

The Equality Bill, 'Framework for a Fairer Future' was launched in June 2008.

Sadly there was no commitment by the government to introduce statutory rights for equality representatives in the workplace, although the development of equality representatives and review of Union Modernisation Fund equality representative's projects was supported and recognised by Harriet Harman MP, Minister for Women and Equality in her statement on the Equality Bill as "excellent and pioneering".

If we are to achieve equality in the workplace we need equality reps that are negotiating with employers and keeping our members informed about equality issues and legislation.

If the Trade Unions are truly committed to achieving equality in the workplace, it is essential that equality reps have the same rights of participation in the

workplace as Union Learning Representatives, Health and Safety Representatives or Workplace Representatives.

Wales TUC must put urgent and sustained pressure on the Government to ensure that equality representatives have full statutory rights in order to mainstream equalities in the workplace.

WTUC GENERAL COUNCIL

42. WOMEN'S SAFETY

Conference recognises the need for railways to be re-staffed, especially in the evenings. Women must be allowed to decide when they want to travel. A better environment allows for more choice.

Conference calls upon the Wales TUC Women's Committee to encourage Welsh Assembly Government Cabinet members to:

1. Take up with rail companies the need for re-staffing of stations;
2. Support transport unions' fight against de-staffing of stations in the interests of women's safe travel.

WTUC GENERAL COUNCIL

60. SUICIDE PREVENTION STRATEGIES

Conference is deeply concerned at the high levels of suicides in Wales, tragically highlighted earlier this year by the deaths of 14 young people in and around Bridgend.

Conference is concerned that the Welsh Assembly has not yet devised or implemented a national suicide prevention strategy particularly in view of the fact that the suicide rate is 35% higher in Wales than England. Nor have the rates fallen unlike other countries where national prevention strategies are in place.

Research confirms that people with mental ill health, in particular depression, are most at risk. Recorded rates of anxiety and depression are one and a half to two times higher in women than men and rates of self harm two to three times higher, although suicide is higher amongst men than women.

Conference recognises that mental health is a trade union issue and welcomes the recent TUC publication 'Supporting and representing members with mental health problems at work'. As well as supporting members with mental health problems at work, trade union reps and officers have a key role to play tackling the prejudice and discrimination that surrounds mental ill health and working with employers for healthy workplaces for all workers.

Conference asks Wales TUC to:

1. Ensure the gender agenda is acknowledged and addressed in its work around mental health, including in any guidance to affiliates.
2. Support the work of affiliates in raising awareness amongst reps and officers of mental ill health and of the benefits of seeking help in times of crisis.
3. Urge the Assembly to fast track its plan for the implementation of a national suicide prevention strategy.

WTUC GENERAL COUNCIL

GENERAL COUNCIL STATEMENT

CURRENT INTERNATIONAL ECONOMIC DOWNTURN

1. The international economic crisis was not made in Wales but is impacting heavily on Welsh workers. The global downturn will not be turned around by actions taken by the UK alone let alone by Wales only programmes. However it is our strong view that every level of Government, including the Welsh Assembly Government, has the responsibility to use appropriate measures available to them to mitigate the effects of the downturn.
2. As a constituent part of the UK TUC the Wales TUC supports the calls for international and UK responses to the recession as set out in Global Unions (ITUC/TUAC) statement to the London G20 summit, the TUC budget submission April 2009 and the Trade Union Council of the Isles (ICTU/STUC/TUC/WTUC) statement November 2008. This General Council statement therefore concentrates on the Welsh assembly Government's response.
3. The General Council warmly welcomes the approach adopted by the Welsh Assembly Government in bringing together the key economic stakeholders and Government agencies in Wales to develop an active, interventionist response within their own remit and powers. While we would argue that the scale of intervention could be increased, it is important to note that in this recession unlike those of the early 1980s and 1990s, the discussion is over how much intervention not whether the Government should intervene at all to assist workers and the economy.
4. We set out in this statement our views on the Assembly Government response to date as well areas where we would like to see the response develop in the coming months. However this is a fast changing economic situation and the key is ensuring that Government is able to draw on the knowledge and experience of social partners to

quickly adapt and develop policies and priorities appropriate to the need in Wales' economy and workplaces.

5. It is worth noting that, while much of the support identified is for the private sector which has been impacted on most severely, the public sector has a crucial role to play both in delivering that support and in itself providing a stable source of employment. The General Council rejects completely the idea that public sector resources should be cut in response to the recession. Now more than ever the need for properly resourced quality public services is apparent both to the economic wellbeing and the quality of life of workers in Wales.
6. Wales was hit earliest and hardest of the UK countries by the results of the global downturn. It has had a severe detrimental effect on the 'real' economy of Wales and impacted across every industrial sector and region. Some of the actual effects of the downturn are yet to feed through into the unemployment and GDP statistics. The latest figures showed that unemployment in Wales and stand at over 108,000 or 7.5% of the workforce however those figures do not as yet reflect the full impact of some of the larger scale redundancy consultations which are still ongoing. To date job loss has had the worst geographical impact on the South Wales Valleys. Occupationally the impact has been felt most heavily in the skilled trades and process, plant & machine operatives which in itself reflect the industrial impact which has focussed on the construction and manufacturing sectors. Across Wales Job Seekers Allowance applications have increased by 85% since the end of 2008.
7. In the earliest stages of the crisis the Welsh Assembly Government made an immediate response by convening the first economic summit in October 2008. The General Council welcomed this initiative believing that it must be a mechanism for driving forward a programme of action not just a forum for discussion. It was for this reason that we took the unusual step of agreeing, with the CBI Wales, a joint programme of priority actions which we issued together in advance of the first summit. We identified seven areas where an emergency Government response should be focussed. The Assembly Government response has been impressive and speedy. Over the course of October 2008 – May 2009 five full summit meetings and frenetic behind the scenes work by officials have developed a Government response to the downturn in each of the seven priority areas jointly identified by Welsh unions and businesses.

8. The General Council wish to highlight some of the most significant areas from the perspective of unions in Wales and indicate where the interventions can continue to be developed.
9. The Assembly Government has done well in leading a social partnership approach to the economic crisis response. The next steps are to continue to engage with social partners regarding a longer term industrial strategy for Wales. This should build on the economic summit structure to develop a shared approach on the fair transition to low carbon economy and the opportunities that provides for Wales.
10. The Assembly Government has done well in achieving speedier payment times for Government invoices which helps mitigate business cash flow problems. The next steps are to ensure all Government agencies throughout Wales deliver payment schedules to the same standard.
11. The Assembly Government has done well in increasing the percentage of public procurement contracts being won by welsh companies. The next step is to adopt a more 'can do' approach to the introduction of employment, training and other social clauses into public contracts.
12. The Assembly Government has done well in bringing forward £124m of spend to deliver now on labour intensive capital projects including school hospital and housing stock renovation as well as social housing build. The next steps are to ensure all public agencies are delivering these projects to the same emergency response timetable as well as delivering on the intended employment and other outcomes.
13. The Assembly Government has done well in prioritising investment into energy efficiency including the multi-million pound fund to establish the Heads of the Valleys as a low carbon region. The next steps are to ensure the Heads of the Valleys fund is used to support large scale green manufacturing projects and to roll out mass delivery of simple attic insulation type programmes which will have an immediate impact on energy saving, direct employment, supplier employment and fuel poverty.
14. The Assembly Government has done well in developing the 'weathering the storm' publications and seminars to highlight the flexible support available to businesses. The next steps are to ensure banks are fully engaged with supporting companies at local level and that Finance Wales explores opportunities for it to play a co-ordinating

role developing a package of financial support for companies in partnership with high street banks.

15. The Assembly Government has done well in ensuring the European Structural funds programmes (particularly ESF) deliver a share of the resources required for the initial emergency response. The next steps are to ensure the overall balance of the programmes both between and within measures, are appropriate to the changed economic circumstances and the flexibility to adapt the programmes is enhanced.
16. The Assembly Government has done well in identifying the need for increased basic skills engagement from employers and in resourcing the Wales TUC to contribute directly to this in unionised workplaces. The next steps are to ensure that employees can access basic skills support in the workplace without detriment to their employment or loss of earnings.
17. The Assembly Government has done well in increasing the Workforce Development programme assistance rate from 50% to 70%. The next steps are to ensure workers are fully engaged in identifying their training needs and participating in appropriate training.
18. The Assembly Government has done well in increasing the financing of the 'React' fund by 50%. The next steps are to ensure individuals receive timely and appropriate assistance in identifying training courses and accessing potential new employers.
19. The Assembly Government has done well in identifying a £20m fund to support the continuation of existing and new apprenticeships. The next steps are to ensure that individual apprentices who lose their employment are able to complete the apprenticeship programme either through college study or with a new employer.
20. The Assembly Government has done well in taking the innovative £48m 'Proact' scheme from concept to delivery in a matter of three months and in developing the scheme through social partner engagement. The next steps are to ensure the fund has the same level of social partner engagement throughout the delivery phase, that the training provided is of high quality and fully engages the workforce and that the fund is adequate to meet demand over the coming month
21. Welsh workers and their families across all industries and sectors, both public and private, face an uncertain and difficult period as the recession continues. The General Council believes that only a

continued concerted, co-ordinated and determined response from all Government agencies and social partners in Wales can lessen the effects of the downturn on our people and our economy. The Wales TUC will continue to play our part in that process and in planning for a more stable and sustainable economy for the future.

EMERGENCY MOTION

DEFEND ROB WILLIAMS

Conference notes the brutal sacking of Rob Williams; UNITE Convener at the Linamar car components plant in Swansea on May 6th.

Rob was sacked by this renowned anti union Canadian company because of his effective role in defending the hard won terms and conditions of the Unite membership at Linamar (and previously Visteon).

This blatant victimisation of an elected trade union representative has been recognised by the leadership of UNITE who have authorised an official ballot for strike action.

Conference calls on the Wales TUC and its affiliates to give full support to Rob in his fight for reinstatement.

SWANSEA TRADES COUNCIL

D PREV CONFERENCE DETAILS

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 PARTY 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 COMMISSIONER 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
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 SEC 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. SECRETARY 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 MINISTER 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 MINISTER 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 SEC PAUL MURPHY, SECRETARY OF STATE FOR WALES RHODRI MORGAN, NAT ASSY 1 ST MINISTER EDWINA HART AM, NAT ASSY MINISTER
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 NEIL KINNOCK 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
2008/LLANDUDNO	RUTH JONES (CSP)	ECLIDES MANCIPE TABARES & LUISADAN ARGUELLO MARTINEZ ASDEBER JUSTICE FOR COLOMBIA FIONA FARMER STUC RT HON PAUL MURPHY SEC OF STATE FOR WALES TOM WILSON TUC HEAD OF OSD FIRST MINISTER RHODRI MORGAN
2009/LLANDUDNO	VAUGHAN GETHING (GMB)	PAUL MURPHY SEC STATE FOR WALES SHEILA BEARCROFT TUC PRESIDENT BRENDAN BARBER TUC GENERAL SEC RUTH MARKS OLDER PEOPLE'S COMMISSIONER FOR WALES FIRST MINISTER RHODRI MORGAN SCOTT QUINNELL

PART 1 - CONSTITUTION**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.

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

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.

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

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

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

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.

WALES TUC RULES AND STANDING ORDERS

PART 2 CONFERENCE ARRANGEMENTS

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.

WALES TUC RULES AND STANDING ORDERS
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WALES TUC STANDING ORDERS

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 SOC. 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.