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<b>A</b>	<b>ELECTION RESULTS</b>
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**PRESIDENT**

**SIÂN WIBLIN – PCS**

**VICE PRESIDENT**

**ANDY RICHARDS - UNITE**

**TREASURER**

**ALLAN GARLEY - GMB**

**AUDITORS**

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

**2010 CONFERENCE STANDING ORDERS COMMITTEE**

<b>NAME</b>	<b>UNION OR TRADES COUNCIL</b>	<b>SEATS</b>
Alwyn Rowlands	Gwynedd TC	5
Gail Jones	UNISON	
John Burston	Unite	

**2010/11 GENERAL COUNCIL TRADE UNION SECTION - GROUP A**

<b>MEMBERSHIP BAND</b>	<b>UNION</b>	<b>NAME</b>	<b>SEATS</b>
<b>5,000 - 19,999</b>	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	Peter Jones	1

<b>20,000 - 34,999</b>	PCS	Peter Harris Siân Wiblin	2
	USDAW	Nick Ireland Anne Meacock	2
<b>50,000 - 64,999</b>	GMB	Sheila Bearcroft Pamela Drake Allan Garley John Phillips	4
<b>80,000 - 94,999</b>	Unite	John Burgham Robin Hinds-Payne Mick Moore Caroline Price Andy Richards Belinda Robertson	6
<b>95,000 – 109,000</b>	Unison	Peter Crews Dilys Jouvenat Paul O'Shea Siân Stockham Jan Tomlinson Win Wearmouth	7

**2010/11 GENERAL COUNCIL TRADE UNION SECTION  
GROUP B**

<b>MEMBERSHIP BAND</b>	<b>UNION</b>	<b>NAME</b>	<b>SEATS</b>
<b>Under 5,000</b>	ASLEF BFAWU SOR URTU	Stan Moran John James Kevion Tucker Peter Boswel	4

**2010/11 GENERAL COUNCIL TRADE UNION SECTION GROUP C**

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

**2010/11 GENERAL COUNCIL TRADE UNION COUNCIL SECTION - GROUP D**

MEMBERSHIP GROUP	COUNCIL	NAME	SEATS
1	Conwy TC	Terry Hughes	1
2	Vale of Clwyd TC	Roy Jones	1
3	No nominations		1
4	No nominations		1
5	Port Talbot TC	Brian Davis	1
6	Rhondda TC	Barry Godfrey	1
7	Newport TC	Ken Goodger	1
8	Cardiff TC	Amerjite Singh	1

**2010/11 GENERAL COUNCIL BLACK AND ETHNIC MINORITY SECTION - GROUP E**

NAME	UNION	SEATS
Vaughan Gething Alison Burrowes	GMB PCS	2

**2010/11 WOMEN'S COMMITTEE TRADE UNION SECTION**

NAME	UNION	SEATS
Keren Bender Joanne Byrne Jill Richards Angela Butler Angela Davies Marianne Owens Carol Blackmore Dawn Abbot	Community FBU GMB NASUWT NUT PCS Prospect Unison	8

**2010/11 WOMEN'S COMMITTEE TRADES COUNCIL SECTION**

NAME	TRADES UNION COUNCIL	SEATS
Margaret Davies Rose Dentus	Merthyr Tydfil TC Torfaen TC	4

**2010/11 RACE EQUALITY COMMITTEE**

MEMBERSHIP BAND	UNION	NAME	SEATS
Unions with over 100,000 members	No nominations		2
Unions with over 50,000 members	GMB UNISON Unite	Vaughan Gething Neelo Farr Robin Hinds-Payne	3
Unions with 5,000 to 50,000 members	CWU PCS Prospect UCU	Amerjite Singh Alison Burrowes Charanjit Pabla Peter Jones	7
Unions below 5,000	No nominations		2

members			
Trades Councils	No nominations		1

**2010/11 LGBT COMMITTEE**

<b>MEMBERSHIP BAND</b>	<b>UNION</b>	<b>NAME</b>	<b>SEATS</b>
Unions with over 100,000 members	No Nominations		
Unions with over 50,000 members	Unison	Karl Whitehead	2
Unions with 5,000 to 50000 members	ATL CWU NUT PCS	Helen Cole Diana Carver Mark Hawes Pam Blackhurst	7
Unions below 5,000 members	SOR	Gareth Thomas	2
Trades Councils	Torfaen TC	Richard Morse	1

**B**

**2010 MOTIONS AND AMENDMENTS**

**RESOLUTIONS ADOPTED**

**EDUCATION & SKILLS**

**1. FUNDING EDUCATION IN WALES**

Conference remains concerned that despite concerted efforts to highlight the issue, the Welsh Assembly Government have failed to address the alarming difference in education funding per pupil when a direct comparison is made with England.

On 27<sup>th</sup> January 2010 the Welsh Assembly Government published its most recent statistical comparisons. These revealed that the gap that between pupil funding in Wales and that in England has grown by an alarming 6.25% from £496 less per pupil to £527 less per pupil.

Despite the First Minister's proposal to close the gap by increasing education funding by 1% above the block grant from 2011 and the Education Minister's announcement of a Funding Review of the whole of education, Conference is concerned that this is too little too late. It fears that irreparable harm will occur to the provision of education in Wales unless immediate action is taken to reverse the trend that sees Welsh school children so seriously disadvantaged.

Accordingly Conference calls on the Welsh Assembly Government to introduce interim measures and provide funds that will reduce the gap

immediately and help protect and secure the jobs of thousands of public sector workers employed in our schools and in wider education provision.

**NUT CYMRU**

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**Composite A - (Motions 2&3)**

**UNION ENGAGEMENT IN SKILLS DEVELOPMENT**

This Conference recognises the importance of ensuring that the Welsh workforce has the skills to meet the needs of the economy and welcomes the importance that the Welsh Assembly Government places on this in their

Investing in Skills policy. The policy places a great emphasis on the voice of the employers. However, we do not believe that theirs should be the only or strongest voice in the debate about skills for the twenty-first century workforce and the shape of the education and training regime to deliver those skills. It is of the utmost importance that this voice is representative and the voice of workers and educational professionals must also be engaged.

Conference calls on the Wales TUC to argue that all stakeholders are engaged on an equal basis in discussions associated with the skills agenda and the proposed sector priorities fund, and that the expertise and voice of education professionals in particular is properly represented in discussions about curriculum, qualifications, and delivery.

**ACM**  
**ATL**  
**BECTU**

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#### **4. WORKFORCE DEVELOPMENT**

There has been significant progress in workforce development within the NHS in the last decade but this is now under threat.

The SoR recognises the impact the global economic downturn continues to have on the UK economy. UK public sector spending will be affected as government budgets are squeezed and the NHS will not be immune from this. However, this may stifle workforce development and innovation within the NHS in Wales.

Conference believes employers must engage with trade unions at local level at the earliest opportunity to ensure any changes to the future workforce are supported by staff and decisions are not solely driven by financial considerations

Conference calls on Wales TUC to support a campaign pressing government to make further progress on workforce development, thereby demonstrating an ongoing commitment to improving services and quality of care. This would help to ensure that the health gains of the last two decades continue to be delivered by a highly motivated, dedicated workforce with access to appropriate modern equipment and facilities.

**SOR**  
**CSP**

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#### **5. SUPPLY TEACHERS AND TEACHING AGENCIES**

Conference agrees that all children have the right to be taught by a qualified teacher where appropriate but does not believe that this should be achieved by forcing supply teachers to work through a Teacher Supply Agency and thus receiving significantly less pay.

Conference notes that the Welsh Assembly Government introduced Quality Mark Wales in September 2007 specifically to meet the demands of the supply agency market in Wales. But since its introduction the situation for Welsh supply teachers has worsened to the extent whereby:-

1. Local education authorities actively encourage schools to use Teacher Supply agencies and have closed their own supply pool lists.
2. Teachers employed by such agencies are paid at a rate much lower than the nationally agreed pay scales endorsed by the School Teachers Pay Review Body.
3. Supply teachers are denied access to the Teachers Pension Scheme.
4. Supply teachers are denied access to Continuing Professional Development opportunities.
5. Newly qualified supply teachers are denied the opportunity to fulfil the requirements of their induction year.

“Conference condemns Quality Mark Wales and calls upon the Welsh Assembly Government to establish measures to ensure that the above issues are addressed and that qualified professionals are properly rewarded for their skills”

**NUT CYMRU**  
**NASUWT**  
**UCAC**

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## **6. FREE SCHOOL MEALS**

The Wales TUC Conference notes that Wales has the highest rate of child poverty in Britain with one in three children living in households below the government’s poverty level and one in ten children living in severe poverty, blighting the life chances of a future generation of Welsh children.

The Welsh Assembly has the power to implement a major social change which would have a substantial impact on the education, health and well being and social inclusion of Welsh schoolchildren.

Whilst 16% of primary school in Wales are entitled to free school meals, 1 in 4 do not claim them. Problems with take-up are directly linked to social stigma and complexities of the benefit system. This creates barriers of inequality experienced by children at the very start of their school life. The Welsh Assembly 2005 Task Group Report gave testimony to powerful illustrations from children that free school meals identify them as poor and attracts bullying and teasing.

The universal provision of free healthy and nutritious school meals would result in:

- Improved concentration and education achievement enhancing future prospects
- A healthier diet to address the increasing levels of heart disease, obesity and diabetes in children
- Removal of the social stigma of free school meals

Conference believes it is time to narrow the gap between children from different backgrounds in Wales and calls for the introduction of free universal healthy school meals for every Primary school child in Wales.

## **GMB**

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### **7. ASBESTOS IN SCHOOL BUILDINGS**

Conference maintains that the Welsh Assembly Government and the local education authorities in Wales must ensure that schools are asbestos free. Further, Conference believes that, in doing so, and in compliance with duties under The Control of Asbestos at Work Regulations, an appropriate asbestos survey should be undertaken at schools throughout Wales.”

Conference maintains that the debate on the extent of the risk posed by asbestos is an unwelcome distraction as the only safe option is to remove and dispose of the risk.

Conference calls on the Welsh Assembly Government to require all local authorities to produce, as a matter of extreme urgency, management plans including a timeframe for action for the safe removal of asbestos from schools. The management plans should be properly costed and additional and dedicated funding must be provided for those authorities that can demonstrate that they are unable to meet the cost.

## **NASUWT NUT**

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### **8. EDUCATION SUPPORT FOR LEARNING**

It is noted that the Welsh Assembly Government, through DCELLs, has changed the method of allocating supplementary funding for disabled learners in the Further Education sector. The change is of immense importance to institutions that have provided extra support to those disabled students entitled to the provision. The support supplied has ensured an increase in retention and attainment for a previously marginalised section of society. The decision not to request data on the learners receiving support and only paying 70% of an institutions allocation from 2008/09 will not reflect the support costs borne by the Colleges this academic year. This will inevitably lead to the support needs of disabled students at Further Education institutions not being met.

The Conference calls for a more equitable settlement to be agreed for disabled learners in this academic year and for a fair and appropriate method of distributing the funding to Colleges to be agreed for future years. The

methodology should be determined after discussion with stakeholders and take into account the Colleges' obligations to disabled learners under the Disability Discrimination Act as well as relevant WAG policies.

The WAG's commitment to equality must be applied to all to ensure equal access to Further Education.

## **ACM**

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# **EQUALITIES**

## **9. WOMEN AND PAY**

Conference notes information recently released by the Office for National Statistics (ONS) which shows the pay gap between men and women in full-time employment has shrunk to its narrowest on record. Conference is concerned though that this may be due to job losses and short time working in male dominated industries rather than positive improvements for women workers

Conference notes however that women who work full-time can still expect to earn 16.4% less per hour on average than their male colleagues and that it will be another 17 years before women and men are earning equal pay.

Conference notes that the Government needs to put its own house in order in connection with the pay gap that exists within its own workforce, as highlighted by the current equal pay cases in DFT between DVLA and the Driving Standard Agency

Conference also notes that it is now 40 years since the first piece of legislation required employers to ensure that men and women should get equal pay for undertaking the same work.

Conference notes the recent decision of the Equality and Human Rights Commission to give limited immunity from investigation to companies which publish information on their gender pay gap and that the CBI has criticised these proposals.

Conference believes voluntary measures have, to date, failed and that the Government needs to introduce a range of measures backed by statutory force to tackle both discriminatory pay systems and occupational job segregation.

Conference calls on the WTUC General Council to:

- a. Lobby Government Departments and the EHRC to introduce effective measures to ensure equal pay for work of equal value becomes a reality.

- b. Support individual trade union campaigns which challenge pay discrimination.
- c. Continue to press for mandatory equal pay audits

**CSP  
PCS  
PROSPECT WALES**

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## **10. RACISM - BNP**

Conference notes that:

- The British National Party (BNP) came within 0.6% of winning a seat on the North Wales list in the last Welsh Assembly elections.
- The BNP increased its vote in the 2009 Euro Elections in Wales to receive 5.42% of the vote.
- The election of two BNP MEPs in England in the 2009 Euro Elections has resulted in an increase in fascist and racist activity, including the Welsh Defence League attempting marches in Swansea, Newport and Wrexham.

Conference notes that there has been a positive response from anti-fascists in Wales, including a demonstration at the BBC Wales opposing Nick Griffin's appearance on Question Time; successful opposition demonstrations to the Welsh Defence League; and the launch of Wales Unite Against Fascism.

Conference accepts that the whole of the trade union movement in Wales should take an active part in the alliances needed for a broad anti-fascist movement. Defending the multi-cultural character of Welsh society is crucial to social progress.

Conference therefore agrees to support the work of Wales Unite Against Fascism and other anti-fascist campaigns.

Conference notes the anti-trade union stance of the BNP and other fascist organisations.

Conference instructs the Wales TUC to produce a leaflet, in conjunction with anti-fascist campaigns, highlighting the threat that fascism poses to trade unions.

**COMMUNICATION WORKERS UNION  
TORFAEN TRADES COUNCIL**

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## **11. OVARIAN CANCER**

Ovarian cancer is the fourth most common cancer in women in the UK. Like most cancers, the sooner ovarian cancer is found and treated, the better the chance of recovery.

However, ovarian cancer is hard to detect early. Women with ovarian cancer often have no symptoms or just mild symptoms until the disease is in an advanced stage and hard to treat.

There needs to be an improvement in early stage diagnosis techniques and more research in prevention, detection, treatment and cures of ovarian cancer.

Conference calls on Wales TUC to:

- i. lobby the Welsh Assembly Government to raise public awareness of ovarian cancer
- ii. support research, and
- iii. campaign for research into ovarian cancer to be publicly funded

**SOR**

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<b>ECONOMY</b>
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**COMPOSITE B (MOTIONS 12 & 13 AMENDMENT 1)  
MANUFACTURING**

The Wales TUC Conference believes the decline in the economy clearly demonstrated the madness of building an economy around financial services and service sector and neglecting the need for a sound manufacturing base.

This conference notes with concern the continuing loss of jobs throughout manufacturing industries and expresses disappointment at the Bosch decision to close its plant in South Wales and transfer the work to its Hungarian factory.

Whilst Conference welcomes the shift in the UK government policy over the last 12 months which has started to recognise the contribution that manufacturing must play in a sustainable economy, it believes that much more needs to be done to protect skilled jobs from being exported to low wage economies and to ensure that Welsh manufacturing can assist the economic recovery.

Conference welcomes and applauds the Welsh Assembly Government in bringing together all the major stakeholders in Wales, including the Trade Unions with the framework of the economic summit.

Conference records the fact the introduction of ProAct in Wales has assisted employers to deal with the fall-off in orders and has provided an alternative to redundancy. Clearly highlighting the fact state aid and positive state intervention has a vital role to play in maintaining employment.

Conference further confirms its commitment to manufacturing, recognising that real growth and wealth depends upon building and restoring a strong competitive manufacturing sector.

Conference also believes that government can do even more to assist manufacturing through its own public procurement strategy and through further funding of training and skills to enable manufacturing to compete for low carbon and high value manufacturing jobs. Conference also believes that traditional industries, such as steel, need supportive policies to play an essential part in the future of Welsh manufacturing.

Conference calls upon the Wales TUC to continue its campaign in support of manufacturing and in particular:

- Continue closely working with the Labour led Welsh Assembly Government through the Manufacturing Forum to develop a sustainable strategy for manufacturing in Wales
- Press local MPs to urge government to impress upon the banks the need to fast forward the negotiating process for local businesses to take advantage of available funds and ensure that access to government investment monies can be made more easy
- Campaign to secure the maximum benefit from public procurement for manufacturing in Wales and utilise social and environment grounds for awarding public procurement contracts
- Urges the Welsh Assembly Government to provide maximum support for manufacturing

**UNITE  
GMB  
COMMUNITY**

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## **14. THE ECONOMY**

Conference notes economist's predictions that modest growth is expected for early 2010. Unemployment in Wales has reached 121,000 and may continue to rise.

Conference condemns the financial system that allowed a privileged minority to get rich by putting the jobs, homes, pensions at risk and causing anxiety and hardship for millions of working people.

Conference rejects the scaremongering about current levels of public borrowing, which is a necessary response to economic conditions. Conference believes that the only way of ensuring economic stability and preventing such crises from recurring is to build a fairer, more balanced and more democratic economy that requires effective regulation and intervention.

Conference believes that the Welsh Assembly Government should channel investment into the creation of high-skilled, well-paid, fulfilling employment in environmentally sustainable and socially useful sectors and industries –

including public services which play a critical part in progressive economic development.

Conference calls on the Wales TUC General Council to:

- 1) oppose public sector cuts, privatisation and deregulation that would exacerbate current hardships, weaken our economy and increase the risk of greater instability and crises in future;
- 2) advocate and develop an alternative economic agenda based upon fairness, good jobs, quality public services, and the strengthening of democratic regulation and control of our economy;
- 3) seek to maximise engagement and input of members, co-workers and service users in the development of this agenda

so that it remains rooted in and relevant to the experiences, concerns and aspirations of working people, based on coalitions in our communities with trade Unions Councils playing a central role in coordinating their affiliates and activists

## **UNISON DEESIDE TRADES COUNCIL**

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### **16. DIGITAL BRITAIN**

The Government's Digital Britain objectives aim to ensure the UK maximises the social and economic benefits of the digital revolution, including through a commitment to universal broadband at a minimum of 2Mbps by 2012.

Conference agrees that Government intervention is vital to delivering high speed communications networks, particularly in less commercially attractive areas. Thousands of homes and businesses in rural parts of Wales will rely on networks supported by public funding to ensure they can fully participate in the digital economy.

However, Conference believes the Digital Britain objectives must be more ambitious to maximise the potential of modern networks to underpin economic growth and social inclusion. There must also be more far reaching proposals to enshrine the Digital Britain objectives within forthcoming legislation. Many, including the universal broadband commitment, are not currently reflected within the Digital Economy Bill.

Conference therefore commits to lobby the Government to:

- Strengthen the 'universal broadband commitment' under a legally binding 'universal service obligation'.
- Roll out next generation broadband networks to all UK homes by 2017 to help ensure social and economic inclusion for all
- Require mobile telephone operators as well as fixed line operators to support the Next Generation Access Fund to spread the burden more fairly

- Ensure a level playing field for competition in the pay TV market to encourage more choice and greater innovation
- Introduce a legal requirement for Ofcom to promote workforce training in
  
- the telecommunications industry, which is critical to a successful Digital Britain.

**COMMUNICATION WORKERS UNION**

**17. IFNC FRANCHISE FOR WALES**

Conference notes the current process to select Independently Finance news Consortium in the English language for Wales which would involve considerable responsibility for public service broadcasting as well as receiving significant treasury funding.

Conference believes that in the interests of the people of Wales and workers in the media industry, any successful bid for an IFNC franchise should be dependent on acceptance of the following principles:

- Quality of service should be paramount in the decision making process
- A commitment to a thorough representation of all the social and geographical communities of Wales must be expressed
- Public accountability should be embraced as an essential prerequisite, with guarantees that public money is used to support local news production not to pay dividends or management bonuses
- An expansion in the number of journalists/media workers must be a key intention
- In order to maintain the rich legacy of independent broadcasting already existing in Wales the experienced workforce should – if necessary- be transferred to the successful bidder under TUPE legislation
- Trade union recognition must be an accepted practice not least in order to aid transparency, ensure accountability and protect quality

Conference instructs the General Council to organise and deliver a campaign to ensure the implementation of these guiding principles for the process of a selection of a successful bidder for the IFNC franchise in Wales. Further, Conference instructs the General Council to continue to campaign to protect existing Welsh public service broadcasting organisations (BBC and S4C).

**NUJ**

<b>ENVIRONMENT</b>
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**18. ENVIRONMENT**

Conference recognises that, despite the failure of the Copenhagen climate summit to reach a binding agreement on cutting carbon dioxide emissions, the need to do so remains urgent.

Conference therefore welcomes the publication of the Welsh Assembly Government's Climate Change Strategy and supports the target of a 3% per annum target for reductions in Welsh greenhouse gas emissions. Successful delivery of this target will give a clear signal that Wales is committed to tackling climate change.

Further, Conference welcomes the involvement of the Wales TUC on the Wales Climate Change Commission. It is essential that Government, employers and unions work together to ensure that cuts in emissions can be achieved and sustained.

Conference therefore calls on the Wales TUC to:

- Establish a 'green workplaces' programme to train and support environmental representatives; and
- Work with the Welsh Assembly Government and employers to secure the necessary facilities for environmental reps to carry out their role effectively.
- Conference believes that giving a higher profile to union environmental initiatives will help to attract new members, especially younger workers. Conference notes the lack of training courses in schools and colleges to equip the workforce in the appropriate skills for the installation and maintenance of 'green' technologies Conference calls on the Wales TUC to:
  - Highlight this work in contacts with schools and colleges; and
  - Support the World Skills UK environmental science competition to be held in Wales in summer 2010.

Car travel is the single biggest source of household emissions in the UK. Conference believes publicly owned not for profit public transport in Wales is best placed to help reduce emissions and urges the Wales TUC to campaign for this objective within the Wales Assembly and with Welsh MPs.

- Pressure the Welsh Assembly Government to improve training opportunities in schools and colleges.

**PROSPECT**

**RMT**

**TORFAEN TRADES COUNCIL**

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## **19. TRANSPORT - GREEN TAXES**

Conference is concerned that Road Transport is already subject to high rates of taxation. The average price of diesel is now over 112p a litre, of which approximately 60% is tax. In January 2010, AA President Edmund King said “Motorists are getting a bad deal on the roads. They are paying a £44 billion fortune in motoring taxes yet only a small portion is spent on the roads”. The Treasury responded: “Government does not hypothecate taxation. The Government has always been clear that fuel duty is a vital contributor to the public finances while also ensuring a reduction of harmful emissions “.

Workers in Wales are already suffering disproportionately, any further taxation will result in more companies in Wales either going out of business, or cost cutting and putting driver’s health and safety at risk.

Under the “Green Umbrella” it is all too easy for taxes on transport to be increased in order to (quote) “reduce emissions”; this would cause even more hardship to the transport industry in Wales. A more effective approach would be to improve infrastructure and thereby reduce congestion. With less vehicles queuing in traffic and vehicles operating at their most efficient there would be much less emissions.

We ask Wales TUC to convey our concerns to WAG and request the WAG to use whatever influence it may have with the UK Treasury to ensure due consideration for the effect on jobs in

Wales is taken into account before any further taxes are imposed on transport.

## **UNITED ROAD TRANSPORT UNION**

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<b>EMPLOYMENT RIGHTS</b>
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### **20. EMPLOYMENT RIGHTS**

This Conference notes the proposed new regulations to implement the Agency Workers Directive and welcomes the improved protection that this provides. However Conference is disappointed that the regulations continue to exclude many agency workers from the protection needed and the delay in its implementation.

Conference also notes the Government’s action to protect workers from the criminal act of blacklisting but again notes that the regulations fail to criminalise this activity and provide automatic compensation to workers affected.

In contrast to this limited improvements in employment rights, Conference is concerned that UK trade unions continue to be the most heavily regulated unions in Western Europe, and that fundamental rights are undermined by excessive regulation on balloting for industrial action.

Conference notes that in 2009 the ILO Committee of experts again criticised the failure of the UK government to amend legislation to meet the standards of the ILO conventions on issues of right to strike and secondary strike action. Conference is also concerned at the impact of recent ECJ decisions on the ability of UK trade unions to defend collective agreements on terms and conditions.

Conference calls upon the Wales TUC to place pressure upon Welsh Assembly Members and local MPs to press for a level playing field when it comes to employment rights in the UK and compliance with the standards laid down by the International Labour Organisation (ILO).

Conference notes the anti trade union laws hindered South Wales signal workers who took strike action to protect their agreements. Conference pays tribute to the signal workers and urges the Wales TUC to demand the Wales Assembly investigates Network Rail's appalling attitude to industrial relations.

**UNITE**  
**RMT**

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## **21. VULNERABLE WORKERS**

Conference is concerned that despite the improvement in employment rights that have been introduced by the UK Labour Government many vulnerable workers in Wales are still at the sharp end of some ruthless employment practices carried out by rogue employers.

Conference is further concerned that despite the introduction of a National Minimum Wage, which has set a legal floor below which wages in Wales should not fall, underpayment still occurs and pay inequality has grown.

Conference therefore calls on the Wales TUC General Council and the Welsh Assembly to lobby for:

- A significant increase in the Minimum Wage to boost the income of the lowest paid in Wales and to make serious inroads into tackling pay inequality.
- A more proactive, better resourced and more extensive employment rights enforcement strategy for Wales.
- Bringing forward the implementation date of the Agency Workers Directive from October 2011.
- An extension of the remit of the Gangmasters Licensing Authority so that it covers all agency labour providers in Wales.
- A major employment rights awareness and publicity campaign targeted at those sectors and regions in Wales likely to have a concentration of vulnerable workers.

**USDAW**

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## **22. FREEDOM FROM FEAR**

Conference condemns the abuse experienced by shopworkers in Wales as highlighted by Usdaw's annual Survey of Violence and Abuse Against Retail Staff.

No level of abuse against any worker carrying out their duties is acceptable.

Conference believes that anti-social behaviour and retail crime are harmful not only for the workers involved, but also for the wider community.

Conference further believes that a joint approach adopted by employees, unions, employers, and law enforcement bodies is an effective way to combat anti-social behaviour and the crime that stems from it but this requires active engagement by all parties and in particular employers.

Crime prevention partnerships have been implemented in many Welsh communities with positive results.

The partnership approach of working with multiple agencies within the communities allows the causes of crime and anti-social behaviour to be tackled as well as offenders to be caught, punished and rehabilitated.

Conference calls on the Wales TUC General Council to campaign for:

1. Wider implementation of crime prevention partnerships.
2. Increased support for crime prevention partnerships from local authorities and the Welsh Assembly Government.

## **USDW COMMUNITY**

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## **23. WORKPLACE BULLYING**

Conference notes with concern the findings of research on workplace bullying conducted by Glamorgan University for PCS during 2009. This research, based on a representative sample of civil service staff in Wales, revealed that:

- 44 per cent of respondents had been exposed to some negative behaviour on a weekly basis during the previous two years, making work difficult;
- 26 per cent felt they had been exposed to behaviour that constituted bullying;
- Only 8 per cent of those for whom the bullying had ceased were satisfied with the way it had been resolved;
- People with disabilities, non-permanent staff and trade union reps seem to be among those most at risk of bullying.

Conference considers that these findings paint a disturbing picture of the conditions endured by far too many people in Welsh workplaces today.

Conference further believes that the cutbacks and tensions created by the recession will have further increased the risk of bullying and negative behaviour, especially for those already most vulnerable.

Conference instructs the General Council to take up this issue as a matter of urgency, raising unions' concerns with the Assembly Government and employers' organisations and developing training and support to help trade union reps recognise and address these problems more effectively.

## **PUBLIC & COMMERCIAL SERVICES UNION**

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<b>ORGANISING</b>
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### **24. ONLINE CAMPAIGNING**

Conference notes the existence of many websites campaigning on international trade union issues such LabourStart and IUF.

Conference believes that building international solidarity with trade union struggles worldwide is a fundamental part of trade unionism. Conference believes that Online Campaigning, where it is possible for thousands of solidarity messages to be generated in a short space of time, can put important pressure on oppressive employers worldwide.

Conference notes the many successes of such campaigning where the workers involved have noted the importance of the international solidarity in supporting their struggles.

Conference instructs the Wales TUC General Council to produce a study of this campaigning method to be distributed to affiliates.

## **TORFAEN TRADES COUNCIL**

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<b>PUBLIC SERVICES</b>
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### **Composite C (Motions 25 & 26) PUBLIC SECTOR PENSIONS**

Conference recognises the achievements made during the pensions' campaign in 2005 and recognises the role played by the WTUC in coordinating the united trade union response throughout the public sector in Wales.

Conference condemns the continuing attacks from politicians and the media on public sector pensions. These attacks often use misleading statements referring to public sector pensions as 'gold-plated' or claim that there is 'pensions apartheid' between public and private sector workers.

Research from a range of bodies including the Pensions Policy Institute, the National Association of Pension Funds and the TUC highlights that the real

pension divide is between company directors and employees, where directors can retire at 60, with a final salary pension 25 times higher than the national average which they accrue twice as fast as both their workforce and the public sector workforce. It is also worth noting that while the average occupational pension in the UK is around £8,100 per year, the average payout from the local government pension scheme is less than half of this at £3,800.

Conference believes that everyone should have a decent and a fair pension. Our society should not be engaging in a 'race to the bottom' of pension provision. We should ensure every worker has access to a decent pension scheme. That should be about levelling up not down.

Conference calls upon the Government to honour the agreements reached on public sector pensions and to ensure that decent occupational pensions remain an entitlement for all workers, irrespective of the sector in which they work, and on the WTUC General Council to react accordingly should previous agreements be renegeed upon and/or workers entitlement to occupational pension provisions and benefits be threatened.

Conference calls on the Wales General Council to:

- 1) defend Public Sector Pensions against the ill-informed attacks, including counteracting the claims made by those who attack public sector pensions; and
- 2) reaffirm its support for affordable pensions for all workers, believing that any solution should be based on levelling up, making private companies face up to their responsibilities, not cutting public sector pensions.

**UNISON  
NASUWT**

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## **27. PUBLIC SERVICES**

The financial crisis was not caused by excessive public spending. It is the consequence of reckless private sector borrowing and lending, against a background of deregulation, low wage growth and insufficient public provision.

Public borrowing is not the main problem we face – our debt levels are sustainable and our priority must be to tackle joblessness and falling incomes. Since the recession began Wales has seen the biggest rise in home repossessions, unemployment rates in Wales have risen to 8.5% compared to the average UK level of 7.8%, and more than 1 in 3 employees have had their pay, hours or benefits cut. This hardship will continue even if the recession is 'technically' over in 2010.

Everyone stands to lose from public service cuts, yet recent reports have indicated that more than 10,000 public sector jobs could be lost across Wales in the coming years – we need to invest in jobs and services that will help our economy recover from recession and build a just society. We can afford the

services we need – if we cut out real waste and make the banks, big corporations and the super rich pay a fairer share in tax. Rushing to ‘balance the books’ through public sector cuts would be totally counterproductive and would increase hardship.

Conference therefore rejects the advice of the right-wing think tanks to cut

jobs, pay and pensions and privatise public services. Now is the time to build a fairer society based on social justice, good jobs and quality public services.

## **UNISON**

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### **COMPOSITE E ( MOTIONS 28, 29 & 30) PUBLIC SERVICES**

Conferences reiterate the Wales TUC’s support for public services and public sector workers. It believes that cutting such services at a time of recession will affect the most vulnerable in society, put further strain on the Welsh economy as public sector jobs disappear and weaken community cohesion as vital services are cut back.

Attacks on public sector terms and conditions often distort the truth and are an attempt to drag down everyone’s access to decent pensions and fair pay. Public sector pensions are not gold plated or unsustainable, it is not unjust or unfair that people receive a decent pension on their retirement. The mean average public sector pension is just £7,000 but the majority of public sector pensioners have pensions of less than £5,000. Conference believes there should be a ‘levelling up’ of pension provision, terms and conditions not levelling down.

Conference:

- notes that the current economic situation is being used as a pretext by the Conservatives and sections of the media to attack the level of public expenditure, public services, and pay and pensions of public sector workers. The public spending deficit comes from the contraction in economy; the solution therefore is economic growth not savage public spending cuts
- notes that deep cuts in public spending will result in significant cuts to the Welsh Assembly block grant. This would have a devastating impact on the quality; range and availability of public services across the country, and in local areas significantly increase local unemployment. Four of the top twenty five local authorities with the largest proportion of public sector jobs in the local workforce are in Wales
- resolves to distribute TUC materials widely that combat the myths surrounding public sector pay and pensions
- resolves to continue defending public services and actively combat media misrepresentation of these issues

- notes with dismay the threat to the public sector represented by the Pre-Budget Statement and the Smarter Government white paper, involving a 1% cap on pay settlements, a cap on employer contributions to public sector pensions, as well as further job cuts and privatisation. These are attacks on services as well as on public sector workers' jobs, pay and pensions
- is dismayed in response to the economic crisis a cross - party consensus exists on public sector cuts and attacks on workers pay and conditions mirroring policies taking place in other countries such as Ireland and Greece (attacks exacerbated by these countries membership of the Euro)
- Is concerned this could signal a race to the bottom on public spending cuts as the welfare state, jobs and services are sacrificed to pay for the greed of corporate finance
- notes that already the UK Government has announced the privatisation of Government assets worth £16 billion. This sale of the family silver includes the Channel Tunnel Rail Link, the Royal Mint, the Ordnance Survey and tens of thousands of Council Homes
- notes that the economic crisis is being used to introduce the possible fragmentation and privatisation of the Royal Fleet Auxiliary
- notes in the public sector there will be, as a matter of government policy, attacks on jobs and pay and private sector employers will continue to use the recession to undermine jobs, conditions and pensions and Conference is dismayed at the planned closure of the Bosch factory at Miskin
- is also concerned that because trade unions are the first line of defence for public services, jobs and conditions there could be renewed attacks on union rights

Conference calls on the General Council to:

- Establish a forum for public sector affiliates, holding regular meetings to address the attacks on Welsh public services
- Call a major conference to launch a campaign in defence of Welsh public services, including marches and rallies in major Welsh towns and cities
- Support the Campaign Against Climate Change's call for 1 million green jobs under public control as an alternative to cuts
- Support the PCS tax justice and tax gap campaigns, to collect the £100 tax billion revenue lost each year through evasion and avoidance
- Develop an alternative economic policy agenda for Wales, including the improvement and expansion of public services as an alternative to the cuts and privatisation programme of all three main Westminster parties
- give consideration to convening an urgent special conference for affiliates enable discussion on the options for joint action to resist the cuts

**UNITE  
PUBLIC & COMMERCIAL SERVICES UNION**

### **31. PUBLIC SECTOR FINANCES AND USE OF CONSULTANTS**

Conference notes the recent pre-budget report set out an assessment of the economy and public finances and direction of Government policy. This report together with the White Paper, "Putting the Frontline First: Smarter Government" set out proposals for "smarter, more efficient Government" with a view to releasing approximately £12 billion a year in efficiency savings.

Conference also notes the Government sees improving staff productivity, reducing the cost of management, back-office support and procurement and reorganising the delivery of services as the major contributors to these savings. Conference rejects the denigration of so-called "back office" functions, many of which provide specialist expertise and advice necessary for Government to function effectively.

At the same time conference is concerned at the significant cost to the public purse of the continued use of management consultants by the Welsh Assembly Government.

Conference believes the Welsh Assembly Government should seek to develop, in-house, the necessary expertise to support services provided by the public sector and not seek private sector solutions to the delivery of efficiency savings. It should also develop and maintain a database of in-house skills and expertise to ensure the necessary capacity is always available.

Conference calls on the Wales TUC General Council to lobby Welsh Assembly Government Ministers on this issue.

### **CSP PROSPECT WALES**

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### **32. NEWPORT LIGHT RAIL NETWORK**

We welcome the recent announcement by the Welsh Assembly Government to study the feasibility of re-introducing a tram like light railway network to Newport. Conference encourages the Welsh Assembly Government and the Councils of East Wales to embrace the study positively and to look at the economic, environmental and social advantages of introducing such a network. We believe that with planning and co-operation it may

be possible to create a light train network that would serve the needs of both Newport and the Eastern Valleys and be of huge benefit to the area.

### **NEWPORT TRADES COUNCIL**

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### **34. PENSIONS**

Conference notes the assault on final salary pensions in both private and public sectors.

Consultancy firm, Watson Wyatt's 2009 report stated that the number of companies that closing final salary schemes will rise to 50% by 2012.

Private companies and the government want workers to pay the price for the economic crisis now and in retirement.

Wales has seen the final salary pension scheme at TRW in Resolven and Pontypool ended. We have also seen the campaign of Visteon pensioners in Swansea and other UK sites. They are fighting for their former employer Ford to make good their promises of full Ford-mirrored pensions for life when they spun-off Visteon in 2000. Visteon went into administration last year and the pension scheme is being assessed for the Pension Protection Fund (PPF), which will result in reduced benefits. These are also more insecure because the PPF is not Government guaranteed and already estimated to be £1 billion in deficit.

Conference believes that final salary schemes offer the best guarantee of decent pensions in retirement for all workers. We need to ensure that there is no division between workers in the private and public sectors.

Conference resolves:

- To support any workers who take industrial action to defend their pension rights and those pensioners who campaign to defend their hard-won pensions.
- To campaign to ensure that the PPF is government guaranteed to ensure that pensioners are protected if their company goes into administration.

## **SWANSEA TRADES COUNCIL**

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<b>PUBLIC SERVICES</b>
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### **Composite C (Motions 25 & 26) PUBLIC SECTOR PENSIONS**

Conference recognises the achievements made during the pensions' campaign in 2005 and recognises the role played by the WTUC in coordinating the united trade union response throughout the public sector in Wales.

Conference condemns the continuing attacks from politicians and the media on public sector pensions. These attacks often use misleading statements referring to public sector pensions as 'gold-plated' or claim that there is 'pensions apartheid' between public and private sector workers.

Research from a range of bodies including the Pensions Policy Institute, the National Association of Pension Funds and the TUC highlights that the real pension divide is between company directors and employees, where directors can retire at 60, with a final salary pension 25 times higher than the national average which they accrue twice as fast as both their workforce and the public sector workforce. It is also worth noting that while the average occupational pension in the UK is around £8,100 per year, the average payout from the local government pension scheme is less than half of this at £3,800.

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PUBLIC & COMMERCIAL SERVICES UNION**

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## **SWANSEA TRADES COUNCIL**

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<b>EMERGENCY MOTIONS</b>
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### **15. EMERGENCY MOTION - DIGITAL BRITAIN**

Conference welcomes the Digital Britain initiative whose objectives aim at maximising the social and economic benefits of the digital revolution throughout the nations and regions of the UK.

Conference recognises that government intervention will be vital to delivering high speed communications. Without it, thousands of homes and businesses in rural Wales will not be able to participate fully in the digital economy, and the investment in high-speed broadband networks will not take place on a socially equitable, cohesive and timely basis.

Conference is disappointed that the attempt to ensure that there is funding for the spread of high-speed broadband outside urban areas was lost in the pre

election period. Conference also regrets the loss of new powers for Ofcom to promote investment in the broadband infrastructure.

Conference therefore calls on the Wales TUC to articulate the need for a more investment conscious regulatory environment for the communications industry and for public investment in high speed broadband networks, and to work closely with the Welsh Assembly and government towards these same ends.

In particular, Conference commits to lobbying government to:

- Implement a universal broadband service obligation
- Re-introduce a duty for Ofcom to promote investment
- Roll-out next generation broadband networks to all homes by 2017
- Implement an affordable, specific and fair levy to spread high speed networks outside major urban areas
- Ensure a level playing field for competition in the pay TV market
- Introduce a legal requirement for Ofcom to promote workforce training in the telecommunications industry.

## **PROSPECT WALES**

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### **EMERGENCY MOTION – HUMAN TRAFFICKING**

Conference condemns the appalling and unacceptable escalation of human trafficking, which predominantly targets women and children.

Internationally, human trafficking is the fastest growing organised crime, with around two million people being forced into the sex trade every year. This is nothing short of 21<sup>st</sup> century slavery and must be wiped out.

Following the conviction of Thomas Carroll and his wife Shamiela Clark on the 7<sup>th</sup> February 2010 for running a network of 22 brothels from their Pembrokeshire home, Conference believes that it is not just the inner city areas that are a cause for concern but also rural Wales.

Conference is further concerned that according to 'Local Solutions to an International Crime: Trafficking of Women and Children in Wales 2010', a report by an Assembly cross party working group, golf's Ryder Cup will fuel a boom in women and children being forced from abroad to work in the Welsh sex industry.

Therefore Conference calls upon the Wales TUC in conjunction with sister unions to:

- Campaign for adequate Welsh Assembly Government resources to prevent and deter the perpetrators and to provide support and refuge for the victims.
- Publicise and oppose this form of exploitation and abuse.

- Work closely with organisations such as Amnesty International and other relevant agencies to highlight and eradicate this slavery.

## **FIRE BRIGADES UNION**

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<b>GENERAL COUNCIL STATEMENTS</b>
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### **GENERAL COUNCIL STATEMENT TRADES COUNCILS PARTICIPATION IN WALES TUC CONFERENCE**

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The General Council considered a range of options regarding trades council involvement in the Wales TUC in the light of the reprioritisation of resources away from internally focussed structures and processes and towards outwardly focussed campaigns and activities as well the overall restrictions on staffing and financial resources. The intention is to assist trades council participation and reduce the administrative burden on Trades Council officers.

#### **1. Non-registered Trades Councils 2009**

Under rule only Trades Councils in Wales registered with the UK TUC may participate in Wales TUC Annual Conference and nominate for Wales TUC elections. Historically the Wales TUC has used the register published in October to identify which Trades Councils receive Conference documentation (which is distributed in November for the Conference in May the following year). This is not under rule but would require a decision of Conference in full session to amend. Congress House closed and published the 2009 register in October. A new process has been adopted by the TUC whereby all Trades Councils wishing to register for 2010 and thereafter must do so by the end of January in the year they wish to register and will not be permitted to do so after that date. Four Wales Trades Councils (Cardiff, Swansea, Newport and Rhondda) did not appear on the published register for 2009 and so, under the existing arrangements, were not entitled to send motions/amendments/delegates or nominate to General Council etc for Conference year 2010-11. In order to seek to encourage participation (while still operating under rule and due process), the General Council and SOC have invited these Trades Councils to attend 2010 Conference as 'potential delegates' and to submit motions/amendments which appear as 'potential motions' on the agenda. In agreeing this General Council statement Conference will agree to the participation of the Cardiff, Swansea, Newport and Rhondda Trades Councils in Wales TUC this Conference year.

#### **2. Motions and Amendments**

Under rule registered Trades Councils in Wales are entitled to submit two motions and two amendments (regardless of the size of the Trades Council). The General Council believes that the unique perspective of Trades Councils adds value to debate at Annual Conference. Moving to one motion/amendment or a proportionate system would reduce Conference debate or introduce more complexity to the system and therefore the General Council agrees that the current entitlement should be maintained.

### **3. Delegates to Annual Conference**

Under rule registered Trades Councils in Wales are automatically entitled to three delegates (regardless of the size of the Trades Council) which gives all Trades Councils a delegate entitlement equivalent to a trade union with 4,000 members in Wales. The General Council believes that adopting the proportionate system used to identify union delegation entitlements would simplify the process overall but could substantially increase the administrative burden for trades councils and union branches. The General Council also recognizes that we wish to make progress on achieving better gender balance at Conference and that Trades Council delegations have not achieved the average gender profile of Conference delegations. The General Council therefore asks Conference to agree that the current entitlement should be maintained but that from Conference 2011 it becomes compulsory for the third trades council delegate, if attending, to come from one of the equality strands (gender, race, disability, LGBT or Youth).

### **4. Card vote**

Trades Councils have historically been entitled to a card vote at Wales TUC Conference. Although this is not under rule any change would need to be endorsed by Conference in full session. Card vote entitlement is identified by the number of union members in branches which affiliate to the Trades Council as declared by the Trades Council concerned when it submits the TUC registration form. There is no verification of the Trades Council affiliate membership figure nor is there any involvement of Wales TUC in this registration process. This situation has led to errors on registration forms being applied as actual card votes at Conference. A verification process would be administratively burdensome on Trades Councils and may lead to fewer union branches affiliating to TCs if the administration fell to them. Unions are concerned that the card vote system means individual members in branches affiliated to Trades Councils are being used to oppose their own union policy / motions and that there is double counting of the same members on different sides of a debate. The General Council believes that only unions are in a position to properly involve individual members (through the democratic structures and consultation processes identified in their rule books) in order to justify being able to cast a card vote on their behalf. Trades Councils could not support the same level of verifiable consultation with individual union members – even if affiliated unions were willing to allow this. The General

Council therefore proposes that, with effect from Conference 2010 and for all future Conferences, trades council delegates will continue to vote on show of hands at Conference and participate in all debates as normal but, where a card vote is called only unions would participate.

## **5. Trades Council delegate expenses**

A payment towards the travel, accommodation and subsistence expenses of Trades Council delegates has been made in previous years as a decision of General Council. The annual subsidy towards Trades Council delegate expenses has been approximately £3,000 however this should decrease to £2,000 for a two day Conference and may vary according to the venue of Conference and the number of TC delegates attending. Trades Councils Secretaries and Chairs meeting identified this as a key issue determining whether they could send delegates to Conference however payment of expenses for Conference rather than campaigning activities goes against the agreed direction adopted for all activities by the General Council. The General Council has therefore agreed that Trades Council delegates should approach their own union branch or all branches affiliated to their Trades council in order to request expenses support; but that this move be staged over three years in order to assist Trades Councils plan the development of alternative sources of subsidy. Trades Council delegate expenses will be paid as previously in 2010. If the total expenses paid is below £2,000 then the surplus will be allocated to a fund which trades councils in Wales will be invited to bid into to help resource campaigning activities which meet the priorities of the Wales TUC. In 2011 trades council delegates will receive 50% of their expenses claim and the surplus up to £2,000 will be allocated to the campaign fund. In 2012 expenses will not be paid and the whole £2,000 will be allocated to the campaign fund.

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## **GENERAL COUNCIL STATEMENT THE STRUCTURE AND FUNCTIONING OF EQUALITY COMMITTEES**

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The General Council considered options regarding the structure and functioning of the equalities committees in the light of the reprioritisation of resources away from internally focussed structures & processes and towards outwardly focussed campaigns & activities. The options were also considered in the light of the current staffing shortfall and the overall financial situation which results in a more limited total resource.

The Women's, Race Equality and LGBT Committees are established under rule and elected by Conference. Constitutionally the General Council is the Wales TUC when Conference is not sitting, therefore the activities of these elected Committees are subject to agreement of the General Council and they provide advice to the GC. The Pan Equality Committee is not established under rule and members are identified by nominations invited from affiliates. It is advisory to the General Council on matters which impact on more than one equality strand. The equalities committees require substantial staff

resource simply to function as quarterly meetings – identification of appropriate agenda items, meeting arrangements, preparation of papers, production of minutes and implementation of decisions. The current arrangements require the organization of four full conferences. There has been a heavy reliance on the Wales TUC office to service these arrangements. However the staffing shortfall and the end of the Equality Officer project mean that facility cannot continue.

The General Council agreed not to propose rule book changes regarding the equalities committees this year. Instead the General Council agreed a change in the operation of the Women's, Race and LGBT committees. The Wales TUC office will convene the first meeting of each committee following Annual Conference but all subsequent meetings and conferences will be self organized by members with all recommendations & proposed activities subject to the agreement of the General Council prior to implementation.

The General Council recognises that self organized groups are easier to establish in the context of a single union democratic structure and policy programme. It is important to ensure the Wales TUC structure adopted is appropriate to purpose and sustainable. It should complement, not seek to replicate, the functions of individual union equality structures and must not confuse messages to the Welsh public and government. In a multi-union structure much depends on attendance across all unions involved at each meeting. Therefore the current quorum of 50% plus one will continue for each committee and the committees will be required to provide written details of any proposed activities and recommendations in time for circulation with quarterly GC paperwork.

The General Council itself will act as the Pan Equalities Committee and will consider at least one substantive equalities issue at each meeting as well as ensuring that equalities implications are properly taken into account when considering non-equality specific campaigns and activities.

The revised arrangements will be subject to formal 12 month review by the General Council the results of which will be put to Conference 2011.

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## **GENERAL COUNCIL STATEMENT THE UK GENERAL ELECTION RESULT AND THE QUEENS SPEECH**

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The General Council acknowledges the result of the Westminster General Election, the policy programme set out in the Queens speech, the immediate over £6bn cuts to public expenditure and the potential for even more severe cuts in the coming budget & comprehensive spending review.

The General Council strongly believes that immediate and drastic deficit reduction through public spending is entirely the wrong policy. It threatens a double dip recession or a stalled recovery. Public sector cuts impact more heavily on the most vulnerable individuals and further damages already

deprived communities. Taking billions out of the economy at this most uncertain time will also damage the private sector, particularly in construction.

Deficit reduction should be managed over substantially longer period and certainly not before there is sustained recovery in the economy. There should be more emphasis on increasing tax take through growth and fairer tax for top earnings. Additionally there must be better enforcement and collection of taxation, the largest corporations and the richest individuals must not be able to avoid their fair contribution to our vital public services through accountancy tricks.

There are tens of thousands of Welsh workers in the non-devolved civil service functions who now face pay freezes and increased workload through the non-filling of vacancies, with threats of large scale job losses to come. Cuts to the budget of S4C threaten Wales' creative industries and bring into question the UK Government's commitment to Welsh language and culture. Large scale infrastructure programmes, crucial to our economic future - such as mainline rail electrification, Wylfa new nuclear and the Severn tidal barrage - must continue, as must the MoD training facility at St Athan.

Perhaps the most invidious cut was the abandonment of the Young Persons Guarantee and the 'future jobs fund'. While there is no replacement for permanent employment, the future jobs fund gave opportunities for young people to experience real jobs and develop new skills. The communities of Wales know only too well the long term damage caused by youth unemployment – blighting the potential of our children. The General Council calls on the UK Government to work in partnership with the Welsh Assembly Government, through the WAG/DWP joint delivery board, to continue an interventionist pro-active response to unemployment in Wales with particular emphasis combating on youth unemployment.

The Wales TUC believes that cuts to Welsh block funding, including the proposed £187m cut this year, should be properly considered in the light of the Holtham Commission finding that Wales is already underfunded to the tune of £300m per year. A fair, needs based formula should be the priority not further cuts to an already under resourced country. We will continue to work with Welsh Assembly Government with aim of ensuring Wales deals with budget pressures through innovative solutions and efficiencies not cuts in jobs and services.

The General Council accepts that the Wales TUC has an obligation and a duty to deal professionally with the new Secretary of State for Wales in order to seek to change policy and ensure voice of Welsh workers heard by the Westminster coalition Government. This will be particularly important in pursuing an early and successful outcome to the referendum on more powers for the Welsh Assembly Government. However the Wales TUC will publicly and vocally oppose any UK Government policies which threaten the jobs and services of Welsh workers.

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<b>C</b>	<b>PREV CONFERENCE DETAILS</b>
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<b>YEAR / VENUE SPEAKERS</b>	<b>CHAIR</b>	<b>INVITED</b>
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 COMMISSION NORMAN WILLIS, TUC GENERAL SECRETARY NOTE THAT LAWRENCE FAIRCLOUGH (TGWU) WAS PRESIDENT FROM MAY UNTIL SEPTEMBER 1988
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 <sup>ST</sup> 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 <sup>ST</sup> 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 ASS1 <sup>ST</sup> MINISTER BRENDAN BARBER TUC GENERAL SEC NEILKINNOCK VICE PRES EURO COMMISSION JOSEF NIEMIES ETUC CONFEDERATION GLENYS KINNOCK MEP OPEN MIKE SESSION WITH WELSH ASSY GOVERNMENT CABINET MEMBERS
2005/LLANDUDNO	MARGARET HAZELL (AMICUS/UNIFI)	PETER HAIN SEC OF STATE FOR WALES RHODRI MORGAN NAT ASS1 <sup>ST</sup> 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 COMMISIONER FOR WALES FIRST MINISTER RHODRI MORGAN SCOTT QUINNELL
2010/LLANDUDNO	PAUL O'SHEA (UNISON)	FIRST MINISTER CARWYN JONES VICTORIA WINCKLER BEVAN FOUNDATION

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**RULES AND STANDING ORDERS**

**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	7 Seats (by election)
Unions below 5,000 members	2 Seats (by election)
Trades Union Councils	1 Seat (by election)

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

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

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

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

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

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

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

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

**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

4 Seats (1 seat each)

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

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.

<b>WALES TUC RULES AND STANDING ORDERS</b>
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<b>PART 2 CONFERENCE ARRANGEMENTS</b>
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**RULE 12  
ANNUAL CONFERENCE**

**A) DATE**

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

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

**B) REPRESENTATION**

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

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

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

## **C) DELEGATES QUALIFICATIONS**

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

### **RULE 13**

#### **CONFERENCE STANDING ORDERS COMMITTEE**

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

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

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

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

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

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

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

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

**RULE 14  
TELLERS AND BALLOT SCRUTINEERS**

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

**RULE 15  
VOTING**

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

**RULE 16  
MOTIONS FOR CONFERENCE**

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

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

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

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

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

by at least two-thirds of the votes cast by the delegates to the particular Annual or Special Conference.

**RULE 17  
AGENDA**

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

**RULE 18  
CONFERENCE REPORT**

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

**RULE 19  
AMENDMENT OF RULES**

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

<b>WALES TUC RULES AND STANDING ORDERS</b>
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<b>WALES TUC STANDING ORDERS</b>
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**A) GENERAL COUNCIL'S REPORT**

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

**B) AGENDA**

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

**C) LIMITATION OF SPEECHES**

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

**D) ORDER OF SPEAKERS**

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

**E) PRESIDENT'S RULING**

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

**F) CLOSURE**

The Previous Question, Next Business, or the Closure may be moved and seconded by those delegates only who have not previously spoken during the debate, and there shall be no speeches on such motions. Should Closure be carried, the mover of the original motion shall have the right to reply in accordance with 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.