

Congress Decisions 2005

Listed below are the decisions taken by the 2005 Trades Union Congress on the motions and amendments submitted by unions.

The numbers given to resolutions and motions refer to their number in the Final Agenda, or to that of the Composite or Emergency Motion.

Resolutions Carried

1 Organising

Congress applauds the work of the TUC Organising and Representation Task Force and the success of the TUC Academy and unions' own organising efforts. A new culture requires that the union movement should measure all we do by the impact on winning in the workplace and growing.

Congress calls for a comprehensive programme at all levels as follows:

- i) strengthen union-to-union cooperation and the TUC's role in enhancing positive inter-union relations and removing harmful competition;
- ii) tighten the rules to ensure that no union in future plays into the hands of an employer by accepting a 'sweetheart deal' – undermining a sister union which is organising or has the members;
- iii) ensure unions have the resources to fund real change;
- iv) press for improved paid time-off and facilities for union workplace reps;
- v) provide improved TUC and union support and training for union workplace reps and officers;
- vi) strengthen the key functions which support union organising, including research and campaigning;
- vii) explore how unions can use new technology to support organising;
- viii) encourage dialogue with sister unions at European and international level on organising strategies and possible joint action;
- ix) help change the face of the union movement to better reflect our membership;
- x) make a reality of our commitment to organise beyond our current areas of strength; and
- xi) ensure public policy assists the organising agenda, in line with the welcome commitment in Labour's workplace manifesto to help unions grow.

Transport and General Workers' Union

The following AMENDMENT was accepted

Add at the end of paragraph 1:

“We must in particular concentrate organising efforts in the private sector, which suffers in comparison to the public sector from significantly lower levels of union membership, organisation and recognition.”

Connect

7 Union subscriptions and tax allowances

When an annual subscription is paid to a body that is approved by HM Revenue and Customs (HMRC), a person is able to claim a tax deduction in respect of the payment. Under the current legislation HMRC will approve the fee or contribution where it is paid as a statutory condition of exercising the employment, or where the membership of the “approved body” to which the annual subscription is paid is relevant to the employment.

Under these rules union subscriptions are generally not allowed as payments “relevant to the employment”.

The failure to provide a tax relief for union subscriptions is even more unacceptable when considered against the wide range of membership subscriptions that can be made with full tax relief using the “Gift Aid” scheme.

The Chancellor of the Exchequer has said that “the role of trade unions and the contribution they have made and continue to make is something to be celebrated”. Congress believes that the time has come for the Government to take positive action to support trade union membership.

Congress calls on the Government to change the legislation in the 2006 Finance Bill to recognise the fact that union membership is an important feature of a person’s working life and should be encouraged by a specific statutory allowance for the annual subscription.

FDA

8 Trade unionists in the classroom

Congress notes that up to two and a half million school children will enter the workforce at some point. Many young people have either little understanding of the role of trade unions or a view of unions that is informed by negative representations, particularly by the media.

Addressing the lack of understanding and the misconceptions is vital not only to the future of the movement but also to secure social justice and to ensure that young people are properly protected at work.

Congress supports the work of the TUC and affiliate unions to raise the profile of trade unions among young people, particularly through its training, support materials and speakers as part of the TUC Trade Unionists in the Classroom project.

Congress urges all affiliates to support this programme and to continue to work with the TUC to develop resources and initiatives to promote trade unionism and employment rights to young people.

National Association of Schoolmasters Union of Women Teachers

The following AMENDMENT was accepted

Add new paragraph at end:

“Congress therefore agrees that the General Council and Executive Committee will seek to engage the Government in general and the Department for Education and Skills in particular, in pursuit of these objectives, reporting back to Congress 2006.”

Communication Workers’ Union

17 Disability and employment

Congress notes that since 1997 the levels of employment of disabled people have only marginally increased and, in relation to employment of people with sensory impairments, have actually decreased.

Congress therefore notes that despite considerable and welcome advances on the civil rights agenda, employment prospects of disabled people remain bleak, with little prospect of change. Congress therefore resolves to encourage all affiliates to raise employment matters to the highest point on the disability agenda, and to defend the jobs of any disabled members under threat. In view of the disadvantages that disabled employees encounter when faced with competitive redundancy selection processes, disabled workers should be retained, supported and given reasonable adjustments, before being appointed into suitable alternative posts.

Congress calls on the General Council and affiliates to promote in every workplace: disability audits to identify good practice, and necessary improvements to access, retention, reasonable adjustments and other policies and practices; election of equality reps and statutory recognition so they have training and time to promote equality for all, including disabled workers; and activists to become Disability Champions.

Congress further identifies that the focus of campaigning must be on the cultural changes necessary to eradicate discrimination and exclusion of disabled people from all aspects of society and particularly the labour market.

Congress calls on the Government to honour its stated commitment to increasing employment rates for disabled people by:

promoting “Access to Work” and increasing available resources;

giving employment tribunals the power to order re-instatement and re-engagement in disability discrimination cases; and

introducing legislation to provide disability leave for those with new or changed impairments.

TUC Disability Conference (exempt from 250 word limit)

The following AMENDMENT was accepted

In sub-paragraph c) insert “paid” between “provide” and “disability”.

British Dietetic Association

19 Union diversity fund

Congress asserts that trade unions are in a unique strategic position to push for real progress on diversity in the workplace. Congress believes, however, that such crucial interventions are set back by a lack of resources to bring them into being.

Congress, therefore, urges the General Council to campaign for the establishment, by the Government as soon as possible, of a Union Diversity Fund to which trade unions can apply for funding of projects to bring about positive change within unions and/or the industries they organise.

Broadcasting, Entertainment, Cinematograph and Theatre Union

32 Public services

Congress welcomes government commitment to extra investment in health, education and childcare but is opposed to policies of privatisation and marketisation for delivery. Measures such as Academy Schools and Independent Treatment Centres are expensive and inefficient and undermine collective provision and fairness. Whilst Congress supports greater efficiency, it strongly rejects the current reviews, which are all too often used to squeeze jobs and working conditions.

Congress demands that where public sector workforce reform is accompanied by new remuneration systems, they must be fully funded and end the gender pay gap.

Clearly the public want first class public services and this Congress must lead such a campaign. Further, Congress demands that the Directive on Services in the Internal Market being debated in the European Union is withdrawn, as it will promote further liberalisation and privatisation

of public services, attack workers rights throughout Europe and undermine social and environmental standards.

Congress resolves to:

lead a campaign for world class public services;

oppose the markets in health, education and criminal justice and the drive towards greater privatisation, under the false pretext of greater choice;

continue our opposition to PFI/PPP and publicise failures;

use the Public Services Forum to promote the workforce-led improvement agenda and support for quality local services; and

lead a high profile public campaign on the direct threat to public services from the Services Directive and promote this opposition within the ETUC.

UNISON

The following AMENDMENT was accepted

In paragraph 1, line 5, insert “worsen” before “working”.

In paragraph 3, add a new second sentence:

“However, Congress believes that first-class public services for all are under threat from the freedoms and flexibilities now offered to entice private companies to pursue potentially profitable markets in the public services.”

Insert new sub-paragraph iii) and re-number the others accordingly:

“iii) highlight the negative impact of privatisation and the threats posed to equality and social justice;”

National Association of Schoolmasters Union of Women Teachers

The following AMENDMENT was accepted

Insert new paragraph 5:

“Congress also notes the threat to publicly owned Caledonian MacBrayne Clyde and Western Isles ferry services through the imposition of the 1992 EU Maritime Regulations which mean lifeline ferry services must be put out to tender.”

Add new sub-paragraph vi):

“vi) oppose the forced tendering of CalMac ferry services and support the STUC campaign.”

National Union of Rail, Maritime and Transport Workers

33 Civil Service job cuts

Congress congratulates the 200,000 civil and public servants who took national strike action last November against the Government’s so-called efficiency agenda of job cuts and privatisation.

Following the action, Congress notes that national machinery was set up, measures to avoid compulsory redundancies were conceded, and planned cuts in sick pay were abandoned.

However, Congress notes that the Government’s cuts are clearly worsening public services with the closure of DWP offices, severe problems with tax credits, massive privatisation in the MoD, and other problems in nearly every government department.

Congress calls on the Government to halt the Civil Service cuts programme and to engage with the unions in talks on planned change without redundancies or any deterioration in civil and public servants’ terms and conditions.

Congress also calls on the General Council and Executive Committee to offer full support to the Civil Service unions should further national action against the cuts becomes necessary.

Congress further notes that the cuts are leading to an increase in outsourcing and privatisation, including the offshoring of National Savings work and of the Registry of Births, Deaths and Marriages.

Congress calls on the General Council to co-ordinate a campaign against the offshoring of public sector work on the grounds that:

it is unacceptable for the UK Government to seek to exploit the inferior pay, terms and conditions of workers abroad who do not enjoy the protection of strong trade unions and employment legislation; and it increases the risk of a deteriorating service for the public.

Public and Commercial Services Union

The following AMENDMENT was accepted

In paragraph 1, line 1, after “servants” insert “and all those who have campaigned and”.
Add at end of paragraph 3, after “department”: “and in Non-Departmental Public Bodies.”

In paragraph 4, line 2, after “without” insert “compulsory”.

In paragraph 6, line 1, after “to” insert: “unacceptable pressures on individual civil servants as well as to”.

Prospect

34 Diversity

Congress welcomes the decision of the Public Services Forum to set up a task group on diversity. Through improved collaboration between government, trade unions and public service employers at national level, the aim of the task group is to:
adopt a more dynamic approach to workforce diversity;
jointly develop a stronger service delivery and business case for diversity in the public sector;
increase leadership capacity to lead and manage diversity; and
work together to identify best practice and disseminate and promote good practice.

Congress applauds these objectives and welcomes the collaborative approach that has been adopted as being the most effective way to ensure that they are met.

Congress calls upon the Government to ensure that the work of the group is adequately resourced and that a realistic timeframe is agreed. This will help to ensure that the final recommendations will be of lasting and practical use and will have a major impact in increasing understanding of diversity and delivery of good practice at all levels within the public sector.

Chartered Society of Physiotherapy

35 The Supporting People programme - quality assessment framework

In relation to the Supporting People programme, Congress is seriously concerned at changes to target settings, to the quality assessment framework and to the policies of the Office of the Deputy Prime Minister. Congress views these changes as unsound in both principle and practice.

Congress asks the General Council to voice its concern on these issues to the Office of the Deputy Prime Minister and the Government and to keep affiliates informed of progress.

Bakers, Food and Allied Workers’ Union

36 Post Office

Congress welcomes the commitment in Labour’s election manifesto to keep Royal Mail in the public sector.

Congress opposes the attempts of the industry’s regulator, Postcomm, fully to liberalise the postal market in advance of the EU timetable, and with no review of the process. Congress also opposes the failure of Postcomm to propose a price control for Royal Mail that will allow for adequate public investment in the industry’s services and staff.

Congress calls upon the Government to set aside these decisions in the Government’s review of the impact of competition upon Royal Mail under the Postal Services Act 2000.

Congress supports the continuing campaign of the unions in Royal Mail to prevent any partial or full privatisation.

Communication Workers’ Union

49 Education, science and research in Europe

Congress believes that a strong, dynamic and effective Europe requires a high-skill, knowledge-driven economy in which education, science and research are fundamental to sustainable, long-term growth and to an enriching of our societies. Congress is concerned that the EU spends a minimal amount on education, science and research in comparison to the rest of the EU budget. Congress is also concerned to note that Europe, the birthplace of higher education, risks seeing its universities overtaken, not just by those in the US but also by those in key developing countries such as China and India as they invest huge sums in their universities. Congress welcomes the call by the Prime Minister and others for education to be at the heart of Europe.

Congress believes that if the Government is serious that the UK should be at the forefront of the European drive for a knowledge economy it must ensure this is the case through sustained investment in research and development and in our education system as a whole. In this context Congress is deeply concerned that many universities are shutting departments, cutting courses and sacking staff. Instead, Congress believes now is the time to expand and improve higher education and research and condemns those who are doing otherwise.

Congress therefore calls on the General Council to make the case to the Government and its European partners that investment in and support for research, science and education are essential to the future success of Europe.

Association of University Teachers

53 Criminalisation

Congress notes with concern the increasing trend towards the criminalisation of the maritime profession, as exemplified by the European ship-source pollution directive and Spain's continued attempts to take legal proceedings against the master of the tanker Prestige.

Congress calls on the UK Government to support the development of internationally agreed and enforced rules on the fair treatment of seafarers following maritime accidents to prevent individuals from being used as convenient scapegoats.

Congress further notes with concern the continued lack of transparency within the international shipping industry and the widespread use of flags of convenience and 'offshore' brass plate shell companies to mask the identity of vessel owners and operators. Congress calls upon the UK Government to take all necessary actions to increase transparency within the international maritime sector.

National Union of Marine, Aviation and Shipping Transport Officers

54 Transport

Congress believes that in order to maintain the economic well being of the United Kingdom, LGV drivers should be encouraged to remain within the logistics industry and the industry should attract new driving recruits.

Congress asks the General Council to endorse the United Road Transport Union's campaign and lobby the Government to seek to have digital tachograph smartcards issued to professional lorry drivers at no cost to LGV drivers.

United Road Transport Union

55 Fire and rescue service emergency response standards in the UK

Congress is gravely concerned that communities in different parts of the UK, who are all equally exposed to the same level of risk from fire and other hazards, are subjected to widely varying emergency response times and standards from different local fire and rescue services - a situation which will only be exacerbated by the regionalisation of emergency fire control centres.

Firefighters and emergency fire control staff are well aware that the emergency response time is a critical factor when they are trying to save lives or property.

The government review of ambulance performance standards also recognised the critical nature of a maximum response time in saving lives. As such the review recommended that the

ambulance service in the UK should organise its resources to meet a national emergency response standard.

Accordingly, and in the interests of public and firefighter safety, and to minimise property losses from fires, Congress demands that the Government works in partnership with all stakeholders to reintroduce a national emergency response standard for the fire and rescue service.

This national standard must set both maximum response times and minimum resource requirements.

Fire Brigades' Union

61 Re-nationalisation

Congress recognises now more than ever before the need to secure Britain's indigenous energy reserves. Security of supply is imperative if as a nation we aim to ensure a continued supply of energy without interference of any sort. With this in mind Congress agrees to support and develop the argument for the re-nationalisation of the British deep mine coal industry.

National Union of Mineworkers

64 Diversity in portrayal

Congress recognises that the United Kingdom population is a rich, diverse mix of people with different genders, ages, ethnic origins, disabilities and sexualities.

However, Congress notes that domestic audiovisual product fails to reflect our society, and so neglects to fulfil its potential to foster an understanding within the mix of our communities.

Congress welcomes the work being undertaken by the UK Film Council, the Cultural Diversity Network and Broadcasting Cultural Industries Disability Network, but considers the film and television industries are not doing enough to encourage forward thinking in the creative process or to change casting attitudes to accommodate a greater inclusiveness. Additionally, any qualitative evaluation must provide a detailed analysis within and across these groups to allow a real picture of portrayal to be assessed.

Congress, therefore, calls upon the Government to urge Ofcom and the UK Film Council to ensure the film and television industries take positive steps to address their portrayal of our society by engaging a truly representative spectrum of performers.

Equity

65 Conscience clause

Congress recognises the importance of a media free from commercial and political interference.

Congress notes with concern the prevalence of unbalanced, and often inaccurate, stories particularly about asylum seekers, refugees, Muslims and Roma appearing in the media.

Congress also notes the proven link between racist stories appearing in the media and the subsequent increase of racist attacks and of entrenching myths and stereotypes.

Congress acknowledges the part played by the NUJ in taking the lead in promoting ethical journalism and recognises the role played by the NUJ's Code of Conduct in promoting the fair, accurate and balanced coverage of stories.

Congress welcomes the NUJ's Conscience Clause, part of the union's Code of Conduct, and supports the rights of journalists to refuse to contribute to a story if by doing so they break the Code of Conduct. Congress believes journalists should be protected against disciplinary action should they act in accordance with the code.

Congress calls on newspaper editors, broadcasters, MPs, MSPs and AMs to back the NUJ's Conscience Clause, which, it believes, will enhance public trust at the same time as promoting an informed and accurate debate about these issues, and calls on the TUC and affiliates actively to lobby for such action.

National Union of Journalists

66 Against censorship

Congress notes with concern the events at Birmingham Repertory Theatre in December 2004. The play “Behzti” written by Gurpreet Kaur Bhatti was the subject of violent protests by some members of the Sikh community, as a result of which all further performances of the play were cancelled.

Congress further notes with concern the orchestrated campaign on behalf of religious groups which led to the British Broadcasting Corporation receiving over 50,000 protests against the proposed broadcasting of “Jerry Springer - The Opera”, seeking to suppress the work prior to broadcast.

Congress is disturbed by the inability of the UK Government and the local police service to provide security for legitimate theatrical performances.

It is understandable that Birmingham Repertory Theatre abandoned its production of “Behzti” when faced with physical threats and damage to the theatre premises, and potential danger to audiences of other unconnected productions including a children’s Christmas entertainment. Congress believes that theatres, other media, creators and audiences must all redouble their efforts to combat all forms of censorship, particularly censorship by violence, and while respecting recognised religious groups, Congress deplores attempts at censorship carried out by representatives of religious organisations.

Congress applauds the BBC for its refusal to cave in to a highly organised campaign intended to force the BBC into an act of self-censorship.

Congress calls on affiliated unions and the General Council to publicise such cases, co-ordinate resistance to censorship and support creators and other workers who may be affected by censorship.

Writers’ Guild of Great Britain

67 Broadcasters and entertainment promoters’ honesty code

Congress notes that the use of recorded music or high tech digital devices to accompany live performance is becoming increasingly commonplace. In addition, the playback of pre-recorded backing tracks on television programmes such as “Top of the Pops” is wholly inappropriate when they purport to be broadcasting ‘live’ performances.

Congress understands that, on rare occasions, there may be reasons that make it impractical to use live musicians and backing singers. It also realises that a number of contemporary music genres rely upon pre-recorded samples and the creative use of existing recordings.

Audiences who attend live music events, including rock and pop arena concerts, touring ballet productions, and even the local pantomime, and who are confronted by an artist miming to a tape, with no visible band providing an accompaniment, are being misled and short-changed.

Congress asks the General Council to back the introduction of an ‘honesty code’ to which all promoters and broadcasters will be asked to sign up. It will simply require that audiences are informed when artists are not performing live or are being accompanied by tape. The code will serve a two-fold purpose: firstly to enable consumers to make an informed decision before they buy a ticket or switch on their TV, and secondly to give due recognition to the value and the thrill of live performance.

Musicians’ Union

71 Children in Family Court proceedings

Congress believes that, in accordance with current legislation, the welfare of the child must remain the paramount consideration of the Family Court system. Congress calls on the General Council to resist any proposals to change the law from a ‘welfare of children’ model to a ‘justice for parents’ model.

napo

The following AMENDMENT was WITHDRAWN

Add new paragraph at end:

“Congress urges that the model incorporates proper assessment, whereby the voice of the child is fully heard and respected. Congress notes the value of the psychological professions in supporting children to express their view, particularly in the light of their social and emotional well-being.”

Association of Educational Psychologists

72 Social responsibility

Congress notes that the Professional Footballers’ Association is calling on fellow unions to use their strength of membership and profile to benefit the wider community. As a union it places great importance on ensuring that it uses its profile and position to the best possible end.

Congress notes that the PFA continues to support young people to rebuild their lives by its support of the Prince’s Trust whom it assists not just financially but also in helping young people to gain work placements within the world of football.

PFA members, often against a backdrop of criticism, work many hours for charitable causes. Indeed, every professional contract contains a requirement that players must participate in a minimum of 2/3 hours per week on community projects, et cetera.

Notable charities currently supported by the PFA include Oxfam, Cancer Research, the National Literacy Trust, the Prince’s Trust, Tackle Africa, Sports Relief, Football Aid, Oil Aid for the Tsunami Appeal plus many at local level.

Congress believes that a social conscience is vital to the mission statement of every responsible union. Congress calls on all unions to follow the lead of the PFA and consider the best ways in which they might use their powers for the greater good of not just their members but of those less fortunate.

Professional Footballers’ Association

73 Women internationally

Congress notes that 2005 brings the review of the UN decade for women, Platform for Action, and of the Millennium Development Goals to eliminate world poverty and promote gender equality, and condemns the continuing poverty of women, the primary victims of violence in the world.

Congress notes with profound concern that although women grow up to 80 per cent of the food in the poorest regions of the world, they are twice as likely to live and die in poverty as men. Seventy per cent of the world’s poor are women; their human rights are being violated across the world, including trafficking, attacks on trade unionists, reproductive rights, and public services. Their work, including caring, is undervalued, underpaid, dangerous and stressful. They are under-represented and excluded from political involvement; and war and militarisation breeds new levels of violence towards women and increasing poverty. Half a million women die in pregnancy or childbirth every year, women’s rates of HIV infection are overtaking those of men, and two-thirds of the children not enrolled in schools are girls. In welcoming the leadership being shown by the British Government in the drive to mobilise the countries of the European Union and the G8 - hosted by Britain in 2005 - to achieve the Millennium Development Goals by 2015, Congress urges the Government to ensure that aid policies contribute to tackling the underlying causes of gender inequality and the oppression of women in developing countries.

Congress recognises that the eradication of this wretched poverty will only be achieved when the debts that the developed world hold over the developing world are cancelled.

Congress calls on the Government to use some of the aid budget to investigate producing cheaper, generic brands of the recognised HIV/AIDS treatments to be offered to those countries where the AIDS pandemic is raging.

Congress recalls that women trade unionists in Asia, Africa and Latin America have been among the foremost in struggles against oppression and exploitation in many developing countries and urges the Government to include in the British aid programme provision for

trade union training as a most cost-effective means of fighting injustice, promoting good governance, and combating poverty.

Congress notes that International Women's Day is a day to raise the awareness of women's contribution to society and to remember the centuries-old courageous struggle by women for the right to participate in society on an equal footing to men.

Congress applauds the TGWU's ongoing campaign to make International Women's Day an additional bank holiday as it is in many other countries and demands that in line with other campaigning activities, we embrace the campaign led by the TGWU and Amicus to ensure its just end.

Congress also notes that the pay gap between men and women has not declined since Labour has been in power and believes that the vigorous campaigning should continue to address this issue.

Congress welcomes the work by the DTI's Women and Equality Unit which has sought to stimulate activities in schools to mark International Women's Day. Congress calls on the General Council to urge the DfES to make a similar commitment to schools on strategies for using International Women's Day to raise awareness of continuing discrimination against women across the world.

Congress calls for the General Council and affiliates to:

- i) support the proposed action from the 2004 TUC Women's Conference;
- ii) use 2005 to build international solidarity, with women central to the TUC international agenda;
- iii) lobby Government for a fair deal for women worldwide: debt cancellation, fair trade, core labour standards, and UN Convention 1325 on women and conflict resolution;
- iv) support the World March of Women; and
- v) campaign for March 8 (IWD) as a public holiday.

TUC Women's Conference (exempt from 250 word limit)

74 Globalisation

Congress agrees that globalisation today is one of the biggest threats to workers' jobs, conditions, health, well-being and prosperity, as global capital runs amok due to the disgraceful activities of multinational and transnational companies. As such, Congress also agrees that the only way to combat such a threat is through coordinated international trade union activity.

Therefore, Congress calls on the TUC through its national and international affiliations to:

- i) ensure that assistance is given to developing nations' trade unions in order that they can flourish and be truly independent;
- ii) campaign in the global arena to raise workplace standards in developing nations;
- iii) campaign in the global arena to raise workplace health and safety standards in developing nations;
- iv) assist national trade unions and other organisations to make links across the globe; and
- v) help raise awareness of the excesses of globalisation.

This will help create a more level playing field and mitigate some of the worst attributes of globalisation.

Bakers, Food and Allied Workers' Union

The following AMENDMENT was accepted

Add at end of sub-paragraph iii): "incorporating the principle of trade union and worker involvement that UK research has shown is key to such improvement - specifically through the establishment of Health and Safety Commissions to offer expertise and practical resource".

Public and Commercial Services Union

The following AMENDMENT was accepted

At the start of paragraph 2, insert: "Congress believes unions are a source of stability in a globalised world and are central to the success of free and open societies."

At end of sub-paragraph iv), after “globe”, insert: “as part of their fight for common employment and democratic standards”.

Association of University Teachers

75 EU Constitution

Congress recognises the rejection of the EU Constitution by the peoples of France and the Netherlands. Congress therefore rejects the current proposed EU Constitution.

Congress is concerned that parts of the unratified EU Constitution are being imposed, including the development of an EU diplomatic service and the creation of a Defence Agency to militarise the EU further.

Congress believes that such illegal ‘cherry picking’ of the discredited EU Constitution cannot continue without a mandate and the ratification process must be brought to an end.

Congress further rejects the increasingly neo-liberal policies emanating from Brussels. Such policies include EU directives that enforce the ‘liberalisation’ of freight and passenger rail services across the European Union and lifeline ferry services such as Caledonian MacBrayne in Scotland.

Congress also reaffirms its opposition to the planned Directive on Services, which threatens to undermine decent public services, wages, conditions and social protection across the EU and beyond.

Congress rejects a European agenda which is elitist, militarist, corporate and anti- democratic. Congress therefore resolves to campaign for a European and global workers’ agenda which enshrines:

an end to neo-liberal policies and the privatisation of public services;
the democratic rights of states, democracy and freedom;
the strengthening of trade union and workers rights; and
international peace and solidarity, not militarism

National Union of Rail, Maritime and Transport Workers

The following AMENDMENT was LOST

In paragraph 1, line 2, delete “rejects” and insert “accepts that it is timely to reflect on”.

In paragraph 2, line 2, delete from “the” to “further” in line 5 and replace with “defence cooperation”.

Delete the paragraph 3.

In paragraph 4, line 1, delete “Brussels” and replace with “the Council of Ministers”.

In paragraph 6, add after “anti-democratic” at end: “and calls for re-dedication to the values of promoting peace, solidarity and social justice demonstrated in continuing invaluable and irreplaceable EU work for equality, environmental protection, and employee rights”.

In paragraph 7 insert new first bullet point (and renumber thereafter):

“i) full employment as the primary goal;”

Community

76 China

Congress notes that sustained rapid increases in economic growth and investment have made China a dominant influence on global economic developments. China has the potential to raise living standards globally and contribute to the defeat of world poverty, but also to aggravate seriously climate change and other environmental problems, increase global unemployment and lead to a deterioration of working conditions in developing and industrialised countries, particularly in manufacturing.

Congress is convinced that the vast problems of structural transformation would be tackled most effectively, as well as justly, to the benefit of Chinese working people and workers in other countries if they had effective independent trade unions to represent them. Congress calls on the General Council to work with the ICFTU and international trade secretariats in

promoting independent trade union development and in exposing violations of trade union and other basic human rights in employment.

Congress recognises that the recent rapid expansion of Chinese exports of textiles and clothing has had a most damaging impact on employment in the sectors in the rest of the world, notably in Bangladesh, and calls on the British Government to intensify cooperation with the Commission and other governments in the European Union to negotiate agreements to minimise the adverse social and economic consequences.

Congress urges the Government and the EU authorities to press China to fulfil its obligations under World Trade Organisation rules by:

widening access to exports from EU countries; and

revaluing the Yuan and eliminating the unfair competitive advantage which China presently exploits.

Community

77 Iraq

Congress notes with concern the deteriorating situation in Iraq both in terms of security and social amenities.

Congress regrets the failure of the US and British Governments to set an early date for a speedy withdrawal of all troops from Iraq as called for by the TUC 2004.

Congress asserts that the continued illegal occupation of Iraq is a contributory factor, and not the solution, to the increasing terrorist activities in and outside Iraq.

Congress affirms that those who, in the name of resistance to the occupation, target civilian populations, whether in or outside Iraq, commit criminal acts that do no service to the cause of peace.

Congress welcomes the contact made with Iraqi trade unionists and trade union organisations and calls on the General Council to ensure that in such contacts the question of the speedy departure of the occupying troops is firmly on the agenda and that assistance is given to support trade union education.

Congress believes that the continued presence of British troops in Iraq is morally and legally indefensible. In the absence of an early departure date being agreed with the US administration, Congress calls on the British Government to set its own unilateral date for an early and speedy departure from Iraq.

Community and Youth Workers' Union

The following AMENDMENT was accepted

Add new paragraph at end:

“Congress calls on unions to prioritise solidarity with bone fide Iraqi/Kurdish trade unions, and to support the TUC Iraq Solidarity Committee in promoting:

visits to Britain;

twinning;

union education and training;

financial and material support; and

v) a strongly supportive role for women trade unionists.”

NATFHE - The University and College Lecturers' Union

The following AMENDMENT was accepted

Add new paragraph at end:

“Congress calls on the British and Iraqi governments and international institutions to:

i) cancel all debts incurred by Saddam Hussein;

ii) ensure Iraqi laws and practices embody ILO core conventions including tripartism and workers' rights, equality and religious tolerance; and

iii) reject privatisation of essential public services and vital resources such as oil.”

Fire Brigades' Union

78 The Western Sahara

Congress condemns the recent violence of the Moroccan State against the Saharawi citizens participating in week-long peaceful demonstrations starting 25 May 2005 within the occupied territories of Western Sahara in El Aaiun.

This repression highlights the lack of progress by the international community in bringing about an acceptable solution to this 32-year conflict and comes despite numerous European and UN resolutions that support the Saharawis' right to self-determination and the right to a referendum. The lack of compliance by the Moroccan state can only be interpreted as a blatant defiance of human rights.

The plight of the Saharawi people is silent and invisible, despite their cooperation and willingness to come to a peaceful and negotiated settlement. The recent demonstrations only show the desperation and frustration felt by the people of the Western Sahara.

Congress therefore calls upon the General Council to continue supporting the Polisario and for trade unionists and related campaigners to bring about a resolution to the conflict by raising the issues with the UK Government. Congress also calls on the General Council to:

call for a meeting with the relevant government department to raise its concerns;

support and help organise a trade union and political delegation to visit the refugee camps and the occupied territories;

publicise the plight of the people of the Western Sahara amongst all affiliates;

actively support the Sandblast Project; and

raise the issues amongst the international trade union movement.

Fire Brigades' Union

79 Venezuela

Congress congratulates and supports the Venezuelan Government for its utilisation of the country's wealth and resources for reforms to benefit working people, the poor and the landless.

Congress notes the results of the referendum last August in Venezuela that gave President Hugo Chávez an overwhelming victory and a strengthened democratic mandate.

Congress further notes that these results confirm that there is overwhelming support among working people and the poor for the social programme of the Chávez Government in relation to education, literacy, job training, healthcare, land reform and subsidised food.

However, Congress views with alarm the bellicose statements being made by the US Administration and its allies in Colombia and the oligarchy in Venezuela which pose a real threat to these reforms.

Congress deplores the attempts of the United States Administration to intervene in the internal life of Venezuela and agrees to raise these concerns with the British Government.

Congress agrees to support wider trade union initiatives to highlight the issue of Venezuela within the British labour movement, including the organisation of a trade union delegation to meet and build links with Venezuelan trade unionists.

Furthermore, Congress will build and work with trade union endorsed organisations in the UK working to provide solidarity to Venezuela.

NATFHE - The University and College Lecturers' Union

The following AMENDMENT was accepted

Add at end of paragraph 5: "Congress expresses its solidarity with trade unionists in Venezuela and rejects any outside interference in their affairs."

Association of University Teachers

The following AMENDMENT was accepted

Add new paragraph at end:

“Congress is concerned about the lack of media coverage of events in Venezuela and urges the General Council to establish relations with the Venezuelan National Union of Workers (UNT) to ensure that news of trade union issues, at least, is more widely reported.”

Transport Salaried Staffs’ Association

The following AMENDMENT was accepted

Add new paragraphs at end:

“Congress notes the independent poll in July that showed over 70% support for Venezuelan President Hugo Chavez. It also notes the Venezuelan threat to suspend oil exports to the US if attacks on its government continue.

Congress resolves to support the Venezuelan people’s efforts to preserve their democratically elected government.”

Associated Society of Locomotive Engineers and Firemen

80 Migrant workers

Congress recognises the important contribution of migrant workers to the UK’s economic and cultural development. At the same time, Congress is concerned that many migrant workers often face racism and exploitation in the workplace.

Congress welcomes the initiatives already taken by the TUC in promoting rights for migrant workers, in particular health and safety information jointly produced with the HSE which is available in a number of languages, and the Working in the UK: Your Rights booklet which explains employment rights.

Congress calls on the General Council to continue campaigning for the rights of migrant workers and in particular to make representations to government for:

the regulation of agencies to prevent ‘regime shopping’ and social dumping;

improvements in the Posted Workers Directive to provide real protections for migrant workers and safeguarding of collective agreements; and

a review of current regulations which place procedural restrictions on the employment of migrant workers and asylum seekers.

Congress recognises the valuable role of many organisations in promoting the rights of migrant workers. In particular Congress recognises the valuable contribution of TUC affiliated organisations in representing and organising migrant workers.

Congress notes the creative initiatives taken by affiliates to promote migrant workers rights through training, health and safety and other projects, which are designed to provide assistance to migrant workers.

Congress asks the General Council to determine the best way of promoting current best practice in the representation and organisation of migrant workers to TUC affiliates.

Union of Construction, Allied Trades and Technicians

81 Organising in Europe

Congress recognises that the establishment of trans-national businesses across the EU offers opportunities and challenges. Opportunities for unions to provide a voice to a diverse workforce; challenges to our core responsibilities of representing, negotiating and organising members and potential members.

Congress recognises that a growing number of unions are looking at how they might use this opportunity, but are frustrated by a legislative framework that lags some way behind the flexibility and fleetness of foot shown by business.

Congress agrees, as matter of some urgency, to establish a task group to identify changes in legislation at the national and/or EU level that are required to:

enable trade unions within the EU to represent their members collectively and individually in all member states of the EU; and

ensure collective agreements and individual contracts of employment are enforceable across the EU.

Through its membership of the ETUC and drawing on the experience of European works councils, Congress also seeks to establish:

a centre of excellence collating information and developing models of representation for employees of companies with establishments in more than one member state of the EU; the equivalent of the 'Bridlington Principles' for the organisation and representation of employees in the EU; and

where more than one national union has an interest in a company, a mechanism to assist the unions concerned in agreeing the scope and nature of representation at both the local and EU level.

The British Air Line Pilots' Association

86 Stress and job design

Congress notes with concern the rising tide of work-related stress, which affects all sectors of the workforce.

Congress supports the Health and Safety Executive's (HSE) revised management standards for stress and calls on all affiliates to work with the HSE and employers to agree and implement standards of good management practice for preventing work-related stress. The HSE must be properly resourced to ensure effective enforcement of stress standards and safety representatives trained in risk assessment for stress.

However, Congress recognises that regulation and enforcement actions are the principal reasons why employers take measures to improve their health and safety practices and procedures. Therefore, Congress calls on the General Council to press for regulations and an Approved Code of Practice on stress, to be backed by a funded programme of HSE enforcement.

Congress also calls on the General Council to seek changes to the RIDDOR reporting system criteria in order that companies have to report absences from work due to stress.

Congress believes that work organisation and job design are critical to workers' health and well-being and calls on the General Council to campaign more widely for:

autonomy and control over the pace of work and the working environment; and

an effective voice for workers in the decisions that affect the structure, content and loading of jobs.

Prospect

87 Second-hand smoking in the workplace

Whilst Congress welcomes the proposals contained in the White Paper and forthcoming Bill on public health aimed at ending smoking in the majority of workplaces and enclosed public places, it does not support the proposal to exempt smoking restrictions in pubs, clubs and private members' clubs that do not serve prepared food. A large percentage of performers work in such venues and the proposed exemption will undoubtedly seriously disadvantage them.

Congress believes there can be no good reason to protect most workers but still leave performers, bar staff and others in the leisure and hospitality sector exposed to risk. Many live music venues will be exempted under this proposal and many musicians who have to work in such places will suffer serious health damage in future years as a result. People who work to entertain and serve others deserve better than to choke on other people's poisonous smoke. Congress therefore urges the General Council to put pressure on the Government to 'sound the trumpet' for clean air, drop the proposed exemptions, follow the Irish and Scottish model, and introduce comprehensive legislation that ends smoking in all workplaces and enclosed public places. This would be the most important advance in workplace health and safety and in public health for many years.

Musicians' Union

The following AMENDMENT was accepted

Add at end of final paragraph: “It would also recognise the fact that the harmful effects of tobacco inhalation are not limited to lung cancer. For example, exposure to other people’s tobacco smoke can cause reduced lung function in people with no previous respiratory problems and can be especially dangerous to those with asthma.”

Chartered Society of Physiotherapy

88 Fatigue at sea

Congress expresses its extreme concern at the large number of accidents around the UK coast involving ships in collision or running aground as a result of seafarer fatigue. The rate of such incidents indicates that excessive working hours and inadequate crewing levels are presenting a major threat to safety and having adverse effects on the health and welfare of seafarers.

Congress notes the existence of national, European and international regulations covering working hours and rest periods at sea and calls for the UK Government to police and enforce these rules on all UK registered ships and all foreign flag ships in UK waters.

Congress also demands effective international action to prevent unfair competition from different countries permitting ever lower ships’ crew levels and urges the UK Government to secure such international measures urgently.

In addition, Congress also urges the UK Government to review the statutory safe manning certificate levels on UK ships, to increase the minimum numbers to allow for the significant extra workloads arising from the new security and other requirements.

National Union of Marine, Aviation and Shipping Transport Officers

89 Trade union organisation

Congress recognises and acknowledges the continuing trend of TUC affiliates to combine, by way of merger and other methods, into new and ever larger units of organisation.

Congress recognises and understands the many reasons why affiliates have chosen in the interests of their respective memberships to become part of larger units. Congress, however, believes that the TUC should itself consider the implications of such mergers upon its own democratic structures and its continuing role as a trade union centre. In particular it should consider the services it is able to provide to those smaller affiliates who have chosen to retain their existing structures and identities.

To this end Congress calls upon the General Council to establish a small, time-limited working party to consider these issues and to report back to Congress with any conclusions at the Congress of 2006. The working party should include representation of some of those unions not otherwise represented on the General Council.

Equity

The following AMENDMENT was accepted

Add final sentence at end: “The working party should actively seek the views of representatives from the national executives of smaller affiliates on the services they believe would most add value and how these might be delivered. This active involvement should include convening a seminar for such representatives as part of the time-limited activity.”

British Air Line Pilots’ Association

The following AMENDMENT was accepted

Add new sentence to end of paragraph 1: “Congress also recognises the valuable job done by smaller affiliates on behalf of specialist groups of workers.”

napo

Composite 1 Fairness at work

Congress recalls that 102 years ago, under powers derived from the Taff Vale judgement, railway employers sued the Amalgamated Society of Railway Servants for £23,000 for taking industrial action. Congress notes the subsequent 1906 Trades Disputes Act removed trade union liability for damages caused by strike action.

Congress notes that trade union rights have deteriorated since 1906 and unions are again liable for damage caused by strike action. Today National Express and Tyne and Wear Metro are using these laws to threaten the RMT with penalties totalling £500,000 for taking industrial action. Congress reiterates its policy of repealing the anti-trade union laws and on the reintroduction of laws to prevent any trade union from taking industrial action.

Congress calls for the repeal of the anti-union laws and their replacement with a framework of positive rights, in accordance with minimum ILO standards, including:

- i) giving unions the right to organise industrial action, including solidarity action, without the threat of legal proceedings by employers and for workers taking lawful industrial action to be protected from dismissal;
- ii) providing employment rights from day one of employment;
- iii) allowing every worker to be represented individually and collectively by a trade union on any issue;
- iv) extending paid time off for all family-friendly leave provided by statute;
- v) allowing unions to trigger statutory equal pay audits and appoint equality reps;
- vi) allowing unions to choose to conduct workplace ballots;
- vii) strengthening unfair dismissal legislation, ensuring an enforceable right to reinstatement;
- viii) improving time off and facilities for union workplace reps;
- ix) strengthening protection against exploitation and discrimination of migrant, agency, and temporary workers, and women, black workers and those in smaller firms;
- x) ensuring workers receive proper compensation when their employer is declared bankrupt; and
- xi) ensuring pensions, training and equality are included as issues on which collective bargaining must take place when statutory recognition is awarded.

Congress congratulates the General Council for its campaigns around fairness at work and calls for further campaigning around the long hours culture and rights for workers to have greater control over their personal, family and working lives, their working time and when and for how long they work.

Congress welcomes the National Minimum Wage and paid holidays but recognises it must build a long-term campaign, building on the TUC charter Modern Rights for Modern Workplaces and the IER Workers' Charter, to ensure our members are fully aware of the facts and to take the arguments to a wider audience. This should combine a broad range of trade unionists, sympathetic lawyers, academics and politicians into a common cause.

To coincide with the 100th anniversary of the Trades Disputes Act in 2006, Congress agrees to support a campaign for a Trade Union Freedom Bill. This bill should include:

- a) the abolition of restrictive balloting and industrial action notice procedures;
- b) the right to strike and the right to automatic reinstatement for taking lawful industrial action;
- c) the freedom to take solidarity action for workers who are in dispute; and
- d) sectoral forums to establish minimum terms and conditions.

Congress requests the campaign for a Trade Union Freedom Bill be supported by a national march, rally and lobby of Parliament in 2006.

Congress reaffirms its decision 'that affiliates and all independent trade unions should have the right to draw up their own rulebook, free from interference from legislation designed to curtail the efficacy of the fundamental rights of individuals to make and form trade unions'.

Congress notes that the UK Government signed up to the ILO and ECHR, which enshrine that right and also notes that the European Court of Human Rights has already concluded: 'The right to join a union 'for the protection of his interests' cannot be interpreted as conferring a general right to join a union of one's choice, irrespective of the rules of the union. In the

exercise of their rights under Article 11(1) unions must remain free to decide in accordance with union rules questions concerning admission to and expulsion from the union.'

Congress believes that unions do not want to exclude, expel or discipline individuals on grounds of race, gender, sexual orientation, or even political allegiance, nor would they, save that they want to disassociate themselves from racists and fascists and want to reserve the right to discipline those who undermine a union's calls for industrial action.

Congress reaffirms its support to challenges by affiliates to ss64-68A TULR(C)A, for claims for so-called 'unjustifiable discipline', which undermine the right to take industrial action, and ss174-177, which restrict the rights of unions to exclude or expel those with whom they strongly object to associating.

Congress should therefore establish a fund to cover legal challenges, as deemed appropriate by the General Council.

Congress asserts the right of trade unions to be self-governing and calls upon the General Council to review the impact on trade union organisation of the Trade Union and Labour Relations (Consolidation) Act 1992 and subject to its outcome, formulate proposals and campaign for the repeal of the appropriate sections.

Mover: Transport and General Workers' Union

Seconder: National Union of Rail, Maritime and Transport Workers

Supporters: Associated Society of Locomotive Engineers and Firemen

Communication Workers' Union

Union of Shop, Distributive and Allied Workers

National Union of Journalists

Prison Officers' Association

National Association of Schoolmasters Union of Women Teachers

Composite 2 Employment status

Congress recognises that a significant proportion of the UK workforce are now engaged on freelance and short-term contracts and that in many industries there is widespread use of sham contracts, which include substitution clauses and other devices, which are designed to show a lack of mutuality of obligation between the worker and the employer.

Congress notes that the lack of progress in resolving the uncertainty over employment status is a particular concern in industries such as construction, where mass false self-employment is still a major problem. As a result thousands of workers are denied their employment rights.

Congress recognises that these workers face particular and pressing problems in their employment, including:

- i) a continuing confusion over legal employment status, with some individuals counting as 'employees', some counting as 'workers' and some counting as neither, with severe consequences for employment rights;
- ii) severe job insecurity, which is exploited by some employers to impose inferior terms and conditions and to offload all risk (e.g. public liability insurance, accident insurance) onto workers;
- iii) excessively long hours of work allied to routine contractual waivers of the right to a maximum 48-hour week;
- iv) low hourly rates of pay, sometimes below minimum wage levels, and with the use in sectors such as the media of exploitative 'deferred pay' contracts; and
- v) inferior standards of health and safety, equal opportunities and training provision.

Congress notes the delay in the publication of the Government's response to the consultation document on employment status. Congress recognises that the denial of employment rights to workers whose employment status is unclear is an important area of unfinished business from the Employment Relations Act 1999.

Congress is also concerned at the continued lack of progress towards the adoption of an EU Temporary Agency Workers Directive. Current legislation can be used to deny agency workers any effective protection where it is not possible to determine the agency worker's employer.

Congress recognises that changes to the law on employment status would contribute positively to the Government's strategy for promoting fairness, flexibility and productivity in the workplace.

Congress welcomes the TUC campaigns that have pressed the case for an extension of employment rights to all workers. Congress strongly urges the TUC General Council to make further representations to the Government on these matters and promote campaigning activities that extend employment rights to all workers.

Congress therefore calls on the General Council to continue to campaign for:

- a) comprehensive employment rights for all workers, including a new and inclusive legal definition of 'worker';
- b) an end to the 48-hour opt-out and to compulsory waiver clauses; and
- c) opposition to the further undermining of workers conditions through the deregulatory draft Directive on Services in the Internal Market.

Mover: Union of Construction, Allied Trades and Technicians

Secunder: Broadcasting, Entertainment, Cinematograph and Theatre Union

Composite 3 Women and Work Commission

Congress welcomes the interim statement from the Women and Work Commission and looks forward to its final report. It further affirms the need to ensure effective action around the final report, and in line with resolutions 10 and 16 carried at the 2004 Congress agrees to:

- i) promote mandatory equal pay audits to tackle pay discrimination with particular regard to women workers transferred from the public to the private sector, and to underpin them with effective enforcement measures;
- ii) encourage business investors and trade unions to provide input to the Standards Board proposed by the Company Law Review;
- iii) support measures to overcome gender segregation in employment, including tax credits for training to overcome under-representation in job categories;
- iv) press for the extension of the eskills initiative on computer clubs for girls (which encourages IT training for girls in secondary education) in order to address and reverse the decline in the number of women entering the IT profession;
- v) support measures to overcome low pay by childcare providers to ensure a successful extension of child care provision in line with government ambitions; and
- vi) support measures to allow unions to pursue collective actions in cases where there would otherwise be numerous individual claims.

Congress believes that these actions need to be set within the context of a proactive challenge to the continued dominance of male cultural norms that perpetuate women's oppression in the workplace.

Mover: Communication Workers' Union

Secunder: NATFHE - The University and College Lecturers Union

Supporters: Connect

Transport and Salaried Staff Association

Composite 4 Parents, carers and childcare

Congress welcomes the Labour Government's enduring commitment to improving workplace provision for parents and carers in the UK labour market and the ongoing commitment that the Government has shown to childcare, in particular the announcements made in the recent ten-year childcare strategy.

Congress believes the Labour Government's historic third term represents an invaluable opportunity to continue developing and embedding rights for parents and carers. To that end, Congress notes the commitment given at the Warwick Social Policy Forum to review the statutory provision of paid parental leave.

However, the Government's recent Choice and Flexibility consultation focused entirely on maternity leave and the right to request flexible working. The omission of parental leave from

the consultation seriously undermines the Government's stated intention of finding ways for fathers to be more involved in their children's lives.

Congress notes that a lack of quality, affordable childcare has a huge impact on family life as well as on people's ability to take paid work. The UK's 24-hour economy means that many people work night shifts or are in jobs that require them to work late or start very early in the morning.

Congress welcomes the recognition in the ten-year childcare strategy that investment in the supply side of childcare is key to overcoming shortages. However, there is still a huge shortage of childcare for those who work 'non-standard' hours. For too long the UK has relied on the private sector to provide the bulk of its childcare, and this has been at the expense of the childcare workforce. Currently childcare workers receive an average wage that is 35 per cent lower than the average hourly wage received by women working part time in the UK. In recognition of the vital contribution that these workers make to society, and in order for the Government's ambitious childcare targets to be met, there needs to be substantial and sustainable investment in the pay and career opportunities for the childcare workforce.

There is also a continuing and urgent need to work with Government to examine how best to promote access to parental leave, particularly amongst men. Congress reaffirms its view that introducing statutory paid and flexible parental leave is the most effective way forward.

Congress also believes there is a need for improved flexibility and pay around paternity leave itself.

Congress therefore urges the General Council and all affiliates to:

i) continue to lobby the UK Government to make provision for paid and more flexible parental leave;

ii) ensure workers' awareness is raised and access improved to all current and future provision for parents and carers; and

iii) ensure best practice is shared and promoted amongst all affiliates.

In addition Congress urges the Government to increase investment in the supply side of childcare, and in childcare for those parents who work night shifts and non-standard hours, to ensure that all families have access to the childcare they need.

Mover: Union of Shop, Distributive and Allied Workers

Secunder: British and Irish Orthoptic Society

Composite 5 Opposing racism and fascism

Congress welcomes the TUC campaign in the general election to defend communities from the racially divisive and incendiary politics of the BNP.

Congress deplores attempts by the BNP to exploit the London bombings to stir up racial and religious hatred. Extreme far-right groups such as the BNP, Combat 18 and the National Front are fascist and racist organisations that stand for an all white Britain, the destruction of trade unions and the elimination of basic human rights. Such views and beliefs are incompatible with the ethos and purpose of public services and Congress asserts that those who publicly proclaim their affiliation to such organisations should not be able to work within the public sector.

Congress believes the increase in racial attacks against a background of hostile political party policies on asylum seekers and immigration reflects the need for all democratic bodies to accept the responsibility of tackling racism and that urgent steps are needed to tackle the root causes of the poverty and unemployment that exist in disadvantaged communities and to combat racism in all its forms.

Congress believes that the Employment Act 2004 goes some way towards widening the ability for trade unions to exclude BNP members on grounds of their activities.

However, Congress does not accept that BNP membership is compatible with trade union membership and resolves to campaign for legislation to enable unions to deny membership to those belonging to organisations whose policies or practice are racist and resolves to support union activists who have been subject to intimidation from far right organisations.

Congress supports the vital role of education in building a tolerant, multi-cultural society, and in particular in confronting racism in communities that have a low concentration of minority ethnic learners. Congress welcomes the commitment of the Government to fund work in education establishments to meet the needs of minority ethnic learners and those whose first language is not English and calls on the Government to provide funding mechanisms that enable flexible responses in circumstances of rapid change in the numbers of these learners in any community.

Congress believes there can be no complacency in defeating the far right whenever they stand for election to public office. There should be no BNP representative returned to public office there should be no room for their politics in the UK political establishment.

Congress calls upon the General Council to:

- i) prioritise campaigning against the BNP during 2006 local authority elections and urges affiliates to co-ordinate community campaigns to ensure that far-right candidates are defeated. Congress believes that community-based campaigns work best, as union members, active in their communities, are able to remain in the area and support long-term anti-racist and education initiatives that rebuild the unity required to defeat the BNP;
- ii) co-ordinate the activities of affiliate unions in developing a trade union-led, national and regional fight against the BNP and fascist organisations. Furthermore, the General Council and regional TUC's should establish urgently national and regional task groups, to enable trade union affiliates to co-ordinate their activities;
- iii) press the Government to review its intense pressure on education establishments to achieve excessively narrowly defined targets, which acts as a disincentive for them to focus on tackling racism, and may conflict with their statutory duty to promote good race relations; and
- iv) mount a campaign to seek to secure appropriate regulation and legislation in line with the provisions that already apply to service within the police force to apply to those individuals who proclaim their affiliation to extreme far-right organisations.

Mover: Amicus

Seconder: National Association of Schoolmasters Union of Women Teachers

Supporters: Association of Teachers and Lecturers

UNISON

GMB

Composite 6 Amendment to Equality Bill

Congress notes that the current Equality Bill introduced in the House of Lords on 18th May 2005, introduces protection against discrimination in the provision of goods, facilities and services on grounds of religion and belief.

Congress is dismayed that the Bill has not also been used to introduce protection from such discrimination on grounds of sexual orientation. This leaves LGBT people as the only strand, apart from age, without this protection, and leaves the impression that the right to sexual orientation equality has not been established or has lower status.

Congress notes the Government's review of equalities legislation and commitment to its 'modernisation' into a Single Equality Act. However, such harmonised legislation is still some years away.

Congress believes that this is unacceptable and that the current Equality Bill must be amended to include protection from discrimination on grounds of sexual orientation in goods and services.

Congress calls on the Government to introduce such an amendment at the earliest opportunity to ensure legislation is introduced for LGBT people to receive full equal rights analogous to the protection provided within the Sex Discrimination Act and the Race Relations (Amendment) Act.

Congress also resolves that the General Council and affiliated unions should press strongly for an amendment to the Equality Bill to require that appointments to the Board and Committees

of the new Commission for Equality and Human Rights must include people with experience as trade unionists.

Congress therefore calls on the General Council and affiliate unions to escalate their lobbying and maintain the maximum pressure for such an amendment.

Mover: TUC Lesbian, Gay, Bisexual and Transgender Conference

Secunder: FDA

Supporter: Nationwide Group Staff Union

Composite 7 Age discrimination

Congress notes the Government's decision to impose a default mandatory retirement age of 65 into the forthcoming regulations to implement EU Age Discrimination laws. The need to avoid workers being coerced into working beyond normal retirement age and the implications for the whole workforce need to be balanced with the right of employees to determine their own retirement age to reflect personal, including financial, circumstances.

Congress notes the current proposals in draft regulations for 'planned' and 'unplanned' retirement for workers above a 'justified' retirement age or aged over 65, are unfair and complicated; and further believes that the 'duty to consider' a request to stay on past retirement will be virtually useless unless employers have to objectively justify their reasons on business grounds, backed up by a Statutory Code of Practice.

Congress calls upon the Government, within retirement age limits if agreed by collective agreement, to:

- i) frame all retirement policy on the basis of maximising genuine employee choice and flexibility;
- ii) include provision in the draft age equality regulations to prohibit employers from removing or downgrading employment benefits because of the implementation of the regulations;
- iii) ensure workers are given at least one year's notice of a 'planned' retirement with statutory provision for collective bargaining arrangements to improve upon this approach;
- iv) provide for at the minimum a levelling up of the redundancy multiplier to one and a half weeks' pay per year of service for all payments and for a significant overall increase in the statutory redundancy payments scheme's generosity, including also an increase in the week's pay limit;
- v) remove provisions in the draft regulations allowing age-related pay for people aged 18-21 earning above the National Minimum Wage youth development rate but below the adult rate; and
- vi) accept that the NMW youth development rate is ageist and enable all workers aged 18-21 to claim the adult rate.

Mover: Association for College Management

Secunder: TGWU

Supporters: FDA

Community

Composite 8 Public service pensions

Congress congratulates the public service unions on their campaign to defend public sector pension schemes, and recognises the key role played in this by the threat of co-ordinated industrial action and welcomes the support and co-ordination provided by the TUC to constituent unions to oppose proposed increases in the normal pensions age in public sector schemes. Congress welcomes the Government's recognition of the need for a fresh start to discussions on the reform of public sector schemes and its commitment to genuine negotiations with the trade unions. Congress notes evidence that inequalities in life expectancy are widening, and reiterates its opposition to any compulsory increase in pension ages.

Congress recognises that Governments view on life expectancy of public servants fails to take account of workers who life expectancy is shortened, whilst delivering essential services, due to

physical and mental damage. Further, Government should recognise that many of these workers will not survive to their proposed retirement age.

Congress welcomes the Government's subsequent acceptance that all aspects of the proposals will be open to genuine negotiation. Congress welcomes the government initiative to move to formal negotiations on public sector pensions, rather than the previous consultations, which were constrained by the Government's diktat of a normal pension age of 65, and the view that savings had to be made from the review of pensions in the public sector. Congress congratulates the public sector unions on their willingness to take united action against the Government's proposed imposition of a compulsory rise in the pension age to 65.

However, Congress believes that the Government will continue to argue strongly for the pension age to increase. Congress believes that to defend our members' interests it will be necessary to maintain and enhance the public sector campaign alliance and to organise together for maximum pressure should further united industrial action prove necessary.

However, Congress fully supports the TUC's public sector pension principles which set out clearly the way forward for public sector pensions. Congress fully endorses the first principle that it is opposed totally to any compulsory increase in the pension age. For many workers in the public sector, including health workers such as podiatrists, the physical and mental demands on them at work make it completely unacceptable to increase pensionable age.

Congress believes that flexibility, choice and a voluntary approach are the most important elements that should impact on the public sector pension age, along with recognition that pensions are deferred pay and must be maintained on a final salary basis thus enabling an employee to clearly calculate the amount of pension they will receive.

Congress therefore calls on the TUC to continue its high profile campaign on public sector pensions. To that end, Congress calls on the General Council and Executive Committee to:

- i) support and co-ordinate public service unions in their efforts to defend and improve the public sector schemes, including through further industrial action if necessary;
- ii) campaign against any imposed change to pension schemes, specifically increased pension ages;
- iii) coordinate the scheme specific sectoral negotiations, including the circulation of reports from each set of talks;
- iv) propose to unions that they fully consult with each other before reaching agreement in order to counter any 'divide and rule' tactics from the Government;
- v) set up regional and local multi-union campaign groups in alliance with trades councils, the National Pensions Convention and other relevant organisations;
- vi) produce, and distribute to public sector unions for their use, common campaign materials (leaflets, petitions);
- vii) produce publicity to counter the prevailing myth that decent public sector pensions are unaffordable and the myth of the 'crisis' in pension provision;
- viii) oppose any Government attempts to limit the use of the new Inland Revenue flexibilities by public sector pension schemes;
- ix) campaign for employers to be compelled to contribute into a pension for their employees at a level of at least 10 per cent of pay;
- x) campaign for a fairer state pension system, so that no pensioner need depend on means-tested benefits;
- xi) organise a national pensions demonstration; and
- xii) assist unions taking industrial action and support the coordination of that action.

Congress asserts the right of each individual to the dignity and security that come from being able to rely on a decent pension when they need it.

Congress deplores the failure by employers and the state to take their fair share of the responsibility for pension provision. It is unacceptable that so many employers fail to provide their workers with an occupational pension, and that the state pension system leaves so many, particularly women, dependent on means-tested benefits in retirement.

Congress believes the draft regulations on the consultation by employers requirement should be strengthened so that:

- a) no employers are exempted;
 - b) there is consultation on all changes to pensions;
 - c) consultation involves recognised trade unions; and
 - d) consultation is extended so that it is meaningful, with a view to making an agreement.
- Congress notes that the Government estimates that less than 50% of all workers are in private, personal or company pension schemes. This unfortunate situation highlights the need for a state pension linked to earnings and therefore congress reaffirms its policy to campaign for a state pension linked to earnings.

Mover: UNISON

Secunder: Public and Commercial Services Union

Supporters: Society of Chiropractors and Podiatrists

Amicus

National Union of Teachers

Prison Officers' Association

Associated Society of Locomotive Engineers and Firemen

British Dietetic Association

Composite 9 Occupational pensions

Congress calls on the Government to meet the long-term retirement savings shortfall through compulsory employer contributions and the strongest possible security for workers' pension savings. Congress further demands that the Office of the Deputy Prime Minister addresses the £29bn deficit in local government pension schemes caused by irresponsible long-term employer underfunding in a moral and equitable way that does not price low-paid local government employees out of the scheme. Any changes to this and any other pension scheme must be negotiated, equality- proofed and encourage maximum membership among those most in need of the retirement income that a good final salary pension scheme can provide.

Congress is deeply concerned that the measures taken by the Government to address the crisis in the pensions industry have failed to address fundamental issues of funding, compulsion and, in particular, taxation. Confidence in pension saving is at an all-time low and Congress welcomes the Government's belated attempts to provide security through the Pension Protection Fund. For those who have already lost out however, the Financial Assistance Scheme (FAS) is a flimsy vessel on which to float workers' hopes of receiving their pensions. It is not enough for the Government to say it will review FAS funding over the next three years. Diligent savers who have worked for decades remain without any prospect of security for themselves or their families. The only pension consensus that has existed in recent years is that £400m over 20 years to help victims of scheme wind-up and company insolvency would not be remotely sufficient. Congress demands an immediate guarantee that all victims of this pension loss will be compensated by at least the amount already promised to those closest to retirement.

Congress asks for tax incentives to make pension funding more robust.

Mover: GMB

Secunder: British Association of Colliery Management - Technical, Energy and Administrative Management

Composite 10 Industrial policy

Congress believes that a successful industrial policy is vital to a successful UK economy, to generate the economic wealth required for investment in high quality public services.

Congress commends the UK Government for delivering economic stability, but believes this masks increasing job insecurity. There is a haemorrhage in skilled jobs, which are all too often replaced by low-paid, low-skilled, insecure work.

Congress believes the UK Government should support the European social model of economic prosperity twinned with social cohesion. UK job insecurity will continue unless the UK

develops a level playing field of employment rights, social planning and industrial policy. Britain's labour market flexibility has not improved our productivity.

Congress opposes the Government's negotiating position on revision of the Working Time Directive, and rejects any attempts to pretend that this was endorsed by those trade unions at the Warwick Policy Forum. Congress calls on the Government, during its EU presidency, to protect the health and safety of British workers by ending the 48-hour opt-out, and respecting European Court judgments that on-call time is working time. Congress urges the Government to practice what it preaches and accept that long hours are a major obstacle to a healthy work/life balance. Furthermore, undermining equal treatment rights for temporary agency workers will not improve productivity, but will open the doors for cowboy employers.

Congress calls for the current EU proposal on services in the internal market to be withdrawn. The quality, safety and integrity of services in Europe are at risk from this blatant attempt to undermine collective bargaining, social and employment rights, and health and safety protections.

Congress notes with dismay that the UK presidency priorities do not include a clear focus on ensuring a high skill, high quality manufacturing future for Britain and Europe. Congress calls on the Government to honour its November 2003 pre-Budget commitment on EU public procurement rules to ensure British manufacturers do not lose out on public contracts, and the Wood Review conclusions about its role in supporting British industry.

Congress believes urgent action must now be taken to ensure the UK's strategic industries are defended. Congress in particular recognises the particular importance of a viable manufacturing base to the wider UK economy. This more proactive industrial policy should include being prepared where appropriate to take a strategic minority public stake in an enterprise.

Congress resolves to campaign for:

- i) a review of business support with a view to having the best support possible;
- ii) a procurement strategy that supports UK jobs and skills, and requires that a proportion of the work is carried out in the UK;
- iii) implementation of EU employment directives in a way that is compatible with the social dimension;
- iv) opposition to the services directive;
- v) a requirement for employers to develop a social plan before declaring redundancies;
- vi) increased statutory redundancy pay;
- vii) legislation to protect negotiated terms and conditions of members when their company is placed into administration; and
- viii) legislation requiring businesses to publish evidence justifying their decision to offshore, with decent terms and conditions, access to trade unions and adherence to ILO core labour standards in the new location.

Congress also notes the Hampton Report which is designed to reduce regulatory inspection and enforcement of industry, including a reduction of 1 million inspections a year by Government regulatory bodies. Congress resolves to campaign against Government plans to implement deregulatory policies which weaken necessary protections for workers and consumers.

Congress believes that public procurement and fiscal incentives could be key levers to raise social, employment and environmental standards in the UK. All publicly funded contracts should, in particular, be used to improve the quality of life at work by encouraging employers to adopt high labour standards. Equal opportunities, health and safety, employer investment in skills and training, employment rights and protection and relations with unions are all legitimate concerns of authorities using public funds to buy goods and services.

Government contracts should stipulate that contractors and sub-contractors engaged in the construction process should not use false self-employed workers and all workers should be registered through the Construction Skills Certification Scheme. All contracts should be subject to independent auditing to ensure that these conditions are met.

Congress notes the reluctance of the Government to use procurement to support wider social goals and regrets the divergence between the UK and the rest of the European Union on this issue.

Congress believes that fiscal incentives should be used to compensate those employers who invest in high labour standards but have to compete in the market place with those who do not. Congress instructs the General Council to:

- a) continue to lobby and campaign on these issues;
- b) demonstrate how procurement and fiscal policies can be used to advance social goals;
- c) assist unions in the public sector to raise the issue of procurement with public authorities;
- and
- d) assist unions in the private sector to work with employers on joint campaigns.

Mover: Amicus

Secunder: GMB

Supporters: Connect

Transport and General Workers' Union

Union of Construction, Allied Trades and Technicians

Prospect

Composite 11 Working time

Congress congratulates the General Council on its high profile campaign to combat the long hours culture in the UK, promote a maximum 48-hour week and remove the opt-out from the Working Time Regulations 1998, which has been so systematically used and abused in the UK. Congress condemns the UK Working Time Directive opt-out and calls on the Government to tackle the long-hours culture.

Congress is gravely concerned about the UK Government's defence of the opt-out and its reluctance to accept a large and growing body of independent evidence which clearly illustrates:

- i) the widespread abuse of the opt-out by employers;
- ii) the short-sightedness and contradictions within the so-called business case for long hours working;
- iii) the harmful health and safety effects of long-hours working;
- iv) the damaging consequences for productivity, for education and training and for key policies around work/life balance; and
- v) the discriminatory impact on women workers.

The UK Government's decision to block changes to the Working Time Directive which would have abolished the 48-hour week opt-out demonstrates a willful misunderstanding of the effects of excessive working hours on employees, their families and wider society and is a regrettable example of disjointed government policy at a time when more imaginative and flexible arrangements are being encouraged for maternity, paternity, carer and adoption leave. Congress believes that the UK should take a proactive approach to the issue of work/life balance by providing incentives to employers to provide home-based and distance working, enabled working and other forms of flexibility which will benefit both workers and their employers. This would have economic and environmental benefits.

Congress believes that achieving a sensible work/life balance for all staff - including the Senior Civil Service for whom there exists an endemic culture of long-hours working without financial compensation, mirrored by senior staff in many other sectors - is crucial to ensuring a diverse workforce and equality of opportunity for all staff to achieve their full potential.

Without concerted action, including by ministers, the position can only get worse with the staffing reductions being experienced across the Civil Service.

As a consequence of government policy:

- a) there is a detrimental effect on those with commitments outside work - most often women - seeking or being successful in securing promotion;

- b) levels of stress are rising because of sustained long-hours working, exacerbated by the challenges of having to lead and manage change; and
- c) government departments are increasingly susceptible to a challenge for breaching Working Time Regulations.

Congress condemns the way the Government has allowed the Working Time Regulations, affecting mobile workers in the area of 'periods of availability', to be used as a means of undermining the safety of both drivers and the public.

The Working Time Regulations were introduced as health and safety legislation. The current interpretation of 'periods of availability' allows employers to claim that, even though a driver may be sat in their vehicle for several hours waiting to be loaded or unloaded, they are not actually 'working' during that time. As a result, some drivers will be expected to work even longer hours, receiving even less rest.

Congress believes it is but a small step from not 'working' for the purposes of the Working Time Regulations, to not working for the purposes of payment. Drivers are already being instructed to register any delay as a 'period of availability'. Is the next step to register this as an unpaid break? The systematic abuse of 'periods of availability' was always inevitable. It will result in even more stress on drivers, who will be asked to work longer hours for the same pay or even less. Congress should mandate the General Council to seek an early review of this excuse for legislation.

Congress supports action to achieve a sensible work/life balance for all, including:

- 1) direct and public lobbying of ministers;
- 2) using the Freedom of Information Act to get details of working hours and recordkeeping in the public sector;
- 3) using legal action under the Working Time Directive and health and safety legislation to ensure reasonable working hours are enforced and adequate records kept of hours worked by staff; and
- 4) campaigning for mandatory audits for all hours worked.

Congress urges the General Council and all affiliates to continue to campaign vigorously on the UK long-hours culture, the 48-hour week and the removal of the opt-out whilst protecting the current length of the reference period and the inclusion of stand-by as working time as defined within the decisions of the European Court of Justice and to:

- A) continue to provide contemporary evidence to the UK Government on the damaging effects of long-hours working;
- B) work closely with the ETUC and all appropriate international trade secretariats to ensure campaigns and lobbies are as effective as possible across the European Union and all its institutions;
- C) intensify its lobbying in the EU to ensure the early removal of the opt-out and the full implementation of a maximum 48-hour week across all of the member states;
- D) campaign and negotiate in key UK sectors with employers and their organisations to reduce the incidence of long-hours working;
- E) draw up a holistic flexible working policy which will:
 - embrace technological developments;
 - provide a real alternative to the Government's do-nothing approach; and
 - give workers control over their working lives; and
- F) make representations to the government to increase the resources to the HSE so that the Working Time Regulations can be properly enforced. HSE inspectors should be able to require employers to demonstrate that they have systems in place to keep working hours within the requirements of the Regulations.

Mover: Union of Shop, Distributive and Allied Workers

Secunder: Connect

Supporters: United Road Transport Union

FDA

Union of Construction, Allied Trades and Technicians

Society of Radiographers

Composite 12 The National Health Service

Congress deplores the extension of the use of private sector providers for diagnostic work whilst NHS equipment is not used to its full capacity and stands idle for much of the week. The Government argued that the development of independent sector treatment centres was necessary to expand capacity and reduce waiting times. There has now been a shift in this policy.

Instead of supplementing NHS activity there is clearly a move to use private health care to undertake core diagnostic and surgical services whilst many MRI scanners remain under-utilised in the NHS. The finance that could be used to deploy them to their full advantage is instead diverted to private companies who make a profit from providing a service to supplement and, increasingly, compete with that provided by the NHS.

Congress calls on the General Council to campaign for the Government to fund NHS services such that all scanning equipment can be utilised to its fullest capacity and to ensure that private sector companies are only used to supplement diagnostic services rather than supplant them for profit.

Congress recognises that there is increasing demand on NHS services resulting in a corresponding increase in levels of sickness and absenteeism among NHS staff due to stress and physical injury. High vacancy levels, particularly among more senior staff, compound this problem.

Congress acknowledges the initiatives introduced by improving working lives in the NHS and believes that this will address the needs of some sections of the workforce. However this does not address levels of support and efficient treatment for employees who suffer physical or psychological injury from working in poor conditions or to unreasonable targets.

Congress believes that improving occupational health facilities, working conditions and safety for all NHS staff must be a priority for all employers.

However, Congress recognises that employees who are incapacitated must wait for specialist help or treatment. This results in the loss of a valuable resource, which in turn creates high demands on other staff.

Congress calls on the General Council to campaign for the Department of Health to introduce a fast-track referral service for NHS staff. This will assist with the reintroduction of their valuable skills and expertise, which is necessary for the maintenance of healthcare in the UK. Congress also calls for the introduction of better workforce planning in the NHS to ensure that the valuable skills of newly qualified clinical staff are not lost to the NHS through a failure to create sufficient junior posts.

Congress notes that CDNA members work alone in the community, visiting patients in their homes, in areas ranging from isolated rural locations to deprived inner cities. Congress notes that such workers often experience verbal and sometimes physical abuse in the course of their everyday jobs.

They are lone workers yet many of them are not provided with mobile phones by their employer. This is the most basic way Congress would expect responsible employers to keep in touch with vulnerable staff. Congress notes that many community nurses do not feel safe especially when providing the evening service or night duty.

Congress call on the General Council to support a campaign with the NHS, government and general public to highlight the potentially unsafe working conditions these members find themselves in every day, and to demand that financial resources are made available to implement safer systems of working.

Mover: Society of Radiographers

Seconder: Community and District Nursing Association

Supporter: Chartered Society of Physiotherapy

Composite 13 School education

Congress opposes the Government's Academies programme. Congress believes that schools in deprived areas need additional support and resources, and that the Academies programme will fail to provide adequate additional educational support to vulnerable communities.

Congress rejects Government moves to expand the role of the private sector in public services, including through the Building Schools for the Future programme and moves both to introduce private sponsors and increase the use of PFI which can bind schools into restrictive and uncompetitive contracts.

Congress believes that Academies lead to pupil selection and undermine local democracy, equality of opportunity to high quality education and the ability of schools to work together.

Congress believes that Academies represent a threat to staff pay and conditions. Congress believes that staff in Academies should have pay, conditions and pensions in accordance with those in maintained schools and that teachers be subject to GTC registration requirements.

Congress urges the Government to respond to the Select Committee's concerns by returning to local authorities responsibility for establishing new schools.

Congress instructs the General Council to:

- i) support the drafting and publication of joint advice, guidance and any necessary action where the existing and future pay, conditions and pensions of members who are employed in the public, private and voluntary sectors are threatened;
- ii) plan a strategy involving initially a conference, after which consideration be given to a national demonstration opposing Academies and all aspects of the privatisation of education, to highlight the TUC's opposition to the Academies programme and emphasise the TUC's commitment to proven measures which tackle the impact on social disadvantage and educational achievement;
- iii) campaign against selection and for schools to be accountable to the community through their local education authorities;
- iv) convene meetings with affiliates and others supportive of a campaign against the establishment of Academies to achieve the aims above;
- v) call upon the Government to respond positively to the legitimate and serious concerns about the educational and financial value of academies raised by the House of Commons Select Committee in its March 2005 report and accordingly halt the expansion programme; and
- vi) oppose actively any use of government funding for schools where statutory provisions affecting staff are disapplied.

Congress notes that, as a consequence of demographic pressures facing the education service, school rolls are likely to decline significantly over the period of the next ten years. Congress believes that this decline in school rolls should provide an excellent opportunity for significant reductions in class size across all sectors of the education service.

Congress also believes that children learn better and that teaching conditions are enhanced in classes with smaller numbers of pupils. Research indicates that smaller classes are of particular advantage to children in the early years of education. Further, Congress believes that reduced class size plays a significant role in improving learning and attainment, tackling indiscipline, assisting with social inclusion and allowing greater pupil/teacher interaction.

Congress, therefore, calls on the Government to ensure that the necessary resources are available to the appropriate UK and devolved authorities to allow class sizes to be reduced in all publicly funded schools throughout the United Kingdom.

Congress notes the Government's objective of achieving greater autonomy for secondary schools in England, reflected in the current DfES 5-Year Strategy for Children and Learners, but confirms its commitment to the maintenance of a comprehensive state school system dedicated to raising educational standards for all children and, therefore, to avoiding the differentiated educational outcomes associated with 'internal market' theories which promote open competition between schools.

Congress believes that the Government's educational objectives can never be fully achieved when the necessary collaboration between schools is prevented by its obsession with performance-based league tables. Congress therefore calls for the abolition of performance-based school league tables in England, as has happened elsewhere in the UK.

Congress urges the Government, in developing its related New Relationship with Schools initiative, to adopt an evidence-based approach and to appreciate that effective school system leadership and development can only be secured through comprehensive and meaningful consultations, and significant financial investment, in order to ensure consistently high-quality service provision. An 'inspectorial' model of School Improvement Partners will not assist the drive to reduce bureaucratic pressures on the nation's schools.

Congress therefore restates its belief that the state school system, and its workforce, can continue to make progress, given a firm commitment by all interested parties to genuine partnership and dialogue, and to sustained professionalism at all levels of the educational service.

Mover: National Union of Teachers

Seconded: The Educational Institute of Scotland

Supporters: National Association of Educational Inspectors, Advisers and Consultants

UNISON

Association of Teachers and Lecturers

Composite 14 Education funding

Congress reaffirms its opposition to the principle of variable top-up fees in higher education (HE). Congress believes every effort should be made to monitor their impact and ensure:

- i) they do not damage our HE system;
- ii) students are not deterred from university; and
- iii) the additional income is invested in staff as well as students.

Congress notes the 25 per cent of undergraduates who study part-time are not eligible for the financial support available to full-timers. This will undermine the long-term quality and viability of part-time HE. Congress therefore believes the impact of top-up fees on part-time HE needs to be resolved urgently - something the previous government made a commitment to do.

Congress welcomes the 18 per cent increase in spending on HE between 2005 and 2008 and notes that top-up fees will generate an additional £1.4 billion annually for English universities. In April 2004 the HE minister told the Commons 'vice-chancellors tell us that, in general, at least a third of that money will be put back into the salaries and conditions of their staff'.

Given the years of decline in salaries and the ongoing disgrace of low pay amongst all university staff, Congress believes this commitment should be honoured.

Congress is concerned that the Government is not making sufficient money available to meet the full range of learning and skills priorities; and is alarmed that further education colleges are now increasing course fees or cutting adult education places as a result of LSC funding priorities.

Congress is dismayed that so many colleges are having to shed jobs in order to meet the financial shortfalls of this funding policy and believes that, in particular, disadvantaged adult learners will suffer as a result.

Congress therefore calls on:

a) the General Council to:

- monitor the impact of top-up fees on student access and on staff;
- press the Government for sufficient additional funding in order to reverse the cuts in adult education provision; and
- campaign with affiliates and likeminded organisations for a long-term commitment from government to a properly funded further education sector that can deliver high quality adult education;

b) universities and colleges to increase their spending on staff and devote at least one third of top-up fee income to this purpose; and

c) the Government to honour its pledge on part-time HE.

Mover: Association of University Teachers

Secunder: Association for College Management

Composite 15 Transport - future of the rail industry

Congress welcomes the 2004 Labour Party Conference decision to return the railways to public ownership. Congress reiterates its support for this policy, but condemns the Government's handling of the South Eastern Trains franchising process and that company's subsequent proposals to reduce ticket office opening times.

Congress reaffirms its support for an integrated transport policy. Congress also notes that the railway industry passenger and freight services under private ownership have been an unmitigated disaster. Congress continues to campaign to reverse that position due to its impact on society as a whole.

Regardless of ownership, Congress remains of the view that safety of railway workers and users is the top priority. Congress therefore condemns the decision to transfer railway safety responsibilities to the Office of Rail Regulation and the potential conflict this creates that will, amongst other things, weaken public confidence. Congress calls on the Government and the industry to resolve this problem as a matter of urgency and to work together in other areas to improve safety, e.g. to develop and deliver systems that stop trains when there is an obstacle on the line.

Congress notes that, since rail privatisation, the rail network has seen worsening conditions in safety and has seen an increased number of unmanned level crossings, which has led to an unwanted rise in accidents. Congress therefore commits to work with the rail unions by mounting a campaign for additional active safety at level crossings that would ensure that either automatic or driver-operated braking systems are triggered by the cab if obstacles remain on the line.

Congress also welcomes the Crossrail Bill as the first stage in delivering significant improvements needed for travel into and across central London. Congress notes that there is still no indication when Crossrail will be built or who will ultimately operate the service and is concerned about rail freight access. Congress instructs the TUC to press Transport for London and the Department for Transport on these issues and for the service to be publicly owned and accountable.

Congress considers that an increase in HGV maximum weights is not an acceptable way to address the national shortage of drivers and calls on the Government further to encourage the transfer of freight from road to rail.

Congress notes that:

- i) a journey by one average freight train saves 50 HGV lorry journeys;
- ii) road usage is predicted to increase by 40 per cent in the next two decades;
- iii) freight trains produce 90 per cent less carbon dioxide than lorries and their use is shown radically to reduce greenhouse gases, air and noise pollution, congestion, accidents and deaths; and
- iv) the transportation of freight must involve road haulage - therefore the development of rail/road hubs is essential.

Congress further believes that in order to combat the problems stated above a clear commitment should be made to campaign to increase the levels of rail freight on the rail network.

Mover: Transport Salaried Staffs' Association

Secunder: Associated Society of Locomotive Engineers and Firemen

Composite 16 Energy and climate change

Congress welcomes the priority being given to climate change during the UK's presidencies of the European Union and G8. Concerns on global warming and climate change are growing. Action is urgently needed at the highest levels to meet Kyoto and domestic emissions targets whilst also ensuring security of energy supply.

Recognising the core interest of the trade union movement in future economic prosperity and that moving to a low-carbon economy will directly impact on future employment and skills requirements, Congress calls on Government to work with the TUC on the development and implementation of climate change mitigation and adaptation strategies.

These must include:

- i) a clear long-term policy framework, based on hard-headed analysis of progress made since publication of the 2003 Energy White Paper and safeguarding against the current danger of becoming increasingly dependent on imported gas;
- ii) incentives for investment in all lower-carbon generation technologies, including renewables, nuclear and clean coal, to ensure early progress in development of new generation capacity;
- iii) development of a strategy to deliver a green future for manufacturing;
- iv) sector skills agreements which support skills transition and protect individuals whose jobs are adversely affected;
- v) increased support for the Government's in-house science capacity to ensure effective monitoring of progress and maximise potential for scientific discovery and innovation; and
- vi) clear expectation of employers that they work in partnership with trade unions on this agenda, including through the establishment of a sustainable development fund and rights for environmental representatives.

Congress notes that the last government White Paper on energy deferred some important medium to long term strategic issues to the current parliamentary session. In light of the election these issues are now the subject of further debate and consideration in advance of decisions being taken.

Congress agrees that the Government's broad energy objectives of secure and diverse supplies at competitive cost are the right ones against the backdrop of the need to deal with the environmental issues raised by climate change.

Congress notes that globally most predictions envisage coal use increasing as developing countries establish electricity grids. Congress strongly believes therefore in the development of clean coal technology (CCT) and carbon capture storage (CCS) as an essential response to climate change.

The UK is well placed to develop such technology and the Treasury should introduce appropriate financial instruments to facilitate clean coal technology in the next generation of coal-fired power stations.

Congress notes that indigenous coal currently provides an important bulwark in terms of security of supply and believes that this should be maintained into the future.

Congress seeks to assist the Government in achieving its targets as well as those set out in the Kyoto agreement. Congress calls on the General Council to organise a working group, which would include representatives from the Government, whose remit would be to research, develop and promote the use of clean coal burn technologies in Britain using British deep mined coal.

The General Council are instructed to report to Congress 2006 on progress towards these objectives.

Mover: Prospect

Seconder: National Union of Mineworkers

Supporter: BACM-TEAM

Composite 17 Greening the workplace

Congress acknowledges the valuable work by unions and their representatives in tackling environmental and sustainability issues in employment and at the workplace outlined in the document Greening the Workplace. Congress urges the Government to fulfil urgently its commitment to ensure that the trade union role in achieving environmental objectives is recognised as a standard duty of representatives by revising the ACAS Code of Practice and legislating for environmental representatives. Congress calls on the General Council to back union efforts to negotiate sustainable workplace agreements with employers.

Congress recognises that developing awareness of sustainable development concerns and providing training for skills in promoting sustainability for working people should be integral objectives of public policy and calls on the Government to ensure that sustainable development skills and training are elements of courses offered to workers.

Congress notes that energy costs to British manufacturing are significantly higher than those of competitors in other EU countries and calls on the Government to act to eliminate this unfair competitive disadvantage and encourage progress by British companies in increasing energy efficiency and reducing carbon dioxide emissions without damage to British manufacturing employment and production.

Congress calls on the Government to intensify work to develop a green manufacturing strategy, recognising the significant employment opportunities emerging in renewable energy, clean coal technology and waste minimisation and other initiatives. To this end the Government should also improve incentives, including tax cuts, to promote green investment. Congress further acknowledges that recent studies by the Chartered Society of Physiotherapy have shown that dangerous levels of nitrogen dioxide and PM10 pollutants remain in our air. Fresh air is invigorating. It quite literally breathes life into our lungs. However, traffic fumes, industrial pollutants and poisons are causing thousands to suffer needlessly.

Poor air quality can cause wheezing and shortness of breath. Quality of life is reduced and for some a premature death can be the result. Congress notes that every year respiratory physiotherapists treat hundreds of thousands of patients with asthma and emphysema.

An investigation by the CSP in June of this year showed that nitrogen dioxide levels still exceed government targets. Levels of PM10 taken from 61 monitoring points across the UK have not dropped significantly since the beginning of the year.

Congress believes this situation cannot be allowed to continue. The Government should be setting a higher standard for air quality.

Congress calls on the General Council to:

- i) lobby the Government to show a greater commitment to achieving cleaner air;
- ii) encourage all workers to reduce the level of fumes in the air by not using their cars wherever practical, and taking alternative means to get to work; and
- iii) support calls for industry to reduce pollutants - specifically, the car industry should be encouraged to progress ideas such as particulate filters for all diesel fuelled vehicles, and cleaner fuel options.

Mover: Community

Secunder: Chartered Society of Physiotherapy

Composite 18 Defending public broadcasting and UK television production

Congress condemns the decision by the BBC to axe 3,780 jobs in UK public service broadcasting and to privatise BBC services.

Congress further condemns the decision to outsource more programming to the private sector. Congress applauds the campaign and industrial action organised by the broadcasting unions to defend quality and jobs at the BBC and believes licence fee payers are best served by having a publicly funded, publicly accountable BBC delivering free-to-air high quality news and entertainment to all.

Congress also congratulates the BBC for transporting us back in time by bringing 'Doctor Who' back to our television screens. The popularity of the series demonstrates that there is still an audience for quality family entertainment, and that distinctive UK television productions can still provide a talking point for the nation.

Congress believes that while some imports and so-called 'reality' shows have their place in the schedules, they cost jobs and reduce opportunities for workers in our television industry. There is no substitute for well-resourced, home-grown drama and comedy material written, performed and produced in the UK.

Congress notes with alarm new threats to the future of public service broadcasting in particular:

- i) the threat to slice up the licence fee and provide public funds to commercial broadcasters;
- ii) the increasingly commercial approach to regulating the BBC;
- iii) further drastic cuts in the minimum requirements for regional non-news programming on ITV taking place against a background of continuing job and studio cuts in the ITV regions - moves encouraged by 'light-touch' regulator Ofcom; and
- iv) the threat to BBC in-house production represented by the Corporation's ill-advised proposals for raising its independent production quota.

Congress resolves to campaign actively:

- a) for the retention of the positive aspects of the Green Paper on the BBC's future in the run-up to the publication of the White Paper - in particular that there should be no 'top-slicing' of the licence fee and that it continues to fund the BBC for a full ten-year period;
- b) for an adequate above-inflation licence fee settlement;
- c) against proposed BBC job cuts and privatisation of services, and in support of the trade unions at the BBC in their continuing fight;
- d) against further cuts to ITV public service broadcasting programming, and in defence of jobs at ITV; and
- e) for the retention of the independent quota at its current level and for a critical examination by the DCMS and Ofcom of the independents' practices on employment training and individual creators' rights.

At a time of damaging cuts throughout the BBC, and massive expansion of the independent TV production sector, Congress further calls on the BBC to maintain a fully staffed, fully funded in-house drama and comedy production capability, and to increase rather than cut its output. In this way jobs and skills can be preserved, and UK television audiences can only benefit.

Mover: National Union of Journalists

Seconder: Writers' Guild of Great Britain

Supporter: Broadcasting, Entertainment Cinematograph and Theatre Union

Composite 19 Criminal Justice

Congress applauds the work carried out by Brendan Barber, General Secretary of the TUC, and the support for the justice unions during recent times.

Congress supports the attempts by the current Government to seek a wide consensus on crime, justice, law and order.

Congress recognises that all 'decent, hard working people', whether members of an affiliate union or those awaiting recruitment into unions, have an overwhelming desire to see a fair, decent and civil society.

Congress accepts that it is the voice of the working that is important on all matters of social cohesion and that the TUC, and Congress itself, provides a platform for this voice to be heard.

Congress recognises the need for the TUC to lead the way in reforming a decent and civil society.

Congress condemns the current government policy that is seeking to extend contestability and the threat of privatisation across the public services. Congress notes that no evidence has been produced to show that contestability and the accompanying restructuring of public services to provide for the purchaser/provider split improves performance levels. The introduction of a dangerous purchaser provider model will divert vital resources from frontline services and will inevitably create an increased level of bureaucracy and cost in implementing and monitoring a multitude of contracts.

Congress further notes that contestability, which threatens the continued provision of services in the public sector as well as universal and equal access to services, undermines good industrial relations and partnership working, as well as the public sector ethos and values, all of which are necessary to ensure high levels of performance.

Congress also notes that the National Offender Management Services (NOMS), which brings the prison and probation services under a common umbrella based on the introduction of

contestability, threatens the high levels of performance in those services and notes that no business case has been produced to demonstrate how it will contribute to a reduction in re-offending.

Congress recognises and reaffirms its policy that privatisation of prisons and probation is a distraction for the justice agencies, prison and probation management and is used as a threat against staff at a time when prison workers are facing an overwhelming increase in prisoners, most of whom have severe mental and personality disorders. The use of the threat to privatise prisons will distract staff from the task of tackling the needs and the rehabilitation of offenders and preventing re-offending behaviour.

Congress notes with concern the rise in the prison population and the use of anti-social behaviour orders. Congress condemns the planned building programme of 'supersized' prisons. Instead, the Government should promote measures to reduce prison overcrowding, including provision of sufficient levels of investment in the public prison estate and full support for the sentencing guidelines council.

Congress recognises that crime affects all social groups in society, but has the most severe effects on those who are least able to cope as victims of crime - the poor, the old and the socially vulnerable.

Congress fully supports the justice unions in their efforts to work in partnership with government and not-for-profit organisations to tackle re-offending.

Congress further reaffirms its policies:

- i) for the establishment of a Justice Ministry; and
- ii) to use appropriate community based rehabilitation and crime reduction programmes.

Congress also recognises the important role of the new unified Court Service for England and Wales in reducing crime and re-offending. However this is at risk from the unjustified cuts in Civil Service staffing and the dogmatic continuation of out-sourcing under the banner of the so-called 'Efficiency Review'.

Congress calls on the General Council to:

- a) continue its support for the probation and prison service unions to campaign to save their services as public services and to oppose contestability and privatisation;
- b) support the unions in their call for all information of NOMS to be published in line with the spirit as well as the letter of the Freedom of Information Act;
- c) support the lawful acts made by affiliates to resist further privatisation in the criminal justice system, up to and including industrial action; and
- d) agree to have a section of the TUC Agenda and Annual Report identified, that will allow for prominent issues to be discussed relating to the stability and safety of our citizens.

Mover: Prison Officers' Association

Seconder: Napo

Supporter: Public and Commercial Services Union

Composite 20 Learning and skills

Congress supports a sustainable and coherent lifelong learning strategy.

Congress:

- i) welcomes the planned Union Academy and anticipated major expansion of trained union learning reps;
- ii) calls for statutory rights to negotiate on training, paid educational leave, and Workplace Learning Committees tied into learning agreements;
- iii) congratulates the 250 trade union studies tutors for the nine grade one inspections of their centres;
- iv) defends public sector TUC education free to the user;
- v) encourages all affiliates to use the services provided by TUC Education; and
- vi) welcomes the government commitment to expand apprenticeships, but believes additional measures are needed to support collective bargaining and build skills in specialist trades to tackle skills shortages.

Congress is concerned that:

- a) the failure to implement the Tomlinson report could perpetuate second class status for technical and vocational education and deepen racial and gender segregation, with educational opportunities for many narrowed to a vocational pathway or extended workplace training;
- b) the proposed skills academies will be outside the public FE service with private benefactors;
- c) adult education cuts and tuition fees damage opportunities for working class students;
- d) the funding gap of more than 10 per cent between schools and colleges is inequitable for college students and means poorer pay and conditions for college workers;
- e) cuts of £32m are being made to learner support budgets for providers for 2005/6. These funds have been used to support the most disadvantaged learners in our society and include a reduction in funds allocated to childcare for learners; and
- f) UK companies must commit to invest in skills through sector training levies.

Congress calls for:

- 1) guaranteed access to a balanced broad curriculum for all young people, sufficiently flexible to meet the needs of students who might drop out;
- 2) high quality guidance so students can make choices that don't limit future opportunities;
- 3) programmes that draw on academic, vocational and occupational routes, not divided into separate pathways;
- 4) adult learning opportunities to meet actual skills needs and further civic participation and personal fulfilment; and
- 5) a campaign for statutory rights to negotiate on skills.

Congress applauds initiatives by trade unions to promote and support learning for their members. Congress also applauds the 196 Westminster MPs who signed an Early Day Motion calling for a statutory right to a Workplace Learning Committee and recognises the role of devolved parliaments in supporting trade union learning.

Congress commends affiliates for their response to the Union Learning Fund and welcomes the numbers of accredited learning representatives operating within the trade union movement. Congress commends their efforts on behalf of many employees seeking to improve basic skills, and also on behalf of those seeking advanced professional development. Congress commends the efforts of trade unions to develop and maintain their role in providing essential trade union skills.

Congress notes the barriers to the success of the learning representative. Some employers remain to be convinced of their role; learning representatives are not always provided with time off for their duties despite legislation; and some employers continue to view employee development within the narrow confines of skills training.

Congress believes that the Union Learning Fund and the learning representative initiative have produced many proven benefits for all involved.

Congress, therefore, calls on the General Council to:

- A) continue to develop trade union learning in partnership with affiliates, employers and government;
- B) continue to monitor and publicise the work of union learning representatives and good practice in learning, e.g. the benefits of personal development;
- C) promote the role of statutory Workplace Learning Committees in developing, co-ordinating and monitoring access to learning and working with learning providers linked to the workplace;
- D) work with affiliates to support and develop their own role as providers of learning; and
- E) seek talks with the appropriate government departments, including devolved governments, with a view to increasing funding of trade union learning.

Congress notes the adoption by the European Parliament of the directive for the recognition of professional qualifications. The directive will permit professions to develop their own 'common platforms', which will give professionals the automatic right to practise in other member states.

Congress recognises the value of common platforms in promoting the free movement of professional workers within the EU.

Congress calls on the TUC to support unions that wish to promote the development of a common platform for their members by: providing information and advice on the directive; and providing links to sources of influence and expertise such as the ETUC, Eurocadres and interested MEPs.

Congress also welcomes the growth in UK aviation, but notes that the supply of trained flight crew is struggling to keep pace.

Congress believes that the supply of employees with such professional skills cannot be left to the market alone and that UK plc must get better at predicting future labour needs.

Congress calls for: more sophisticated social dialogue to help predict more accurately the future needs in all sectors of the economy; a review of the support that might be offered, including support through the tax system, to individuals seeking to develop professional skills; and discussion on how ongoing professional development can be better delivered.

Mover: NATFHE - The University and College Lecturers' Union

Seconder: The Educational Institute of Scotland

Supporters: Society of Chiropractors and Podiatrists

The British Air Line Pilots' Association

Amicus

Association for College Management

Union of Shop, Distributive and Allied Workers

Composite 21 School education and inclusion

Congress recognises that parents share the responsibility for ensuring that their children receive an appropriate education, should have a collective voice and should be full partners, with education staff, in the provision of that education.

Congress calls on the appropriate authorities to review arrangements for ensuring appropriate parental involvement in all schools.

Congress recognises that the Every Child Matters (ECM) agenda is vital in protecting vulnerable children; it is also a confirmation of the importance of schools within local communities.

Congress believes that the publication of the Children's Workforce Strategy (CWS) reflects not only opportunities for those working in children services but also significant challenges.

Congress believes that extended and full service school arrangements can only be successful if schools receive sufficient resources for new accommodation and for training and employing sufficient teaching and support staff to take on new responsibilities to support and benefit children's education and to provide quality services for families.

Congress urges the Government and employers to involve fully all affiliates representing members in schools and authority support services in the development of the ECM agenda and CWS, both at local and national level and to make no unnecessary changes to existing national negotiating machinery.

In addition, Congress urges the Government and employers to ensure that when new responsibilities and posts are introduced, all school staff must receive full employment protection and the pay, conditions of service and training necessary to maintain a committed workforce so that everyone benefits, including the pupils whose education is at the heart of the services school staff deliver.

Congress instructs the General Council to press the Government and employers to:

- i) involve fully in consultations and negotiations all TUC affiliates with members in services covered by the ECM and CWS agendas;
- ii) audit and fund fully the cost of its reforms to children services; and
- iii) ensure that all staff receive secure contracts and the pay, conditions and training necessary to reflect the importance of any new posts and responsibilities within education and other children services.

Congress notes the Government's continuing commitment to inclusion but also notes its current emphasis on problems belonging to individual children.

Congress however seeks assurances from Government that every child does matter and that schools will be sufficiently supported and resourced, together with staff development, to make inclusion a meaningful educational experience for all pupils, including those with emotional and behavioural difficulties or special educational needs.

Congress supports the desire for a more inclusive society and recognises the key role of educational establishments to provide fully for the needs of all learners.

Congress recognises that educational establishments must be enabled to provide fully for the learning needs of all.

Congress believes that every learner should be entitled to the provision they need, when they need it.

Congress further believes that a learner's needs must not be compromised by anyone else or be at the expense of another.

Congress urges the Government to agree a Charter on Pupil Behaviour identifying a full range of support and sanctions for staff in schools and protecting the right of all children to learn, and which would require local authorities to establish a full range of pupil behaviour provision.

Congress calls upon the General Council strongly to urge the Government to make these principles a reality.

Mover: National Union of Teachers

Seconder: Association of Educational Psychologists

Supporters: Association of Teachers and Lecturers

The Educational Institute of Scotland

GMB

Emergency 1 Gate Gourmet

Congress records its profound anger at the shameful treatment of 667 workers sacked by Gate Gourmet catering at Heathrow on 10 August for objecting to the hiring of temporary staff while permanent staff faced redundancy. Evidence indicates that management engineered this dispute in order to replace existing staff with workers on worse terms and conditions, without due notice or redundancy pay.

Congress applauds the Gate Gourmet workers who continue to fight for their jobs in the face of contemptible attacks on their character, their community and their union.

This case exposes defects in UK law repeatedly condemned under international laws; and calls into question the contracting out of services and the use of agency labour to undercut permanent jobs.

Congress therefore calls upon:

- i) Gate Gourmet management to act in good faith to reach a fair and acceptable settlement to this dispute;
- ii) British Airways not to sign a forward supply contract with Gate Gourmet until a mutually satisfactory agreement is reached with the TGWU and to make preparation for alternative sources of catering services;
- iii) the Government to amend the law: to permit lawful supportive action, simplify balloting procedures, protect strikers from dismissal, and bar the replacement of workers in dispute; and also to seek implementation urgently of the EU temporary agency worker directive; and
- iv) the General Council and affiliates to support members at Gate Gourmet by all legal means, to seek international support, and to unite trade unionists in a campaign for just and ILO-compliant employment law.

Mover: Transport and General Workers' Union

Emergency 2 Rail safety

Congress notes the court decision of 6th September 2005 to clear senior personnel employed by Network Rail and Balfour Beatty of health and safety charges following the Hatfield Rail derailment.

Congress is concerned existing legislation has hindered manslaughter charges being brought in previous rail crashes such as Paddington and Potters Bar.

Congress believes the trial has demonstrated that privatisation has weakened British Rail's safety culture and the Government should rethink its decision to re-privatise South Eastern Trains.

Congress notes a dispute situation now exists between South Eastern Trains and the RMT with regards to the effects of re-privatisation. Congress resolves to support the RMT in that dispute.

Congress further believes however, that the conclusion of the Hatfield trial on 6th September has wider implications in respect of corporate responsibility. Although both Network Rail and Balfour Beatty were found guilty of safety-related charges and will face punitive fines, the trial has:

- i) highlighted the weakness in the law in respect of corporate responsibility for preventable incidents; and
- ii) underlined the need for urgent action to reform the law in respect of corporate killing.

In the light of the conclusion of the Hatfield trial, Congress requests that the General Council:

- a) examines the implications of the Hatfield trial to strengthen the arguments for an effective Bill on corporate killing; and
- b) lobbies the Government to ensure that adequate parliamentary time is set aside to allow the introduction of a new law on corporate killing to be introduced in this parliamentary session.

Mover: National Union of Rail, Maritime and Transport Workers

Emergency 3 Patient-led NHS

Congress notes a survey by the Health Service Journal published on the 25 August showing the expected scale of the re-organisation of England's 303 Primary Care Trusts, leading to the loss of 150 Trusts.

Congress also notes with extreme concern a recent letter, dated 26 August 2005, from John Bacon, Director of DOH, regarding the Government's recent document 'Commissioning a Patient-led NHS'. Bacon describes 'rushing headlong into the design of new delivery units'. Congress is particularly concerned about the large number of staff, including those working on the frontline, who are extremely anxious about their future and are fearful of the uncontrolled nature of these reforms and the damaging effects of marketisation on patient care.

Congress calls on the General Council to:

- i) lobby urgently for the reintroduction of control mechanisms to ensure the directive authority of the Department of Health;
- ii) press for the NHS Employers' Organisation to enter into urgent discussions with the trade unions with a view to agreeing a national framework for managing the staffing implications of the proposed changes;
- iii) campaign, in coalition with patient groups and other interested organisations, against outsourcing of PCT-provided services and for a reversal of the Government's policy that the role of PCTs in direct service provision should be reduced to a minimum; and
- iv) campaign against marketisation of the NHS.

Congress therefore calls upon the Government to reconsider proposals that would lead to the privatisation of primary care services and take action to address cuts to frontline community staff.

Mover: UNISON

Secunder: Amicus

Emergency 4 BNP and the Race Relations Act

Congress notes the decision of the Court of Appeal on 13th September to consider an appeal from SERCO against the decision of the Employment Appeal Tribunal that the dismissal of a BNP councillor in Bradford was in breach of the Race Relations Act.

The appeal will challenge the decision of the tribunal that dismissing an employee who is a representative of the BNP constitutes less favourable treatment on racial grounds.

Congress is concerned that if the appeal is not successful there will be a number of serious consequences:

i) fascists will be allowed to pervert the objectives of anti-discrimination law to their own ends;
ii) it will make employers and unions still more vulnerable to legal cases by the BNP and other far-right organisations;
iii) it will undermine collective agreements with employers to keep fascists out of the workplace; and

iv) the decision may also now be applied to actions taken by unions to ensure that members of fascist organisations are expelled or excluded from membership, thereby undermining the improvements to the law in this respect made by the Employment Relations Act 2004.

Congress therefore requests the General Council challenges this perverse decision by:

a) supporting the appeal against this decision;
b) urging the CRE to support the appeal; and
c) lobbying the Government to amend the law if the decision is not overturned.

Mover: Bakers, Food and Allied Workers' Union

Emergency 5 Women in Iraq

Congress notes the draft Iraqi Constitution that was issued on the 23rd August and will now be subject to a national referendum.

Congress expresses its deepest concern over the proposed restrictions on women's civil rights due to the inclusion of provisions for religious codes within the draft Constitution, including Sharia law. Congress condemns the current and continuing rape, kidnapping and murder of women in Iraq for not conforming to religious social codes. Congress is concerned that the proscribed role for women in Iraqi society proposed in the draft Constitution will hinder the development and organisation of Iraqi women trade unionists.

Congress is also concerned that the recent Decree 875 issued by the Iraqi Council of Ministers seeks to overturn previous decisions regarding trade union rights. Congress believes that the issue of trade union freedom is vital for the future of Iraq and particularly for the future of working women.

Therefore Congress calls on the General Council to:

i) work with all the trade union federations in Iraq including the IFTU, FWCUI, and GUOE and other relevant organisations to defend working women's rights in Iraq;
ii) campaign within the UK to highlight the issue of the restrictions on women's role in Iraqi society arising from the acceptance of the Constitution;
iii) work with women's groups in Iraq such as the Organisation for Women's Freedom in Iraq to publicise their concerns; and
iv) lobby the UK Government about the restrictions on trade union freedom arising from Decree 875.

Mover: Communication Workers' Union

Motion remitted

9 Youth Matters - Green Paper on youth policies

Congress welcomes the Government's Green Paper Youth Matters and the central role given to the youth work values of empowerment by involving young people in developing new, more integrated services and increased volunteering in community organisations.

Congress welcomes the proposed additional £40 million capital fund for enhancing youth service facilities and the basis of policy in preventive rather than punitive approaches.

Congress believes the success of the Government's proposals will depend on crucial factors relating to the workforce and resources. Congress therefore calls for:

improved statutory provision for the youth service to ensure local authorities and children's and young people's trusts spend government allocations;
a labour market plan to recruit the 4,000 youth workers needed to meet the current targets of the government's policy "Transforming Youth Work";
a new system of regulation, licensing and continuous professional development for all those working with children and young people to be overseen by a general youth and children's workers' council;
consistent application of the relevant, nationally negotiated professional terms and conditions and the development of employment compacts with the voluntary sector prior to grant allocations; and
the enhancement of professional specialisms within different disciplines of staff in the field.
Congress calls on the General Council to make representations to government, local government, and the voluntary sector according to these general principles.
Congress notes the opportunities for re-engaging young people in active citizenship and believes that all affiliates must redouble their efforts to involve young people in the trade union movement.
Community and Youth Workers' Union

Motion Lost

90 Equalities seats on the General Council

Congress notes that, at present, the equalities seats on the General Council, sections D-J, are elected at TUC annual Congress. Congress believes that the equality conferences are the correct electoral constituency for these seats. Congress instructs the TUC Race Relations Committee to liaise with other TUC equality committees in order to progress a reform of TUC procedures, allowing for the election of the seats in sections D-J by the appropriated equality conferences.

TUC Black Workers' Conference (exempt from 250 word limit)

Motion Withdrawn

52 Terrorism and public transport safety

Congress sends its condolences to all victims and their families and condemns the terrorist atrocities in London on 7 July, and supports law enforcement and other agencies in bringing those responsible to account.

Congress puts on record its gratitude to those emergency service and transport workers who dealt with the aftermath of the outrage magnificently, demonstrating high levels of professionalism, compassion and commitment. The action of these workers ensured that the working life of the capital returned to normality with minimum delay.

Whilst accepting that total security cannot be guaranteed, Congress calls on the Government to undertake a thorough review of the threat of terrorism to public transport safety and implement measures to improve this without delay. In particular, Congress urges the Government to ensure that appropriate training, equipment and back-up is provided for all workers who are likely to have to deal with such incidents in the course of their work.

Congress also believes that visible front line staff have a crucial part to play in this and other aspects of public transport safety and demands that this is recognised by the authorities by opposing reductions in staffing levels that put profit before safety. Congress considers that by

taking such action the authorities will demonstrate that they are doing everything possible to counter acts of terrorism. Furthermore, this action will demonstrate to public transport workers that their safety is paramount and will also help boost the level of public confidence in public transport during very difficult times.

Transport Salaried Staffs' Association

The following AMENDMENT FELL

Insert new paragraph 3:

“Congress believes a link exists between the terrorist attacks and the Iraq war and British foreign policy. Congress therefore supports the 24 September Stop the War demonstration and calls on the Government to withdraw troops from Iraq by Christmas.”

In existing paragraph 3, line 16, after “safety” insert: “,and re-introducing guards and conductors on London underground and bus services”.

National Union of Rail, Maritime and Transport Workers

The following AMENDMENT FELL

Add at end of final paragraph:

“Congress welcomes the steps taken by the TUC to better co-ordinate the experience of affiliates and calls for this work to be stepped up both within the UK and with sister organisations in the EU.”

British Air Line Pilots' Association

General Council Statement

Congress adopted the following statement:

General Council Statement on the consequences of the terrorist attacks in London

The July 7 attacks on London's transport system were aimed at killing and injuring innocent people, many of them on their way to work. And as the failed attacks two weeks later demonstrate there remains a strong threat of further outrages.

In presenting this statement to Congress the General Council seek to identify the action that the trade union movement now needs to take in response to the new more dangerous situation in which we now live and work.

Trade unionists were among the victims of July 7. Trade unionists were prominent in the widely praised rescue and recovery efforts and we are determined that it will be trade union values of solidarity and unity through diversity that prevail in the new circumstances.

The victims of 7 July came from all parts of the world. They did not have a common race or religion. Many were drawn to London by the prospects of a better life. The bombers killed indiscriminately. Those who died could have been any one of the millions who travelled around London every day of the week,

Our first thoughts are therefore with the victims: the bereaved, the injured and especially those who will carry the scars of that Thursday in July long after the headlines have faded. Our thoughts too are with the family and friends of Jean Charles de Menezes, shot dead by police officers on 22 July, another tragic victim in the aftermath of those first explosions.

Secondly, Congress puts on record its gratitude to those emergency service and transport workers who dealt with the aftermath of the outrage magnificently, demonstrating high levels of professionalism, compassion and commitment. The action of these workers ensured that the working life of the capital returned to normality with minimum delay. Many of those who

were first on scene following the explosions acted with tremendous presence of mind, great determination and complete selflessness in tending the injured and dealing with the horrific situations that they faced. Some just happened to be there and could equally have been the victims as the rescuers but many were transport workers whose first instincts were to look after the passengers in their care. The part played by the emergency services has been rightly recognised as has that played by many others who had to undertake grim but necessary work over the following days through the local authorities, police and forensic teams. They all deserve great credit.

No amount of training or preparation can prepare for the sort of attacks which occurred on July 7, nevertheless it is clear that many of the preparations that had been made by the transport authorities, emergency services and others helped to ensure that the injured were treated as quickly as possible; that panic did not spread; and that the effects were not as devastating as the bombers intended.

And thirdly, we have been touched by the many messages of solidarity and sympathy which arrived from trade unionists around the world - in particular from those who have also experienced terrible suffering. They reminded us that the people killed and injured on 7 July, as in almost all terrorist attacks, were ordinary workers, bound together by international ties of friendship.

No matter how professional the response to a major disaster, there are always lessons to be learned and it is important that the appropriate lessons are drawn from the London attacks.

Drawing practical lessons from the attacks

Whilst accepting that total security cannot be guaranteed, Congress calls on the Government to undertake a thorough review of the threat of terrorism to public transport safety and implement measures to improve this without delay. In particular, Congress urges the Government to ensure that appropriate training, equipment and back-up is provided for all workers who are likely to have to deal with such incidents in the course of their work. The General Council welcomed the invitation issued to union representatives by Rt Hon Tessa Jowell, a minister charged with important responsibilities in the aftermath of the attacks. The meeting held a few days after the attacks provided a means for unions to have an input into the Government's analysis of the lessons which need to be learned following the attacks and we are continuing to ensure that unions draw on the experience of their members and that the results of our work are fed into the Government's own analysis.

It is clear that working people and their unions have a vital role to play in determining the proper response to the attacks.

At a time when there is increasing pressure on public bodies, as well as private companies, to maximise levels of efficiency and return on investment, management will always be counting the cost of any improvements in worker and passenger safety. Workers who are in the front line, through their day-to-day experience, are able to provide a unique and invaluable insight. They can give their own perspective into what safety measures are necessary; where the threats are at the greatest; and what support is needed in an emergency. It is essential that their experience is drawn on and that they have the opportunity to act collectively and independently through representative trade unions.

In addition to the discussions with government, we therefore welcome the talks that have taken place following July 7 through London Transport, through the individual organisations and companies and at workplace level. These should continue and we are looking to them to achieve the common goal of minimising the risk of further attack, whilst preparing thoroughly for the worst if it happens.

Whilst lessons can be learned and proposals implemented at workplace and organisational level, it is also clear that there are some key principles that apply more generally. In part these are drawn out of our extensive experience of dealing with health and safety in the workplace. We would identify the following key points:

Safety and protection measures must be introduced in consultation with the staff and their unions.

Training for front line staff in coping with emergency situations should be reviewed in light of the increased threat of terrorist attacks and improvements made, in consultation with staff, as necessary.

Effective communications systems are essential in emergencies, particularly when, as on July 7, multiple attacks are staged with the aim of maximising confusion and panic. Communication systems should be reviewed and improvements made as necessary.

There will also be scope for improvements to be made in the equipment available to deal with emergencies and risk assessments need to be undertaken to ensure that adequate funding is available for necessary safety measures.

Whilst equipment and devices such as CCTV can assist, experience shows that there is no substitute for trained staff at times of emergency and any considerations of staffing numbers need to take this into account.

The July 7 attacks demonstrated clearly what we had all been aware of for some time, namely that there are people who have both the means and determination to attack us at our most vulnerable.

Within all workplaces, particularly those at greatest risk, management should be cooperating with union representatives, including safety representatives, in assessing risks to individual workers, to members of the public and to the organisation itself. Where there are safety representatives and safety committees in place they form a good starting point for this enhanced risk assessment. Where such representative structures do not exist they should be established as the most effective means of providing the appropriate levels of protection.

Congress welcomes the steps taken by the TUC to better co-ordinate the experience of affiliates and calls for this to work to be stepped up both within the UK and with sister organisations in the EU.

Building united communities

In terms of the wider society, it is even more important that the proper balance is achieved between protecting ourselves from threat whilst at the same time ensuring that these measures do not in themselves either threaten us or create a breeding ground for discontent and disengagement from society.

In the first few days after the attacks, there was a genuine sense of solidarity in the face of adversity - exemplified by much of the media coverage and especially by the Trafalgar Square vigil, which we helped organise with the London Mayor, and where the 'London United' message was clear, as was the united opposition both to terrorism and racism.

Nevertheless, whilst those sentiments remain dominant, we cannot ignore the fact that over the past few weeks we have also seen an increase in racial abuse, racial attacks and attacks on property such as mosques. Islamophobia is being fomented by the far right, who, like the bombers themselves, want to deepen divisions in society - to create discord rather than harmony and to set people against each other on the basis of race and religion.

The trade union movement has a proud record of standing up to the far right and working with communities under threat from racists. Over the past few weeks we have sought to build on this work through our local organisations and through the visits that the General Secretary and General Council members have paid to East London, Yorkshire and the Midlands to hear from Muslim and community organisations at first hand. We will continue this work over the coming months, seeking both a deeper understanding of the issues facing communities that have been targeted by the far right and seeking to engage all parts of those communities, most particularly young people.

Other groups and other organisations also have special responsibilities in the changed circumstances following the 7 July attacks.

As was noted above, the media played a powerful role in emphasising the genuine sense of solidarity across different communities following the attacks, but the media can also play a

negative role in simplifying, stereotyping and characterising groups in ways which play into the hands of extremists and undermine that sense of solidarity on which we need to build. As media workers have recognised through their unions, they and their employers need to be particularly conscious of their responsibilities and to act in a responsible way.

Educational institutions also have an especially important part to play in shaping attitudes. Schools and colleges and the education unions have taken these responsibilities seriously and the work which they have begun needs to be built on in creating and building on a sense of communal solidarity opposed both to terrorism and to racism.

As we have seen in many other situations across the world women and women's groups can play a vital role in standing up to men of violence and bridging divides. But in order to do so they need to work together and to develop supportive collective organisations and such organisations themselves require recognition and support across the community.

For its part the trade union movement will be looking for opportunities to work with other groups committed to the goals of countering both terrorism and racism.

Combatting discrimination and disadvantage

Members of our ethnic minority communities continue to suffer discrimination and disadvantage. For example, our research shows that people of Pakistani and Bangladeshi origin, who have been the particular target for increased racial attacks, are overall, the poorest and most excluded ethnic groups in Britain and are most likely to live in the most deprived areas and in overcrowded conditions, with the highest rates of unemployment.

A government analysis categorises 69 per cent of people from these groups as 'poor' compared with 20 per cent of the white population and 22 per cent of the country as a whole. As our document *Poverty, exclusion and British people of Pakistani and Bangladeshi Origin* concluded, the London bombs will encourage policy makers to take an interest in the social exclusion of British Muslims, notably those of Pakistani and Bangladeshi origin. But the facts are sufficiently shocking to justify making the poverty and exclusion of British Pakistani and Bangladeshi people a priority regardless of any concerns about security.

The outlines of the action needed on employment are clear enough, and well-understood by the Government: they were set out in the report by the Prime Minister's Strategy Unit on ethnic minority employment. British people of Pakistani and Bangladeshi origin will benefit in terms of work, income and inclusion from:

Measures to improve educational and skills outcomes;

Reforming employment programmes and services to 'reach out' to Pakistani and Bangladeshi people;

Introducing the Building on New Deal (BOND) reforms, which will help Jobcentre Plus address needs which will go unmet by a 'one size fits all' approach. (Unfortunately, BOND currently only exists as a number of pilot programmes, and there are fears it may quietly be shelved as the Department for Work and Pensions struggles to make net cuts of 30,000 jobs); Support for good employers who want to achieve equal opportunities, and more effective use of public procurement to encourage others; and

A political lead from senior Ministers. A recent report from the National Employment Panel proposed concrete measures that would make this strategy a reality: the DWP should concentrate resources on the cities where most black and minority ethnic people live (in the case of people of Pakistani and Bangladeshi origin, this would be London, Birmingham, Manchester and Bradford). Outreach support for people who are not in work or on benefit and have traditionally been excluded from the labour market. And, particularly important for the TUC, the incorporation of race equality into public procurement 'within current legal and policy frameworks.'

Some of this is already happening through the Ethnic Minority Employment Taskforce. And matters are improving - but very slowly. In particular, more needs to be done in the private sector to encourage action on race equality. The TUC's preferred method for achieving this would be the extension of the positive duties of the Race Relations Amendment Act to the

private and voluntary sectors. To support this we want the Government to use public procurement as a lever to improve the employment of black workers by explicitly including the promotion of race equality in contract criteria and ensuring that promotion of race equality forms part of the value for money consideration for all government contracts.

Union strategies to build cohesion and deliver equality

Unions are already contributing to this effort in a number of companies, by appointing workplace equality representatives, who provide workers with *independent* and *collective* representation on issues around equality and discrimination. We would like to see this initiative being supported by giving equality representatives statutory rights to represent their members, and the promotion of collective bargaining as a way to develop meaningful action plans to tackle institutional racism and to establish targets, with clear time limits to achieve fair representation of black workers at all levels in the workplace.

As Muslim leaders have also made clear they would welcome union action to broaden public understanding of the diverse faith traditions that make up modern Britain.

Community involvement must also go beyond economics. Declining levels of participation in the political process are a worrying feature of recent times that cut across social, religious and racial boundaries. But levels of participation are lowest in the most deprived communities and amongst young people. Addressing this disengagement is an issue for political parties and all concerned with the strength of our democracy.

Young people are at their most vulnerable to extremist influences, of whatever kind, where support for democratic values is at its weakest. It is healthy for young people to be exposed to a range of ideas and beliefs. The best way for democratic views to prevail is for groups based on democratic values, including trade unions, to involve themselves in communities and promote their own beliefs. Whilst such engagement provides no guarantee that extremism will not attract vulnerable young people it certainly reduces the pool from which the extremists can draw. Unions should look at ways of more actively engaging in such work in the community.

Peace and justice across the world

There are different views on the reasons why over recent years young people, mainly young men, from different countries and different backgrounds have been drawn to an extreme doctrine that leads them to kill themselves and many innocent people with them. What we know for certain is that this has happened across the world with attacks in Kenya, Morocco, Bali, New York and Madrid but especially in the Middle East and now in London.

The failure to make progress in the Middle East Peace Process, and the British presence in Iraq alongside the United States, have made the UK a more likely target for such a terrorist attack.

Those close to the groups with which the terrorists have associated point to the mistreatment of communities identified as Muslim, in many countries and also to the injustices meted out to the Palestinian people as the reason for their hostility to the West and Western values.

Many of the injustices they point to are in areas where we and the international trade union movement have been active, working with the relevant trade union centres in pressing for progress towards peace in the Middle East and should these injustices be remedied (for example a lasting peace between Palestinians and Israelis and a significant reduction of tensions in Iraq), some of the justifications given for turning to extremism would have less apparent attraction.

Measures to combat terrorism while preserving civil liberties

But whilst work in the community and positive developments in international politics can help reduce the chances of vulnerable young people being drawn to doctrines which praise suicide bombers as martyrs to a greater cause, they will not in themselves tackle the immediate problem of how to identify further potential terrorists and prevent them from carrying out their attacks.

In these circumstances it is right that the Government should look at the measures necessary to minimise the threat. But in doing so it should not underestimate the value of the civil liberties

which have been built up over many years in many cases as a result of trade union pressure. These are values which we cherish. They are the hallmark of a free society and once lost are not easily restored. We like others will need to be convinced in each case that the value of any measure is truly proportionate to its effect in making society safer.

As we have already indicated the trade union movement is keen to play its part in making society safer.

In terms of legislation, in recent years we have seen a number of anti-terrorist measures. From the 1970s onwards governments have tried in various ways to counter terrorism through legislative means.

Looking at the legislative options, the first question which needs to be asked is 'are existing powers being implemented effectively?'

The second question is whether new measures can achieve their desired objective. The desire to silence those who advocate terrorism or encourage terrorist acts is understandable and we would not wish to prevent such actions, but the measures need to be tightly drawn and fairly applied.

We are also concerned that measures that do not command widespread support across all the community can be counter productive in increasing the sense of social exclusion that was referred to above.

Measures must also be proportionate and applied even handedly. Outlawing certain Muslim groups whilst allowing groups which threatened violence against Muslims to operate openly would, for instance, be seen as unfair and more likely to alienate the very people who need to be drawn into the mainstream political process.

We will therefore be looking closely and critically at proposed legislation and measuring it by the test of whether it would be effective; command support across the communities; and be seen to be fair and even handed.

Adopted 8 September 2005

General Council and General Purposes Committee

Below are the results of the nominations and elections to the General Council and General Purposes Committee for the Congress year 2005-2006.

GENERAL COUNCIL

Paul Talbot

SECTION A

Unions with more than 200,000 members

UNISON (six members)

Jane Carolan
Dave Prentis
Alison Shepherd
Liz Snape
Keith Sonnet
Sofi Taylor

Transport and General Workers' Union (four members)

Barry Camfield
Jimmy Kelly
Patricia Stuart
Tony Woodley

GMB (three members)

Sheila Bearcroft
Allan Garley
Paul Kenny

Amicus (six members)

Gail Cartmail
Tony Dubbins
Doug Rooney
Derek Simpson
Ed Sweeney

Communication Workers' Union (two members)

Jeannie Drake
Billy Hayes

**National Association of Schoolmasters
Union of Women Teachers (two
members)**
Chris Keates
Sue Rogers

**National Union of Teachers
(two members)**
Lesley Auger
Steve Sinnott

**Public and Commercial Services Union
(two members)**
Janice Godrich
Mark Serwotka

**Union of Shop, Distributive and Allied
Workers (two members)**
Marge Carey
John Hannett

SECTION B

*unions with between 100,000 and 200,000
members*

Association of Teachers and Lecturers
Mary Bousted

Prospect
Paul Noon

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

SECTION C

unions with fewer than 100,000 members
Eleven to be elected

Jonathan Baume (*FDA*) 503,000*

Brian Caton (*POA*) 648,000*

Bob Crow (*RMT*) 346,000

Jeremy Dear (*NUJ*) 453,000*

Gerry Doherty (*TSSA*) 498,000*

Matt Wrack (*FBU*) 297,000

Ian Lavery (*NUM*) withdrawn

Michael Leahy (*Community*) 493,000*

Paul Mackney (*NATFHE*) 401,000*

Joe Marino (*BFAWU*) 351,000

Judy McKnight(*Napo*) 653,000*

Robert F Monks (*URTU*) 58,000

Doug Nicholls (*CYWU*) 358,000*

Ged Nichols (*ACCORD*) 414,000*

Brian Orrell (*NUMASTO*) 487,000*

Tim Poil (*NGSU*) 383,000*

SECTION D

*women from unions with fewer than
200,000 members - Four to be elected*

Sue Ferns
Prospect

Anita Halpin
National Union of Journalists

Sally Hunt
Association of University Teachers

Lesley Mercer
Chartered Society of Physiotherapy

SECTION E

*Member representing black workers from
unions with more than 200,000 members*

Roger King (*NUT*) withdrawn

Mohammad Taj (*T&G*)*

SECTION F

Member representing black workers from unions with fewer than 200,000 members

Andy Reed (ASLEF) 1,702,000

Bernard Regan (NUT) 635,000

Leslie Manasseh (*Connect*)*

SECTION G

Member representing black women

Gloria Mills (*UNISON*)*

SECTION H

Member representing trade unionists with disabilities

Mark Fysh (*UNISON*) 5,282,000*

Tony Sneddon (*CWU*) 1,013,000

SECTION I

Member representing lesbian, gay, bisexual and transgender trade unionists

Maria Exall (*CWU*) 1,495,000

David Lascelles (*GMB*) 4,771,000*

SECTION J

Member under 27 years of age

John Walsh (*Amicus*) *

GENERAL PURPOSES COMMITTEE

five to be elected

Tony Cooper (*T&G*) 5,797,000*

Phil Davies (*GMB*) 5,633,000*

Peter Hall (*RMT*) 3,866,000*

Gerald Imison (*ATL*) 774,000

Steve Kemp (*NUM*) withdrawn

Linda McCulloch (*Amicus*) 5,585,000*

Annette Mansell-Green (*UNISON*)
5,984,000*