



Transport Salaried Staffs' Association  
of Great Britain and Ireland

Head Office:  
WALKDEN HOUSE,  
10 MELTON STREET,  
LONDON NW1 2EJ

**Minutes of  
Annual Delegate Conference**

(ONE HUNDRED AND TENTH YEAR)

held at

**SOUTHPORT**

**13 to 16 May 2007**

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PRIVATE – For the use of Members of the Association

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# List of Delegates Present

98

Branch	Delegate	Branch	Delegate
AB PORTS & RS	Roy Burrows	DARLINGTON No. 1	No Delegate
ABERDEEN	No Delegate	DELTA RAIL	John Hurley
ANGLIA No. 1	Malcolm Wallace	DERBY & EAST MIDLANDS	No Delegate
	Karen Hall	DUBLIN No. 1	No Delegate
ANGLIA No. 2	Dave Hillam	DUBLIN No. 2	No Delegate
	David Johnson	DUBLIN	Patrick O'Connor
ANGLIA No. 3	Chris Ash	SUPERVISORS	
ARMAGH	No Delegate	DUNDALK	No Delegate
ARRIVA TRAINS	Cheryl O'Brien	DUNDEE No. 1	No Delegate
WALES SOUTH	John Fry		
ATHLONE	No Delegate	EAST MIDLANDS	Dave Roberts
ATOC	No Delegate	TECHNICAL	
ATOS ORIGIN EAST	Phil Cawthorne	EDINBURGH	No Delegate
ATOS ORIGIN WEST	No Delegate	EUROSTAR	No Delegate
AYRSHIRE	No Delegate	EUSTON	No Delegate
		EWS EASTERN	Robert Wise
BALLYMENA	No Delegate	EXETER	No Delegate
BELFAST	Ken Pringle		
	Barney McCrory	FERRYWAYS NI	No Delegate
BIRMINGHAM	James Ferguson	FGW SOUTH WEST	No Delegate
	Emma Eatwell	FIRST ENGINEERING	No Delegate
BOMBARDIER DERBY	No Delegate	FIRST GREAT	No Delegate
& CREWE		WESTERN EAST	
BRIGHTON	No Delegate	FISHGUARD	No Delegate
BRISTOL	No Delegate	FORTH PORTS	No Delegate
BTP STAFF	No Delegate		
BUCHANAN HOUSE	No Delegate	GALWAY	No Delegate
		GATWICK EXPRESS	No Delegate
CALEDONIAN	No Delegate	GLASGOW NORTH	No Delegate
MacBRAYNE		GLASGOW SOUTH	No Delegate
CARILLION MIDLANDS	No Delegate	GNER EASTERN	No Delegate
CHILTERN	Jim Cobley	COUNTIES	
CIE EXECUTIVE	Celia Millane	GNER NORTH EAST	No Delegate
GRADES	Tommy Breen	GNER YORKSHIRE	Nigel Cross
CONNEX SE METRO	Mick Carney		Rachel Paxton
	John Morris	GREAT EASTERN	Barry Laver
CORK	Maureen Sneyd	RAILWAY	
CORK SUPERVISORS	Denis Twomey		
CORNWALL	No Delegate	HARWICH	No Delegate
CORUS RAIL	No Delegate	INTERNATIONAL PORT	
CONSULTANCY		HOLYHEAD FERRIES	No Delegate
COVENTRY	Derrick Codling		
CREWE & CHESHIRE	Kevin Harris	INVERNESS	No Delegate
GENERAL	John Barnes		

Branch	Delegate
JARVIS EAST	No Delegate
JARVIS SCOTLAND	No Delegate
KIRKCALDY	Kenny Macrae
LANCS & CUMBRIA GENERAL	Steve Horsfall
LANCS & CUMBRIA RETIRED	No Delegate
LIMERICK	No Delegate
LIMERICK SUPERVISORS	No Delegate
LONDON & NORTH WEST GENERAL	Trevor Ollis Stephen Davidson
LONDON BUS OPERATORS	Preston Brooker Steve Floyd
LONDON METROPOLITAN	Peter Amos Yogi Pankhawia
LONDON NW RETIRED	Preston Glass
LONDON SE & SUSSEX	Neil Tyson David Yale
LONDON SE RETIRED	James Greed
LONDON SOUTH WEST	Bert Curtis
LONDONDERRY	No Delegate
LT OFFICERS	No Delegate
LTS RAIL	No Delegate
MANCHESTER SHIP CANAL	No Delegate
MANSFIELD FREIGHT	Fred Rhodes
MEDWAY	Eddie Creighton
MERSEYRAIL ELECTRICS	Steph Owens
MERSEYSIDE GENERAL	Paul Moore
MIDLAND MAINLINE No. 1	No Delegate
MIDLAND MAINLINE No. 2	No Delegate
MIDLANDS RETIRED	Bob Dugdale
MOTHERWELL	No Delegate
NEATH & SWANSEA	Noel Bater
NETWORK RAIL EAST ANGLIA	Lesley Lewis Jane Copley
NETWORK RAIL EAST MIDLANDS	Edward Johnson
NETWORK RAIL EAST SCOTLAND	No Delegate
NETWORK RAIL GREAT WESTERN	David Northey Gareth Davies
NETWORK RAIL INFRASTRUCTURE SE	Hugh Roper Richard Magner
NETWORK RAIL LNW MAINTENANCE	No Delegate

Branch	Delegate
NETWORK RAIL LNW OPERATIONS	David King
NETWORK RAIL N & D	No Delegate
NETWORK RAIL NORTH WEST	John Cass Kirstin Donaldson
NETWORK RAIL SOUTH WEST	Jonathon Jaeger
NETWORK RAIL WEST MIDLANDS	Allen Williams
NETWORK RAIL WEST SCOTLAND	No Delegate
NETWORK RAIL YORKSHIRE	Jenny Anderson Frank Ormston
NEWHAVEN	No Delegate
NI MANAGERS & EXECS	No Delegate
NORTH WALES & AREA GENERAL	Eric Owen
NORTH YORKSHIRE	David Howarth Peter Scott
NORTHERN & TPE YORKSHIRE	Steve Wiltshire
NORTHERN RAIL GTR MAN. & CHESHIRE	No Delegate
NORTHERN RAIL LANCS & CUMBRIA	No Delegate
NORTHERN SPIRIT NORTH	No Delegate
PADDINGTON & THAMES VALLEY	Rod Payne Robin Whittaker
PAISLEY	No Delegate
PD TEESPORT	David Baldham
PLYMOUTH	Malcolm Harrison
RAILPART DONCASTER	No Delegate
ROAD HAULAGE	No Delegate
SCIENTIFICS	No Delegate
SCOTLAND TRAVEL TRADE WEST	No Delegate
SCOTRAIL CENTRAL	William Waddell George Chalmers
SCOTRAIL EAST	No Delegate
SCOTRAIL NORTH & HIGHLANDS	Mike Grant
SCOTRAIL WEST	No Delegate
SCOTT WILSON RAILWAYS	No Delegate
SCOTTISH MP & TS	No Delegate
SEACO RAIL SERVICES	No Delegate
SERCO RAIL	No Delegate

Branch	Delegate
SILVERLINK . . . . .	Ray Bradstock
SLIGO . . . . .	No Delegate
SOUTH EAST WALES . . . . .	Jana James
SOUTH EASTERN . . . . .	Ian McDonald
(KENT)	Harriet Yeo
SOUTH WALES & . . . . .	Tony Scott
WESTERN RETIRED	
SOUTHERN INNER . . . . .	Terry Dawson
STAFFORDSHIRE . . . . .	Rob Smith
STRANRAER . . . . .	No delegate
SWINDON . . . . .	No Delegate
SWT LONDON & . . . . .	Vincent Tully
MIDDLESEX	Steve Halliwell
SWT SURREY & . . . . .	No Delegate
HANTS	
TAUNTON . . . . .	No Delegate
TCD LARBERT . . . . .	No Delegate
TfL CENTRAL . . . . .	Felicity Premru
	Luke Howard
THAMESLINK . . . . .	No Delegate
THOMAS COOK . . . . .	Dennis Evans
(CENTRAL)	
THOMAS COOK NE . . . . .	No Delegate
THOMAS COOK . . . . .	No Delegate
PETERBOROUGH	
TRALEE . . . . .	No Delegate
TRAVEL ALBA EAST . . . . .	No Delegate
TRAVEL TRADE . . . . .	No Delegate
UNDERGROUND HQ . . . . .	Vatche Gulbekian
UNDERGROUND . . . . .	Ethnie Abbasali
INFRASTRUCTURE	Peter Morgan
UNDERGROUND No. 1 . . . . .	Tekala Akusu
	Bernard Gentry
UNDERGROUND. . . . .	Denis Bhardwa
OPS MANAGERS	
VERTEX EDINBURGH . . . . .	No Delegate
VERTEX HIGHLAND . . . . .	No Delegate
VIRGIN LANCS & . . . . .	No Delegate
CUMBRIA	
VIRGIN MIDLANDS . . . . .	Mitch Tovey
WAGN No. 1 . . . . .	No Delegate
WAGN No. 3 . . . . .	No Delegate
WATERFORD . . . . .	No Delegate
WESSEX . . . . .	John Walsh
	Ian Heritage
WEST COAST TC . . . . .	Glynn Bann
(LONDON)	
WEST MIDLANDS . . . . .	Mick Risbridger
TECHNICAL	

Branch	Delegate
WEST YORKSHIRE . . . . .	No Delegate
WESTBURY . . . . .	No Delegate
WEXFORD . . . . .	No Delegate
WS ATKINS LONDON . . . . .	No Delegate
YORKSHIRE RETIRED . . . . .	Dudley Clark

## **Executive Committee, Officers etc.**

ANDY BAIN	President
AMARJIT SINGH	Treasurer
DAVE BARNES	London North West
DOUG BLUNDELL	London Transport
RON BOYD	South Wales & Western
LARRY BURTENSHAW	Ireland
LINDA DAVIES	Liverpool, North Wales & Cheshire
COLIN FARQUHAR	Anglia & London North East
DONALD FREW	Scotland
PAM GARDNER	Northumberland & Durham
HILARY HOSKING	London South East
JOE KAVANAGH	Midlands
JOEL KOSMINSKY	London South West
PAULINE McARDLE	Lancs & Cumbria
JILL MURDOCH	Yorkshire

## **Standing Orders Committee**

RICHARD SCUDDER (Chair)

BOB DAVIES

GERRY KENNEDY

IAN WILSON

## **Head Office**

GERRY DOHERTY . . . . . General Secretary  
MANUEL CORTES . . . . . Assistant General Secretary  
FRANK WARD . . . . . Business & Campaigns Manager  
STEVE WHITEHEAD . . . . . Head of Finance & Admin  
DOUG ASHFORD . . . . . Admin Supervisor  
DAVE CHALKLEY . . . . . Hall Supervisor  
TOM CONDON . . . . . Media Officer  
NEIL DAVIES . . . . . President's Liaison Officer  
SIOBHAN HALIL . . . . . Clerk to SOC  
PAT NORMAN . . . . . IT Supervisor  
PAT PAVLOU . . . . . Conference Organiser  
PAULINE STURGES . . . . . Journal Editor  
GRAEME SMITH . . . . . Hall Steward  
CLIFF UNEY . . . . . Admin Assistant  
TONY WHEELER . . . . . Hall Steward

## **Local Reception Committee**

KIRSTIN DONALDSON

JOHN CASS

TIM YOUNG



# Annual Delegate Conference

held at

## SOUTHPORT

13 to 16 May 2007

**NOTE:** Words in resolutions which have been deleted by the acceptance or carrying of the Amendments are bracketed in italics and are included only for information. They should not be read into the final resolution. Also, where a resolution was remitted to the Executive Committee, the Committee's decision is given in italics beneath the resolution concerned.

### First Day's Proceedings

#### 1. Appointment of Tellers & Voting Clerks

Dave Roberts, East Midlands Tech, Glynn Bann, West Coast Traincare, David King, Network Rail Nth London, Peter Scott, North Yorkshire, Nigel Cross, GNER Yorkshire, Dave Hillam, Anglia No. 2, Malcolm Harrison, Plymouth, Cheryl O'Brien, Arriva Trains Wales, Kirstin Donaldson, Network Rail NW, Ethnie Abbasali, Underground Infrastructure, Denis Bhardwa, Underground Ops, Eddie Creighton, Medway, Harriet Yeo, SE Kent, Eric Owen, North Wales General, Kevin Harris, Crewe & Cheshire General, Steve Halliwell, SWT London & Middx, Ian Heritage, Wessex.

#### 2. Minutes of 2006 Annual Conference

The Minutes of the 2006 Annual Conference were presented and agreed subject to the following amendments:

Page 17, Minute 26 (Item 34)

After "That this Conference endorses the EC's Report. (Full report page 87)".

Add "Carried".

Page 50, Minute 79 (Item 95)

The Amendment was 'Accepted' rather than 'Carried'.

### **3. Civic Welcome**

The Mayor of Sefton, Cllr Tommy Mann and the Lady Mayoress Ms Jean Lilley welcomed Conference to Southport and in returning thanks on behalf of Conference, the President presented the Mayor & Mayoress with a cheque for £200 to be donated to a charity of their choosing, which the Mayor announced would be the Mayor of Sefton's Charity Fund.

### **4. Announcement of Election Results**

The Scrutineer's report on the election for various offices, delegations etc, were adopted (See Minute 101, Page 66 for full election results).

### **5. President's Address**

The President's Address was delivered by Andy Bain and warmly received by Conference. (The Address was reported in the June issue of the TSSA Journal).

### **6. Remembrance of Deceased Colleagues**

Conference observed a brief silence in remembrance of deceased colleagues.

### **7. Steward's Report on Attendance**

Final attendance figures show that 98 delegates representing 71 Branches attended and with members of the Executive Committee, Standing Orders Committee, Local Reception Committee and the full time staff, there was a total of 136 present. 96 Branches were not represented.

**Conference was addressed by Randall Howard, President of the ITF and  
General Secretary of the South African Trade Union SATAWU**

### **8. Pensions (Item 9)**

That this Conference notes that the inflation index used for uplifting State and railway pensions is based upon inflation indices that affect the population as a whole. Conference is mindful that the spending pattern of pensioners is different from the population as a whole, indeed recent studies have suggested that the inflation rate for pensioners is running at almost 9%. This figure is primarily due to the massive hikes in energy prices and Council Tax, both of which represent a larger proportion of pensioners' outgoings than for the general population.

## **8. Pensions (Item 9) Cont.**

Conference therefore calls upon the EC to liaise with the Association's sister rail unions, the TUC, Labour Party and the National Pensioners' Convention to press both the Trustees of the Railway Pension Scheme and the Government to give recognition to the adverse conditions faced by both railway pensioners and pensioners as a whole, and to respond accordingly.

Moved by Dudley Clark (Yorkshire Retired)

Seconded by Bob Dugdale (Midlands Retired)

**Carried**

Amendment—

*To insert between "TUC" and "and" in line 7 " , Labour Party".*

**Midlands Retired**

**Accepted**

## **9. Pensions (Item 10)**

That this Conference is alarmed that the present Labour government's failure to implement the Parliamentary Ombudsman's recommendations, in respect of his report on private pension scheme failures, will play into the hands of the opposition parties with potentially devastating results at the next general election.

Conference instructs the EC to use all available means to bring the terms of this motion to the attention of the TUC and Government and other affiliated bodies such as the National Pensioners' Convention and BT Pensioners' Federation.

Moved by James Greed (London SE Retired)

Seconded by Preston Glass (London NW Retired)

**Carried**

Amendment—

*To add at end "and other affiliated bodies such as the National Pensioners' Convention and BT Pensioners' Federation".*

**London NW Retired**

**Accepted**

## **10. Pensions (Item 11)**

That this Conference believes that the Turner Inquiry and the November 2006 White Paper on Pensions Reform fail to address the problems of today's pensioners. It is estimated that 3 million pensioners will die before the date of implementation of the White Paper reforms.

Conference believes that one action that the present Government could take to relieve the plight of today's pensioners is to restore immediately the link to earnings, cruelly removed by the Conservatives.

Conference instructs the EC to bring the terms of this motion to the attention of the TUC and the Labour government.

Moved by Rod Payne (Paddington & Thames Valley)

Seconded formally

**Carried**

## **11. Pensions (Composite of Items 12 & 13)**

That this Conference calls on the Association to continue a vigorous campaign for women to have equal treatment in relation to money purchase pension schemes. This would ensure their resulting pension would be equal to their male counterparts and end the current disparity.

The gender-based mortality statistics that are used to calculate the returns on annuities currently mean that women have to put more into their pension scheme than men to get the same pension. No matter how good the money purchase pension scheme, stakeholder or not, women are penalised because they live longer. Women not only live longer but have less money to live on.

Conference calls on the Association to:

- (a) actively pursue this issue with the companies with which the Association negotiates and begin to level the pensions playing field between men and women;
- (b) lobby the TUC and Government to legislate to level the playing field so that a person's future pension does not depend on their employers' views, but on legal rights;
- (c) lobby the Government to encourage and, if necessary, legislate so that more companies have occupational pension schemes;
- (d) examine the opportunities that equality laws afford towards taking legal action against employers who do not level their pensions playing field voluntarily, and
- (e) seek to make it illegal to use gender as a determinant of how much an annuity would yield, i.e. the life expectancy of men and women should be aggregated so that there is one figure for 65 year olds etc. not one for men and one for women.

Conference calls on the EC to use the dynamism the Association demonstrated in the campaign to get public ownership of the railways back on the Labour Party's agenda and to support women in their quest for an equally comfortable retirement as their male counterparts.

Moved by Harriet Yeo (South Eastern (Kent))

Seconded by Terry Dawson (Southern Inner)

**Carried**

## **12. Agency Staff (Item 15)**

That this Conference deplores the increase in the use of agencies and agency staff within TfL and its subsidiaries among other organisations and requests the EC to help bring to an end, wherever feasible and practicable, this growing trend. More and more of the Association's members are losing out on opportunities and promotional prospects because of the increase in the use of agency staff. The increased use of outside agencies means that staff members find themselves disadvantaged and undermined because of the inept way agencies have been allowed to manage parts of TfL businesses.

Agency staff are often used as a way to make it easier for organisations to hire and fire, but this conflicts with developing the capable and committed workforce that TfL and other organisations need.

## **12. Agency Staff (Item 15) Cont.**

Conference calls on the EC to support the Association's negotiators in ensuring that all employers take steps to minimise the use of agency staff, so that staff are employed in-house in ways that are transparent and accountable under the various machineries. *(Were it kept in-house they would be more transparent and be accountable under the various machineries within TfL).*

Moved by Yogi Pankhania (London Metropolitan)

Seconded by Luke Howard (TfL Central)

**Carried**

### **Amendment–**

*To insert between "subsidiaries" and first "and" in line 2 ", among other organisations,".*

*To delete all after "businesses." in line 6 and substitute "Agency staff are often used as a way to make it easier for organisations to hire and fire, but this conflicts with developing the capable and committed workforce that TfL and other organisations need.*

Conference calls on the EC to support the Association's negotiators in ensuring that all employers take steps to minimise the use of agency staff, so that staff are employed in-house in ways that are transparent and accountable under the various machineries."

**TfL Central**

**Accepted**

## **13. CIE Contract Workers (Item 16)**

That this Conference is concerned at the present trend of the CIE group's increased employment of contract workers and retired staff to carry out 'Project' in relation to new work and programmes.

Conference notes that it is an accepted fact that being out of the workforce for even a short time can result in lack of awareness of changes. The practice of employing contract and retired staff results in alienation of the current workforce and leads to a loss of commitment and loyalty.

Conference asks the EC to request the Irish Committee to open negotiations to stop such practices.

Moved by Maureen Sneyd (Cork)

Seconded formally

**Carried**

## Second Day's Proceedings

### **14. Pay (Item 17)**

That this Conference is mindful of the problems that can arise when an employer sets its annual business plan and budget before the annual pay negotiations commence. Such sequencing of plan and budget setting inevitably restricts and constrains the employer's position and can make effective negotiations almost impossible.

Conference instructs the EC to initiate and see through to a satisfactory conclusion, constructive dialogue with all employers with whom the Association has negotiating rights, either directly or through National Officers or staff reps as appropriate, in respect of annual pay reviews so that members' aspirations and needs are fully considered and taken into account before the employer's annual budget is set. Such dialogue should seek to ensure that sufficient flexibility is available to make negotiations meaningful and allow agreements to be reached that properly reflect members' aspirations.

Moved by James Ferguson (Birmingham)

Seconded by Lesley Lewis (Network Rail East Anglia)

**Lost**

### **15. Network Rail Pay and Conditions of Service (Item 18)**

That this Conference expresses its grave concern in respect of the attitude and stance being adopted by Network Rail management, in particular the Human Resources Director's organisation, of contravening agreed conditions of service and rates of pay and unilaterally introducing management guidelines which have not been the subject of prior consultation with the Regional Organisers within the Association's regional structure.

Conference calls upon the EC to make appropriate representations to Network Rail management and in addition give their full support to all of the Association's elected reps who may be faced with such matters.

Moved by John Barnes (Crewe & Cheshire General)

Seconded by Allen Williams (Network Rail West Midlands)

**Carried**

#### **16. Network Rail Pay and Conditions of Service (Item 19)**

That this Conference believes the effects of persistent reorganisation upon employees within the rail industry continues to constitute an escalating problem, both in terms of staff morale and efficiency.

Conference requests that the EC seeks assurance from Network Rail that continued reorganisation and rationalisation will cease, to allow a period of stability.

Moved by Lesley Lewis (Network Rail East Anglia)

Seconded by Peter Jones (Network Rail East Midlands)

**Carried**

Amendment–

*To add at end new paragraph:*

“Conference further instructs the EC to seek assurances that stability will be a priority during restructuring and reorganisations.”.

Moved by George Chalmers (Scotrail Central)

Seconded formally

**Lost**

#### **17. Network Rail Pay and Conditions of Service (Item 20)**

That this Conference notes with continuing concern, and despite endless protests, that Network Rail is continuing with its ‘forced ranking’ and ‘peer review’ performance related pay structuring.

Conference calls upon the EC to continue their campaign and to extend their efforts to ensure that Network Rail adopt a fair, meaningful and consistent method of performance evaluation and reward, regardless of grade and location of work.

Moved by Allen Williams (Network Rail West Midlands)

Seconded by Ted Johnson (Network Rail East Midlands)

**Carried**

#### **18. Self Organised Groups (Item 34)**

That this Conference endorses the EC’s Report. See page 67.

Moved by Gerry Doherty (General Secretary)

on behalf of Executive Committee

Seconded by Dave Hillam (Anglia No. 2)

**Carried**

## 18. Self Organised Groups (Item 34) *Cont.*

### Amendment–

*To add at end “subject to the following changes:*

*To delete all between “motion.” in line 64 and “Branch” in line 67 and substitute*

*“Annual Conference now considers, in accordance with the principle of one person, one vote, that the SOGs should have the right to be represented at Annual Conference by one delegate, but that delegate should not have voting rights.”.*

*To delete all between “Conference” in line 75 and “national” in line 76 and substitute “now considers, in accordance with the principle of one person, one vote, that the SOGs should have rights to submit nominations for, but not vote in.”.*

Moved by Emma Eatwell (Birmingham)

Seconded formally

**Lost**

## 19. Employment & Trade Union Rights (Item 14)

That this Conference welcomes legislation enacted by the Labour government since 1997 that has improved the rights of millions of workers in the UK. In particular, Conference welcomes measures that have:

- (a) established a National Minimum Wage;
- (b) introduced trade union recognition rights;
- (c) established the right to trade union representation at disciplines and grievances;
- (d) introduced union learning representatives;
- (e) widened the scope of discrimination legislation to cover sexual orientation, age, religion and belief;
- (f) improved provisions relating to disability discrimination and maternity and paternity leave and pay;
- (g) introduced new rights on adoption and parental leave and pay and the right to request flexible working;
- (h) improved the Working Time Regulations, including the introduction of the right to paid holidays for the first time ever;
- (i) introduced better protection and regulation for occupational pensions, and
- (j) improved consultation rights and TUPE provisions.

Conference notes that many of these measures were introduced against a background of opposition from employers and right wing political forces on the misguided grounds that they would damage jobs and the economy. Conference notes that such predictions continually prove to be groundless with the UK economy remaining strong and levels of employment growing. Whilst understanding the challenges that the global market creates for workers in the 21st century, Conference believes that these cannot be overcome by driving down the terms and conditions of employment and other hard won rights of workers.

Whilst welcoming the progress made so far, Conference strongly believes that much more needs to be done to improve matters further and strengthen the links between the trades unions and the Labour Party. Conference calls on the governments of Ireland and the UK to deliver rights for workers that ensure that they no longer continue to be cheaper to dismiss than their European counterparts.



## **19. Employment & Trade Union Rights (Item 14) *Cont.***

Conference welcomes the UK Trade Union Freedom Bill, which seeks to deliver better protection for striking workers, fairer industrial action ballots, notice procedures, reform of the use of injunctions and allowing supportive action in certain circumstances.

Conference calls on the EC to support the TUC and those Labour MPs campaigning to keep the Trade Union Freedom Bill on the political agenda and ensure its provisions become law. Conference congratulates those Labour MPs who declared their intention to support the Agency Workers Bill and calls on the EC to seek an explanation from the Government as to why, as has been widely reported, they were not prepared to support this measure.

Conference thanks Tony Lloyd MP for setting down his Early Day Motion 1170 on 30 November 2005 and John McDonnell MP for his Early Day Motion 532 on 18 December 2006 and all those MPs that supported these motions. Conference thanks John McDonnell MP for agreeing to introduce a Trade Union Freedom Bill to Parliament on 2 March 2007.

Conference expresses its disappointment that the Government has not given the Trade Union Freedom Bill its backing and deplores the actions of those Labour MPs and a Government Minister who filibustered to prevent a decision on the Agency Workers Bill and a debate on the Trade Union Freedom Bill on 2 March. Conference notes that the Trade Union Freedom Bill has now been rescheduled for a Second Reading on 19 October and calls on members to ask their MP to give it support.

Conference deeply regrets that this Labour government has shown a complete lack of commitment to this Trade Union Freedom Bill and calls on the EC to raise this matter in the strongest possible terms with the appropriate Ministers.

Conference further instructs the EC to continue to work with other unions through the TUC and the Labour Party to ensure that the progressive measures introduced since 1997 are built upon. In particular, Conference calls on the EC to campaign for the following:

- (a) an end to National Minimum Wage exemptions affecting young workers;
- (b) an end to the current balloting arrangements for trade union political funds;
- (c) an extension of employment rights to all workers from day one of their employment;
- (d) full compensation for all workers who lost their occupational pensions prior to the establishment of the Pension Protection Fund;
- (e) protection against jobs being outsourced and off-shored, especially in undertakings in receipt of public finances, *(and)*
- (f) fast track action on equal pay in order to address the problems associated with pay inequality that still adversely affect women workers and
- (g) better and more enforceable rights to time off for trade union activity and training.

## **19. Employment & Trade Union Rights (Item 14) Cont.**

Conference notes with concern that Ireland sits at the wrong end of almost every comparative chart or graph in relation to the policies and measures that make work life balance possible. Indeed, according to the ICTU the situation for many working people is actually deteriorating, rather than improving, requiring State intervention in the form of legislation to rectify the problem.

Conference notes that whilst much valuable work has been undertaken through the National Framework Committee on Work Life Balance, government and employer approaches are failing to keep pace with the needs of people who want work reorganised to improve their lives. Conference therefore calls upon the EC to request that the Irish Committee work with the ICTU to address these problems. In particular, Conference believes to make work life balance a sustainable reality for Irish people it is necessary to:

- (a) introduce a flexible working arrangement entitlement for all workers, and
- (b) establish an infrastructure of care and the provision of improved leave arrangements and support to enhance work life balance for working parents.

Conference further believes that a similar entitlement to flexible working arrangements is needed in Britain, and instructs the EC to press for this with the UK government and the Labour Party.

Conference recognises the massive contribution which migrant workers make to our economy, public services and national life. Conference recognises that for some migrant workers working in Britain or Ireland can be a positive and enriching experience. Conference, however, remains alarmed that in reality many migrant workers face day-to-day exploitation by unscrupulous employers, dangerous working conditions, and employment far below their skills level and what is often hostile, unfair and untrue reporting in the media, particularly the right wing press.

Conference supports the principle of freedom of movement for workers in the modern global economy and believes that the most effective way to prevent exploitation of migrant labour is through stronger rights, better enforcement and strong trade union organisation.

Conference, in particular, welcomes the new regulations in Ireland arising from 'Towards 2016', that better protect migrant workers and allows them to apply for and possess their own work permits thereby enhancing their freedom of movement.

Conference calls upon the EC and Irish Committee to build links and work with organisations committed to improving the welfare of migrant workers. Conference further calls on the Association's members and activists to continue to build TSSA organisation as a vehicle for delivering a positive work experience for migrant workers.

Moved by Manuel Cortes (Assistant General Secretary)  
on behalf of Executive Committee  
Seconded by Dave Roberts (East Midlands Technical)

**Carried**

Supported by: Anglia No. 1, London NW General, Midlands Retired

## 19. Employment & Trade Union Rights (Item 14) *Cont.*

### Amendments—

- A. *To delete all between first “to” in line 32 and “Conference” in line 34 and substitute “have terms and conditions of employment of a lower standard than their European counterparts, making it easier to terminate that employment.”*

Moved by James Greed (London & SE Retired)

Seconded formally

**Lost**

- B. *To insert between “law.” and “Conference” in line 40 “Conference congratulates those Labour MPs who declared their intention to support the Agency Workers Bill and calls on the EC to seek an explanation from the Government as to why, as has been widely reported, they were not prepared to support this measure.”.*

Moved by Dave Hillam (Anglia No. 2)

Seconded by Malcolm Harrison (Plymouth)

**Carried**

- C. *To delete “, and” in line 66.*

*To insert between “workers” in line 68 and “Conference” in line 69 “, and (g) better and more enforceable rights to time off for trade union activity and training.”.*

*To insert between “parents.” in line 83 and “Conference” in line 84 new paragraph:*

*“Conference further believes that a similar entitlement to flexible working arrangements is needed in Britain, and instructs the EC to press for this with the UK government and the Labour Party.”.*

Moved by Luke Howard (TfL Central)

Seconded by Kevin Harris (Crewe & Cheshire General)

**Carried**

## 20. Trade Union Freedom Bill (Item 29)

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

Moved by David King (Network Rail North London)

Seconded formally

**Carried**

## 21. Corporate Accountability (Item 31)

That this Conference believes that renewed efforts need to be made to replace conjecture and dialogue on corporate accountability, with a refocus on securing implementation of effective legislation.

Conference requests that the EC brings increased pressure to bear in addressing Network Rail’s delaying resolution of the Ladbroke Grove case and reiterates its call for legislation to be redefined to make prosecution of larger companies more successful.

Moved by Jane Copley (Network Rail East Anglia)

Seconded by Bernard Gentry (Underground No. 1)

**Carried**

## **22. Health & Safety (Item 32)**

That this Conference notes that whilst there has been a reduction in the number of accidents and near misses at level crossings, there is still room for improvement.

Conference will recall the incident at Elsenham in Essex when two young girls were killed at the level crossing, *(because the pavement gates were unlocked. This is just one example of many.)* raising a question over the design and operation of some level crossings.

Conference believes there is a need for an improved campaign for public awareness of the potential danger and for more management control *(on the upkeep of the crossings.)* to significantly reduce the risks associated with level crossings, including the removal of some level crossings.

Conference therefore instructs the EC to make suitable representations to the appropriate bodies.

Moved by Neil Tyson (London SE & Sussex)

Seconded by David King (Network Rail North London)

**Carried**

### **Amendment–**

*To delete all between “crossing” in line 3 and “Conference” in line 5 and substitute “, raising a question over the design and operation of some level crossings.”.*

*To delete all between “control” in line 6 and “Conference” in line 7 and substitute “to significantly reduce the risks associated with level crossings, including the removal of some level crossings.”.*

**Network Rail North London**

**Accepted**

## **23. Health & Safety (Item 33)**

That this Conference is extremely concerned about the breaches of health and safety regulations by contractors working under the PPP contracts on LUL.

Conference calls upon the EC to convey its concerns to the Government, Mayor of London, TfL and LUL about the lack of compliance with safety regulations and to urge the Government to take whatever action is needed to ensure safety and to protect staff and passengers on the Underground network.

Moved by Bernard Gentry (Underground No. 1)

Seconded by Peter Amos (London Metropolitan)

**Carried**

#### **24. Inheritance Tax (Item 53)**

That this Conference notes with concern that the threshold for inheritance tax payments has not been increased (*for a considerable period of time*) in line with the continuing upward trend of house price values.

Conference instructs the EC to make known to the Government and Labour Party that the Association agrees that the threshold for inheritance tax as it stands now comes into the financial concerns of ordinary working families, and not just the very wealthy as was originally intended. Conference believes the Chancellor should change inheritance tax to a level that does not disadvantage families who are not very wealthy.

Moved by Allen Williams (Network Rail West Midlands)

Seconded by James Greed (London SE Retired)

**Carried**

Amendment–

*To delete all between “increased” in line 2 and “Conference” in line 3 and substitute “in line with the continuing upward trend of house price values.”.*

**London SE Retired**

**Accepted**

#### **25. Bullying and Harassment (Item 56)**

That this Conference continues to be concerned at the number of alleged bullying and harassment incidents in the workplace. Conference calls upon the EC to request the Irish Committee to ensure all such reported incidents are fully investigated and appropriate action taken by the company involved.

Conference also calls upon the EC (*to request the Irish Committee*) to ensure as far as possible, that all the Association’s workplace reps and members are fully aware of their rights and duties in these matters.

Moved by Tommy Breen (CIE Executive Grades)

Seconded by George Chalmers (Scotrail Central)

**Carried**

Amendment–

*To delete all between “EC” and second “to” in line 4.*

**Scotrail Central**

**Accepted**

## **26. Disability (Item 57)**

That this Conference welcomes the Disability Discrimination Act 2005 which imposed a new equality duty on public bodies from December 2006. The duty could help remove barriers within society, including work. Conference applauds the TUC for producing guidance to affiliates. Conference feels, however, that the Government does not fully understand the complex and diverse nature of disability discrimination.

Conference is concerned that the duties do not extend to all major private sector employers and that no extra funding will be made available to employers to assist them with barrier removal. 'Efficiency' reviews may compromise barrier removal and 'Access to Work' funding is being restricted within public services.

Conference calls upon the EC to work with the TUC to lobby Government to:

- (a) extend the new duties to private sector employers;
- (b) increase 'Access to Work' resources to remove barriers to work, and
- (c) introduce disability leave legislation.

Conference calls upon the EC to work with the TUC to provide advice to affiliates to negotiate:

- (i) with employers for their funding to remove barriers;
- (ii) incentives for people to declare disability status, and
- (iii) with employers to display the 'Beyond the Barriers' poster series as a commitment to improving work and other opportunities for disabled people.

Moved by Steve Horsfall (Lancs & Cumbria General)

Seconded by John Cass (Network Rail North West)

**Carried**

## **27. Homophobia and Religion (Item 58)**

That this Conference is concerned that the exemption for religious beliefs afforded under the Employment Equality (Sexual Orientation) Regulations 2003 runs the risk of being interpreted very widely. It potentially can be used to prevent lesbian, gay, bisexual, (*transgender*) people from working for any school, voluntary organisation, charity or private company with a religious ethos.

There are growing views amongst many religious organisations to adopt more extreme positions in relation to sexual orientation. This is all the more worrying in view of the fact that the Communities Secretary, Ruth Kelly, who is a member of Opus Dei, is responsible for piloting further Government proposals on goods and services through Parliament.

Conference supports the introduction of the Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006 and also the work of the TUC project on Sexual Orientation and Religion or Belief Regulations. Conference therefore urges the EC to press the Labour government to ensure the maintenance of the principles underlying the Employment Equality Regulations by ensuring that only posts that are strictly religious in nature are exempted from the provisions of the Employment Equality (Sexual Orientation) Regulations 2003. Such posts may be subject to similar provisions to those applying to genuine occupational qualifications under the Sex Discrimination Act.

## **27. Homophobia and Religion (Item 58) Cont.**

Conference also calls on the EC to press the Government to ensure that when it brings in Regulations later this year to comply with the Gender Directive – 2004/113/EC, it does so in such a way as to give transgendered people protection from discrimination in goods and services no less than any other group, and not diluted by unreasonable exceptions

Moved by Steve Floyd (London Bus Operators)

Seconded by Kirstin Donaldson (Network Rail North West)

**Carried**

### **Amendment–**

*To delete “transgender” in line 3.*

*To add at end new paragraph:*

“Conference also calls on the EC to press the Government to ensure that when it brings in Regulations later this year to comply with the Gender Directive – 2004/113/EC, it does so in such a way as to give transgendered people protection from discrimination in goods and services no less than any other group, and not diluted by unreasonable exceptions.”.

## **Network Rail North West**

**Accepted**

## **28. Racism (Composite Items 59 & 60)**

That this Conference notes with alarm the dramatic rise in both racist attacks and Islamophobia since 7 July 2005. Conference is also appalled at the negative attitude of senior politicians, the press and media to our Muslim brothers and sisters and the phrases too often used, “Muslim fundamentalist” or “Islamic fundamentalist”.

Conference is concerned that the recent increase in criticism of aspects of Islamic culture and faith with the climate following the London bombings has fostered racism and hate crimes. This has without doubt at the same time supplied the BNP and other far-right organisations with additional ammunition to peddle their race hate.

Conference is also concerned about the negative media coverage relating to our Eastern European comrades who have come to work in Britain and Ireland as legitimate EU citizens.

Conference believes that the Government must ensure that integration and citizenship is about welcoming diversity, respecting differing cultural, religious and racial identities and encouraging participation in communities and at work.

Conference calls on the Government to:

- (a) make positive links with all faith communities to ensure better understanding and exchange of information;
- (b) engage with the TUC to introduce policies and legislation that will tackle the cause of institutional racism in the UK, and
- (c) work with trades unions to ensure that both workers and employers are made more aware of the need and benefits of working towards a more diverse workforce.

**28. Racism** (Composite Items 59 & 60) *Cont.*

Conference calls on Branches through their local Trades Council or Labour Party to initiate a meeting of political parties, faith and community organisations, business leaders, student unions etc. with a view to agreeing a statement expressing their willingness to co-operate with all those that wish to take a stand against racism and far right extremist views.

Moved by Felicity Premru (TfL Central)

Seconded by Karen Hall (Anglia No. 1)

**Carried**

**Amendment –**

*To add at end new paragraph:*

“Conference calls on Branches through their local Trades Council or Labour Party to initiate a meeting of political parties, faith and community organisations, business leaders, student unions etc. with a view to agreeing a statement expressing their willingness to co-operate with all those that wish to take a stand against racism and far right extremist views.”.

**Anglia No. 1**

**Accepted**

**29. Report and Financial Statement** (Item 35)

That this Conference adopts the Report, Accounts and Balance Sheet for 2006.

Moved by Amarjit Singh (Treasurer)

on behalf of Executive Committee

Seconded formally

**Carried**

**30. Appointment of Auditors** (Item 36)

That this Conference endorses the EC's recommendation for the appointment of Auditors.

Moved by Amarjit Singh (Treasurer)

on behalf of Executive Committee

Seconded formally

**Carried**



### **31. Rule Alteration (Item 37)**

#### **Rule 5 – General Secretary**

Clause (b)

*To insert between second “the” and “retirement” in line 1 “normal”.  
To delete all between “staff” and “unless” in line 2.*

Moved by Amarjit Singh (Treasurer)  
on behalf of Executive Committee  
Seconded formally

**Carried**

### **32. Rule Alteration (Item 38)**

#### **Rule 6 – The Executive Committee**

Clause (h)

*To add at end:*

“(5) in accordance with Rule 24, suspend or remove a lay representative from office.”

Moved by Manuel Cortes (Assistant General Secretary)  
on behalf of the Executive Committee  
Seconded formally

**Carried**

Amendment–

*To insert between “Rule 24,” and “remove” in line 2 “suspend or”.*

Moved by Mitch Tovey (Virgin Midlands)  
Seconded by Steve Floyd (London Bus Operators)

**Carried**

### **33. Rule Alteration (Item 39)**

#### **Rule 10 – Divisional Councils**

*To delete all after Clause (p).*

Moved by Gerry Doherty (General Secretary)  
on behalf of Executive Committee  
Seconded formally

**Carried**

### **34. Rule Alteration (Item 40)**

#### **Rule 14 – Retirement of Staff**

*To delete entire Rule.*

Moved by Amarjit Singh (Treasurer)  
on behalf of Executive Committee  
Seconded formally

**Carried**

### **35. Rule 24 – Lay Staff Reps (Item 41)**

*To add at end:*

“The Executive Committee may from time to time establish and/or amend procedural Rules dealing with the suspension or removal from office of a lay representative who is a staff representative by virtue of being an Association member and who is elected in accordance with agreements entered into by the Association with an employer under Rule 6(h)(5).”

Moved by Manuel Cortes (Assistant General Secretary)  
on behalf of the Executive Committee  
Seconded formally

**Carried**

#### **Amendment–**

*To insert between “the” and “removal” in line 3 “suspension or”.*

*To insert between “representative” and “under” in line 3 “who is a staff representative by virtue of being an Association member and who is elected in accordance with agreements entered into by the Association with an employer”.*

Moved by Mitch Tovey (Virgin Midlands)  
Seconded by Kirstin Donaldson (Network Rail North West)

**Carried**

### **36. Rule Alteration (Item 42)**

#### **Rule 30 – Rates of Subscription**

##### **Clause (b)**

*To delete all after “be” in line 1 and substitute “£2.80 from 1 July 2007.”*

##### **Clause (e)**

*To delete all after “be” in line 1 and substitute “€4.15 per week from 1 July 2007”.*

Moved by Amarjit Singh (Treasurer)  
on behalf of Executive Committee  
Seconded formally

**Carried**

### 37. Rule Alteration (Item 43)

#### Rule 42 – Annual Delegate Conference

##### Clause (a)

*To add at end:* “Each Self Organised Group (SOG) may be represented by one delegate”.

##### Clause (e)

*To add at end:* “Each SOG delegate must be a TSSA member, clear on the books, and elected according to the SOG’s own arrangements. Previous notice of that election must have been given to all of the SOG’s members.”

##### Clause (g)

*To insert between “vote” in line 6 and “. When” in line 7 “as shall each SOG Delegate and a card shall be provided to such Delegates accordingly.”*

##### Clause (l)

*To insert between “Branches” and “not” in line 1 “and SOGs”.*

##### Clause (r)

*To insert between “Branch” and “represented.” in line 5 “or SOG”.*

##### Clause (v)

*To insert between “Branches” and “no” in line 6 “and SOGs”.*

Moved by Gerry Doherty (General Secretary)  
on behalf of Executive Committee  
Seconded formally

**Carried**

#### Amendment–

##### Clause (g)

*To delete lines 5 and 6 and substitute:*

*To delete existing Clause and substitute new Clause:*

“(g) A delegate from a Branch shall have one vote only, except when a vote by card is demanded by not less than ten delegates from Branches.

For the purposes of voting by card, a delegate from each Branch shall be provided with a card bearing a figure representing the number of votes to which the delegate is entitled, being one for every complete 25 Branch members represented.

Delegates from Branches representing less than 25 members shall be entitled to one vote. When voting by card, voting clerks shall reckon each vote equal to 25. A delegate from a SOG shall not be eligible to vote on motions or amendments to motions. See Rule 50 for ballot voting in Conference elections.”.

Moved by Emma Eatwell (Birmingham)  
Seconded formally

**Lost**

### **38. Rule Alteration (Item 44)**

#### **Rule 44 – Delegations**

Clause (f)

*To insert between “Branches” and first “to” in line 1 “and SOGs”.*

*To insert between “Branches” and “of” in line 2 “(or SOGs as the case may be)”.*

Moved by Gerry Doherty (General Secretary)

on behalf of Executive Committee

Seconded formally

**Carried**

### **39. Rule Alteration (Item 45)**

#### **Rule 45 – Special Delegate Conferences**

*To insert between “Branches” and “shall” in line 4 “and SOGs”.*

Moved by Gerry Doherty (General Secretary)

on behalf of Executive Committee

Seconded formally

**Carried**

### **40. Rule Alteration (Item 46)**

#### **Rule 47 – Elections – General Rules**

Clause (c)

*To delete all between second “TSSA” in line 6 and “Except” in line 8 and substitute “location, and, if the candidate wishes, length of membership”.*

Moved by Gerry Doherty (General Secretary)

on behalf of Executive Committee

Seconded formally

**Carried**

### **41. Rule Alteration (Item 47)**

#### **Rule 48 – Election of General Secretary**

Clause (e)(2)

*To delete “maximum” in line 2 and substitute “normal”.*

*To delete all after “staff” in line 3.*

Moved by Amarjit Singh (Treasurer)

on behalf of Executive Committee

Seconded formally

**Carried**

**42. Rule Alteration (Item 48)**

**Rule 50 – Conference Elections**

*To add at end new clause:*

“(f) The rules for the participation of SOGs in elections are set out in Appendix 7.”

Moved by Gerry Doherty (General Secretary)  
on behalf of Executive Committee  
Seconded formally

**Carried**

**43. Rule Alteration (Item 49)**

**Rule 55 – Issue of Circulars and Use of Association’s Name**

*To insert between “Branch” and “or” in line 1 “, SOG”.*

Moved by Gerry Doherty (General Secretary)  
on behalf of Executive Committee  
Seconded formally

**Carried**

**44. Rule Alteration (Item 50)**

**Rule 57 – Donations to Other Unions and Organisations**

*To delete “and” in line 3 and substitute “, SOGs or”.*

Moved by Gerry Doherty (General Secretary)  
on behalf of Executive Committee  
Seconded formally

**Carried**

**45. Rule Alteration (Item 51)**

**New Rule 60 – Self Organised Groups**

*To add new Rule 60:*

- (a) The Executive Committee may at its discretion recognise or derecognise one or more Self Organised Groups (SOGs).
- (b) Procedures for the establishment and operation of SOGs are set out in Appendix 7.
- (c) Each SOG shall provide to the Executive Committee such financial, membership and/or other returns and/or reports, in such format, and at such times, as the Executive Committee may at its discretion require.

Moved by Gerry Doherty (General Secretary)  
on behalf of Executive Committee  
Seconded formally

**Carried**

#### **46. Rule Alteration (Item 52)**

##### **New Appendix 7 – Self Organised Groups**

*To add new Appendix 7 – Self Organised Groups:*

This Appendix sets out procedures for the establishment and operation of Self Organised Groups (SOGs).

##### **(a) Definition**

A Self Organised Group (SOG) is a group of members which has identified itself as 'under-represented' by the traditional structures of TSSA, and has been formally recognised by the Executive Committee under Rule 60.

A SOG is not a Branch of TSSA. The Rules that apply to Branches do not apply to SOGs unless otherwise expressly provided for.

##### **(b) Procedure for recognition**

A group wishing to be recognised for the purposes of these Rules shall send to the Executive Committee a request for recognition including a written statement setting out:

- the name of the group
- the justification for the group
- the membership qualifications for the group
- the purpose and goals of the group

Once the Executive Committee recognises a group under Rule 60 the group shall be a SOG for the purposes of these Rules.

##### **(c) Working arrangements**

Following recognition by the Executive Committee, the SOG shall send to the Executive Committee in writing:

Draft working arrangements detailing its methods of organisation and operation, including budgetary arrangements;

Criteria for membership of the SOG;

Names and contact details of members of the SOG who are to be held accountable to TSSA for organisational and financial purposes;

Each SOG may determine its detailed membership criteria, but SOG membership may only extend to TSSA members.

The Executive Committee may approve or require amendments to the arrangements and criteria and in so doing shall seek to ensure that the same are workable and preserve democratic accountability and transparency of operations whilst protecting sensibilities and confidentiality.

Each SOG is responsible for its own organisation and activities but must at all times operate within TSSA's Rules.

Each SOG shall notify to the Executive Committee its named contacts

(a) annually and (b) upon any change in the identity of those contacts.

##### **(d) Conferences**

Each SOG may submit:

- (1) two motions and two amendments to motions for Annual Conference
- (2) two rule changes and two amendments to motions for varying the rules in rule change years

**46. Rule Alteration (Item 52) Cont.**

(3) an amendment to each Executive Committee reserved motion SOGs may submit motions to the Executive Committee for relevant Labour Party and TUC Annual and Special Conferences. The Executive Committee may endorse and/or amend such motions before submitting them to the relevant body, or the Executive Committee may reject the motions without submitting them. Any such amendment or rejection will ordinarily be discussed with the SOG.

Each SOG shall hold some form of consultation with its wider membership by way of conference or otherwise, at least annually. Notice of such events shall be widely publicised.

**(e) Elections**

SOGs may not participate in elections for internal TSSA positions. SOGs may submit nominations for, and vote in, National Elections for the Trades Union Congress, Labour Party Annual Conference and similar bodies.

Rule 50 (Conference Elections) shall apply to SOGs participating in the elections mentioned in this paragraph of the Appendix, as if the references in Rule 50 to Branches were references to SOGs, save that each SOG shall have one vote in such elections regardless of its membership.

**(f) Funding**

The Executive Committee shall at its discretion make one or more payments to each SOG each year, having regard to the SOG's budgetary proposals.

The Executive Committee will encourage and support each SOG in applications for external funding.

SOGs may not pay an honorarium to any member for organising and administrative duties, but may meet members' reasonable out of pocket expenses properly incurred in connection with the business of the SOG. The Funds of each SOG shall be the common property of TSSA, and shall be applied only for the purposes and in the manner prescribed in the Rules.

If a SOG is derecognised it shall forfeit all and any claims to its Funds, books and other property, all of which shall be handed over to the Head Office, and in default, TSSA may take proceedings for recovery of the Funds, books or other property held by any such SOG or its named contacts.

**(g) Appeals**

Rule 46 (Appeals to Annual Conference) shall apply to SOGs as if the references in Rule 46 to Branches were references to SOGs.

Moved by Gerry Doherty (General Secretary)

on behalf of Executive Committee

Seconded formally

**Carried**

#### **46. Rule Alteration (Item 52) Cont.**

Amendment–

*To insert between “Rules” in line 17 and “(c)” in line 18 “except insofar as they apply to matters covered in Clauses (d) and (e) below, in which case the SOG must already have complied with the requirements of the EC as defined in Clause (c)”.*

Moved by Rod Payne (Paddington & Thames Valley)

Seconded formally

**Lost**

#### **Presentation was made by Gerry Doherty (General Secretary) on Membership Categories, Subscription Rates & Related Matters**

#### **47. Redwatch (Item 61)**

That this Conference notes the increased use by the far right of websites designed to identify targets to attack. These websites, such as Redwatch, feature photographs and personal details of anti-fascist campaigners, trade unionists, students and other activists. The existence and accessibility of such websites is used to identify individual targets for attack by the far right across the country. Several such violent attacks have already been carried out on trade unionists. These include Alec McFadden, the Secretary of Merseyside TUC and life-long campaigner against racism and fascism, who was slashed in the face in an unprovoked attack as he opened his front door. Alec’s details had been posted on the Redwatch site. The stark message to anyone who opposes the far right which is displayed on the Redwatch site is, “They will pay for their crimes”.

Conference believes that despite the attempts by Nick Griffin to dupe people into believing that the BNP is a democratic and respectable Party, the existence and promotion of such disgusting websites shows what the far right are really about. The threat posed by the far right has not lessened and the existence of such websites has, in fact, led to an increase in attacks on both individuals and their property. In addition, police authorities possess the capability to close down such sites already because of the hatred and incitement which they promulgate.

Conference applauds the campaign work already carried out by the Association and other unions in countering the threats posed by the BNP and the rest of the far right as part of the wider anti-fascist and anti-racist movement.

Conference instructs the EC to continue working alongside other trades unions and anti-fascist groups and to campaign for the closure of any website which is used to identify targets for attack by the far right and, where possible, for the prosecution of those responsible for running such websites.

Moved by Steph Owens (Merseyrail Electrics)

Seconded by Kevin Harris (Crewe & Cheshire General)

**Carried**



#### **48. National Health Service (Item 62)**

That this Conference is concerned that despite large quantities of taxpayers' money being put into the NHS since Labour came to power the large scale mismanagement of these sums is putting this institution under threat.

Conference believes it is important that this national public body, which was introduced by a Labour government, should remain in the public domain and to move sections of it towards the private sector, the introduction of the Private Finance Initiative and independent treatment centres is a betrayal of its original principles.

This Conference congratulates the unions on the March 3rd demonstrations. Conference opposes the idea that the NHS should work for a financial surplus, something a universal free at the point of delivery health service cannot do. Conference supports the principle that the NHS is a long-term investment in the national community's well being and is therefore incompatible with a profit and loss benchmark when the true accountabilities are its achievements, improvements to health and meeting reasonable value for money criteria.

Conference instructs the EC to bring the terms of this motion to the attention of the TUC and Labour government.

Moved by Preston Glass (London NW Retired)

Seconded by Steve Horsfall (Lancs & Cumbria General)

**Carried**

#### **Amendments—**

- A. *To insert between "sector" and "is" in line 4 "*, the introduction of the Private Finance Initiative and independent treatment centres".  
*To insert between "principles." in line 5 and "Conference" in line 6 "This Conference congratulates the unions on the March 3rd demonstrations."*

#### **Lancs & Cumbria General**

**Accepted**

- B. *To insert between "principles." in line 5 and "Conference" in line 6 new paragraph:*  
*"Conference opposes the idea that the NHS should work for a financial surplus, something a universal free at the point of delivery health service cannot do. Conference supports the principle that the NHS is a long-term investment in the national community's well being and is therefore incompatible with a profit and loss benchmark when the true accountabilities are its achievements, improvements to health and meeting reasonable value for money criteria."*

Moved by Vincent Tully (SWT London & Middx)

Seconded by Luke Howard (TfL Central)

**Carried**

#### **49. Post Offices (Item 63)**

That this Conference opposes the threat of large-scale closure of Post Offices which will have an enormous social effect on communities, especially in rural areas.

#### **49. Post Offices (Item 63) Cont.**

These closures will be accelerated by the:

- (a) proposed transfer of Post Office business to private sector companies such as WH Smith under a proposed 5-year plan;
- (b) loss of pension payments and TV licence contracts, and
- (c) proposal to close down the Post Office Card Account system by the year 2010, a cynical act of betrayal of our pensioners who were forced into the scheme by the scrapping of benefit books.

Conference is also concerned that these Post Office closures will not be covered by other financial institutions who have for a number of years reduced services by the wholesale closure of rural branches.

Conference instructs the EC to use all available means to bring the terms of this motion to the attention of the TUC and the Government.

Moved by Preston Glass (London NW Retired)

Seconded by Robert Wise (EWS Eastern)

**Carried**

#### **50. Conditions of Service (Item 21)**

That this Conference deploras the recently distributed report on the establishment of the Dublin Transport Authority and, in particular, the omission of any reference to passengers and staff. Conference calls upon the EC to request the Irish Committee to seek guarantees from the Department of Transport, for staff employed by CIE and its subsidiary companies, on the following issues:

- (a) security of employment;
- (b) pay and conditions, and
- (c) pensions.

Moved by Celia Millane (CIE Executive Grades)

Seconded by Maureen Sneyd (Cork)

**Carried**

#### **51. Conditions of Service (Item 22)**

That this Conference supports the campaign to keep the East London Line in public ownership.

Conference notes, however, that LUL and TfL will not give any assurances whatsoever that if the campaign is successful, that the staff will return to their original posts on the East London Line.

Conference therefore instructs the EC to obtain assurances from LUL and TfL that staff who express an interest to continue working on the East London Line will return to their original posts if the political campaign is successful in keeping it under LUL's control and in the public sector.

Moved by Peter Amos (London Metropolitan)

Seconded by Bernard Gentry (Underground No. 1)

**Carried**

## **52. Conditions of Service (Item 23)**

That this Conference deplores those managements who make daily deductions of pay from an employee who is off work due to sickness. Conference believes that this system of taking money from employees' pay, even though the employee has confirmed that they are off sick (*and under medication,*) is wrong.

This policy is particularly discriminatory against pregnant women who are unable to work due to pregnancy related conditions, but are unable to take medication.

Conference therefore instructs the EC to make suitable representations to the appropriate managements to eliminate this undesirable system.

Moved by David Yale (London SE & Sussex)

Seconded formally

**Carried**

Amendment–

*To delete all between "sick" and "is" in line 3.*

*To insert between "wrong." in line 3 and "Conference" in line 4 new paragraph:*

*"This policy is particularly discriminatory against pregnant women who are unable to work due to pregnancy related conditions, but are unable to take medication."*

Moved by Mick Carney (South Eastern Metro)

Seconded by Karen Hall (Anglia No. 1)

**Carried**

## **53. Conditions of Service (Item 24)**

That this Conference recognises the difficulties faced by the Association's negotiators in TOCs whose boundaries have been changed by the franchising process.

When new franchises are created from parts of more than one previous franchise, harmonisation of staff conditions of service is required. Negotiations for this are very complex and time consuming.

Conference considers that the solution to this is the standardisation of conditions of service across all train operators. This should be made a condition of the award of any franchise. It would also facilitate the eventual recreation of a single national railway.

Moved by Steve Wiltshire (Northern & TPE Yorkshire)

Seconded formally

**Carried**

Amendment–

*To insert between first "of" and "conditions" in line 5 "terms and".*

*To delete all between "operators." and "facilitate" in line 6 and substitute new paragraph:*

*"Conference asks the EC to consult with the relevant Government body responsible for the awarding of franchises in an effort to standardise terms and conditions throughout TOCs and other related transport industries. Conference feels this would be a major step to".*

Moved by Barry Laver (Great Eastern Railway)

Seconded formally

**Not Carried**

## Third Day's Proceedings

### **54. Conditions of Service (Item 25)**

That this Conference is concerned about the continuing practice of companies insisting on their Managers working overtime without remuneration.

Conference calls upon the EC to work towards ending this situation for the benefit of all grades within the companies where the Association has negotiating rights.

Moved by Terry Dawson (Southern Inner)

Seconded by Allen Williams (Network Rail West Midlands)

**Carried**

### **55. Conditions of Service (Item 26)**

That this Conference finds the workplace disciplinary process biased against anyone accused of any breach, and the accused person is denied natural justice.

Conference calls on the EC to use appropriate resources in a timely manner to bring about fairer workplace disciplinary processes by working with ACAS and the TUC to develop a new and, if necessary, enforceable Approved Code of Practice to deliver natural justice to all parties.

Conference further calls on the EC to also act more directly to ensure fairness in these processes, by negotiation with employers to redirect workplace disciplinary practices towards natural justice.

Conference endorses appropriate early use of the Association's legal resources, in pursuit of natural justice, as a potential alternative to the drawn-out and stressful Employment Tribunal process.

Moved by Steve Halliwell (SWT London & Middx)

Seconded formally

**Lost**

#### **56. Machinery of Negotiation (Item 27)**

That this Conference is alarmed by the increasing number of ticket office windows closed at booking offices throughout 'one' railway and other TOCs due to management 'dragging their heels' over the advertising and filling of vacancies, which is causing undue stress to the Association's members in the workplace. Conference feels that this is a cost cutting exercise by management in an effort to recoup income lost owing to the events of 7 July 2005.

Conference asks the EC to direct the Association's full-time Negotiators to consult with affected TOCs to try to reach agreements over sensible time scales in which vacancies should be filled.

Conference feels that these meetings should either be on a three-monthly basis or that vacancies should be placed on the agenda for scheduled Council meetings with management. Conference is aware that the immediate filling of vacancies is not always in the best interest of the Association's members so would ask that any agreements reached should be of a flexible nature.

Moved by Barry Laver (Great Eastern Railway)

Seconded by Karen Hall (Anglia No. 1)

**Carried**

#### **57. Machinery of Negotiation (Item 28)**

That this Conference recognises the difficulties facing the Association at national level dealing with the Network Rail Machinery of Negotiation and Consultation. The Association, however, could help itself by utilising the local knowledge and experience of Area Council reps in dealing with national principles consultations.

Conference therefore calls on the EC to set up a process whereby national principles consultations are preceded by meetings between full-time Organisers and affected Area Council reps. If necessary, the Area Council reps should be in attendance at the principles meetings.

Moved by Peter Jones (Network Rail East Midlands)

Seconded by Allen Williams (Network Rail East Midlands)

**Lost**

### **58. Transport Management (Item 71)**

That this Conference notes that the Office of Fair Trading stringently applies the Competition Act 1998 to the bus industry, in spite of having no previous experience in this sector of the transport market.

Conference believes that, whilst acknowledging that the Competition Act 1998 is designed to ensure that businesses compete on a fair basis, is concerned that fear of making agreements between bus operators may actually lead to the loss of consumer benefit, such as co-ordinated timetables, fares and marketing.

Conference notes that some bus company directors are so concerned that potential breaches of the law might take place, management and some clerical staff are being encouraged to provide written reports about social meetings they may have with colleagues within the industry. Since bus operators are supposed to be part of the Government's aim towards integrated transport policy, and as such should be competing with the private car, Conference believes that there should be a review of how the Competition Act 1998 should be applied to the bus industry. Conference therefore instructs the EC to lobby Parliament to amend the legislation accordingly.

Moved by Steve Floyd (London Bus Operators)

Seconded by Ian McDonald (South Eastern (Kent))

**Carried**

### **59. Transport Management (Item 72)**

That this Conference is pleased to note the suggestion of greater regulation of bus services outside London, but wishes to see a full return to integrated and regulated services at the first opportunity.

Conference instructs the EC to campaign for this objective and also for the return of the UK bus industry to public ownership.

Moved by Luke Howard (TfL Central)

Seconded formally

**Carried**

### **Amendment–**

*To delete all after "opportunity." in line 2 and substitute new paragraphs:*

"Conference also welcomes the aims in the draft Transport Bill to improve bus services by strengthening the marketing of services and timetables, avoiding having too many unexpected changes to services, and better protection to the provision of rural services.

Conference instructs the EC to support this Bill and these objectives in the consultation process so that future provision of bus services in the UK will benefit from better regulation, integration and accountability."

Moved by Preston Brooker (London Bus Operators)

Seconded formally

**Lost**

## 60. Transport Management (Item 73)

That this Conference is deeply concerned at the continuing deterioration of weekend rail services. Not only is Network Rail increasing the number of Saturday and Sunday track possessions, but some TOCs are failing to provide staff to operate their advertised service, thereby causing numerous train cancellations.

Conference instructs the EC to take this matter up with the relevant authorities in order to reverse this trend.

Moved by Mick Risbridger (West Midlands Technical)

Seconded by Lesley Lewis (Network Rail East Anglia)

**Carried**

### Amendment–

*To insert between “of” and “weekend” in line 1 “reliable”.*

*To insert between “cancellations” in line 3 and “Conference” in line 4 “, many of which were intended to provide a connection with replacement bus services”.*

Moved by David Yale (London SE & Sussex)

Seconded formally

**Lost**

## 61. Transport Management (Item 74)

That this Conference is concerned over the disbanding of the SRA and the transfer of their policies and schedules to the DfT. Conference, in particular, is concerned for both the public and Association members in regard to any attempt by the TOCs to change booking offices’ opening and closing times which were protected by Schedule 17 under the SRA. Schedule 17 is now under the domain of the DfT and Conference requests the EC to consult with the DfT and, if possible, gain assurances of the future protection of Schedule 17 and any other policies and schedules deemed to be beneficial to the Association’s members in the workplace.

Conference also requests the EC to take appropriate action against any TOC who infringes the conditions contained in Schedule 17 where the infringement has been brought to the attention of the EC.

Moved by Barry Laver (Great Eastern Railway)

Seconded formally

**Carried**

### Amendment–

*To delete all between “Conference” and first “the” in line 1 and substitute “notes”.*

*To delete “requests” in line 4 and substitute “instructs”.*

*To delete “, if possible,” in line 5.*

*To insert between “protection” and “of” in line 5 “and more robust enforcement”.*

Moved by Mick Carney (South Eastern Metro)

Seconded formally

**Lost**

## 62. Transport Policy (Item 75)

That this Conference is appalled by the constant use of the pricing mechanism to control the growth in passenger numbers on rail.

Conference condemns the Government for its lack of intervention and for ignoring the opportunities to make franchisees commit to expansion of services and stop the inflation busting rises that are not for financial necessity, but simply to limit the passenger usage of the existing network.

Conference understands that the clear messages (*on*) to help combat climate change are pointing the way to a higher use of public transport and the need to reduce the indiscriminate use of the motor car. Conference believes that the stance of the franchisees and the Government is duplicitous and resolves to oppose vigorously any further use of pricing as a mechanism to deter the wider use of rail as a principal component of national transport solution.

Government and franchisees should be working together to expand rail services in such a way as to obviate the need for such a negative price mechanism.

Moved by Dave Roberts (East Midlands Technical)

Seconded by Peter Scott (North Yorkshire)

**Carried**

Amendments—

A. *To delete “on” in line 6 and substitute “to help combat”.*

**Lancs & Cumbria General**

**Accepted**

B. *To add at end “Government and franchisees should be working together to expand rail services in such a way as to obviate the need for such a negative price mechanism.”.*

**North Yorkshire**

**Accepted**

Supported by: Lancs & Cumbria General

## 63. Transport Policy (Item 76)

That this Conference believes that the latest round of re-franchising of rail companies is even worse than the first round of franchises. The dreadful way that the Cross Country franchise has been dealt with confirms that the SRA and DfT have lost any semblance of strategic vision.

Franchises have been handed out on a ‘cheap and cheerful’ basis with no thought for the service to rail users. Conference believes the only way for rail to serve its customers properly is to bring all passenger services back together under one ‘not for profit’ organisation.

Conference also notes the problems caused by the continual movement of staff between different companies and calls on the EC to pursue early talks with the franchise holders and ATOC to find satisfactory ways of re-harmonising those affected by these changes.

Moved by Steve Horsfall (Lancs & Cumbria General)

Seconded by Kevin Harris (Crewe & Cheshire General)

**Carried**



#### **64. Transport Policy (Item 77)**

That this Conference dismisses the findings of the Eddington Transport Review which displays a biased view against significant rail investment in favour of impractical charging regimes for road and air transport. While road pricing may be a good idea in principle, it should, if implemented, be accompanied by massive investment in public transport. All revenue received as a result should be used for further public transport investment and subsidy.

Conference calls for an objective and independent examination of the case for new electrified and upgraded rail lines which would (*alleviate the need for the adverse environmental consequences of*) avoid the adverse environmental consequences of constantly expanding road and air routes.

Conference also instructs the EC to urge the Government accordingly and to remind them of the Labour Party's policy for public ownership of the railways, agreed at their Annual Conference in 2004.

Moved by Ian McDonald (South Eastern (Kent))

Seconded by Dave Hillam (Anglia No. 2)

**Remitted**

#### **Amendment—**

*To insert between "transport." in line 2 and "Conference" in line 3 "While road pricing may be a good idea in principle, it should, if implemented, be accompanied by massive investment in public transport. All revenue received as a result should be used for further public transport investment and subsidy."*

*To insert between "new" and "and" in line 3 " , electrified".*

*To delete all between "would" and "expanding" in line 4 and substitute "avoid the adverse environmental consequences of constantly"*

*To add at end "Conference also instructs the EC to urge the Government accordingly and to remind them of the Labour Party's policy for public ownership of the railways, agreed at their Annual Conference in 2004."*

**South Eastern (Kent)**

**Accepted**

#### **65. Transport Policy (Item 78)**

That this Conference notes with dismay the continuing disparity between air fares and those endured by rail passengers. Conference feels that a solution to this would be to substantially increase the cost of short haul and domestic air travel by way of taxes. The accrued revenue should be used to force rail companies to reduce the cost of longer distance rail tickets which could be many more times expensive than corresponding air fares. This would not only encourage more rail travel but more importantly be a necessary step to help climate change.

Conference instructs the EC by any means possible, for example lobbying, petitioning etc. to pressure the Government and put a stop to the current uneven balance between rail and air fares.

Moved by John Morris (South Eastern Metro)

Seconded by Ian McDonald (South Eastern (Kent))

**Carried**

## **66. Transport Policy (Item 79)**

That this Conference is concerned at the almost total demise of rail freight within Irish Rail.

Conference believes that this policy is short-sighted given the resulting increase in the amount of freight carried by road and the consequences this will have in terms of road accidents and CO<sup>2</sup> emissions.

Conference asks the EC to request the Irish Committee to campaign, in conjunction with the ICTU, to return freight to the rail system. If action is not taken to restore the rail freight network then the consequences will be loss of air quality, increased road traffic and increased road fatalities.

Moved by Maureen Sneyd (Cork)

Seconded formally

**Carried**

## **67. Trade Justice (Item 64)**

That this Conference notes that the 2005 G8 summit in Gleneagles agreed that concerted action was needed to address extreme poverty. Many promises were made and some decisions, like debt relief, are beginning to have an effect. Very little progress, however, has been made on the most important issue, trade.

In response to calls to make poverty history, the UK government promised to make trade work for the poor, but following the collapse of the 2006 World Trade Organisation talks, the UK and EU are now working to ensure that some of the poorest nations sign up to grossly unfair trade deals.

These deals are called Economic Partnership Agreements (EPAs) and they will affect the lives of 750 million of the world's poorest people. These EPAs are being negotiated between the EU and 77 of its former colonies and will force poor countries' farmers and industries into unfair competition with rich countries.

Conference agrees that unless the EPAs are radically reformed, the impact in African, Caribbean and Pacific countries will be:

- (a) job losses, government revenue losses and cuts in public services as developing countries are forced to open up their markets to the EU before they are ready;
- (b) corporate domination as African, Caribbean and Pacific governments' ability to regulate big business is restricted, and
- (c) weakened democracy as governments will be prevented from choosing their own development strategies.

Conference calls on the Government to stop negotiating these deals in their current form and to work with poor countries to develop alternative arrangements that will help to bring about trade justice.

Moved by Malcolm Wallace (Anglia No. 1)

Seconded by Steph Owens (Merseyrail Electrics)

**Carried**

## 68. World Peace (Item 65)

That this Conference is aware that one of the most severe problems facing humanity is war and the continuing threat of war.

Conference reiterates its opposition to the war in Iraq and is alarmed at the threats being made against other countries in the region, notably Iran and Syria. Conference is of the view that the problems in the Middle East must be solved politically and not militarily and expresses its opposition to any attack on Iran and Syria.

Conference is also concerned that the NATO allied action in Afghanistan has now been going on for over five years, with the deaths of many British soldiers and hundreds of innocent civilians killed in US bombing raids, with no peaceful outcome in sight.

Conference instructs the EC to contact the British government and ask it to state its opposition to the use of arms to resolve Middle Eastern political issues.

Conference furthermore recognises that there will be no peace in the Middle East until the occupation of Palestine is brought to an end and the conflict between Israel and the Palestinian National Authority is settled in line with UN resolutions.

Conference condemns the recent Israeli invasion of Lebanon and significant loss of civilian lives in a gross over-reaction to the conflict, and is appalled at the UK and US governments' failure to call for a ceasefire until too late. Conference condemns the refusal of the UK and US governments to negotiate with the democratically elected government in the Occupied Territories resulting in unpaid wages, further unemployment, poverty and desperation. Conference further instructs the EC to disaffiliate from Trade Union Friends of Israel, which although well meaning on the EC's part, was an error of judgement

Moved by Harriet Yeo (South Eastern (Kent))

Seconded by Mitch Tovey (Virgin Midlands)

**Lost**

### Amendment—

*To insert between "Syria." in line 5 and "Conference" in line 6 "Conference is also concerned that the NATO allied action in Afghanistan has now been going on for over five years, with the deaths of many British soldiers and hundreds of innocent civilians killed in US bombing raids, with no peaceful outcome in sight."*

*To insert between "resolve" and "political" in line 7 "Middle Eastern".*

*To add at end new paragraph:*

"Conference condemns the recent Israeli invasion of Lebanon and significant loss of civilian lives in a gross over-reaction to the conflict, and is appalled at the UK and US governments' failure to call for a ceasefire until too late. Conference condemns the refusal of the UK and US governments to negotiate with the democratically elected government in the Occupied Territories resulting in unpaid wages, further unemployment, poverty and desperation. Conference further instructs the EC to disaffiliate from Trade Union Friends of Israel, which although well meaning on the EC's part, was an error of judgement.

**South Eastern (Kent)**

**Accepted**

## **69. Colombian Human and Trade Union Rights (Item 66)**

That this Conference notes that given the systematic and selective violence against trade unionists in Colombia continues in a climate of impunity, attacks are made against fundamental trade union rights, legal provisions on child labour are not enforced, there is discrimination in employment and also forced labour.

Conference calls on the EC to support the newly agreed ILO Permanent Representation in Colombia and to campaign by all means, including the Association's affiliations to Amnesty International and Justice for Colombia, to protect the lives and labour rights of the Colombian people.

Conference believes that to assist the ILO, appropriate representations should be made by the EC to the UK Labour government to withdraw the military aid currently being afforded to the Colombian government

Moved by Ken Pringle (Belfast)

Seconded by Kevin Harris (Crewe & Cheshire General)

**Carried**

### **Amendment—**

*To add at end new paragraph:*

"Conference believes that to assist the ILO, appropriate representations should be made by the EC to the UK Labour government to withdraw the military aid currently being afforded to the Colombian government.

**Crewe & Cheshire General**

**Accepted**

## **70. Nuclear Disarmament (Composite of Items 67/68/69/70)**

That this Conference reaffirms its policy of opposition to the purchase and replacement of nuclear weapons by the British government, as agreed in the terms of Item 77 at 1997 Annual Conference.

Conference notes Tony Blair's announcement in December 2005 that Britain needs to build a new generation of nuclear weapons. In his announcement, he focused on the close nature of Britain's relationship with America but went on to say, "Close as it is, the independent nature of the British deterrent is an additional insurance against circumstances where we are threatened but America is not", circumstances which he admitted are highly unlikely. Senior defence sources at the MoD predict that with running costs of an additional £1.5 billion per year, the total lifetime cost of such proposals will be somewhere in the region of £65 billion. Conference believes that the exorbitant costs involved in replacing Trident are unacceptable. This money would be better spent on fighting world-wide poverty, a major contributor to global conflict.

Irrespective of whether unilateral or multi-lateral disarmament was the correct strategy for the Cold War, the world has moved on. Conference believes that the principal aims of tackling global poverty, improved NHS and education provision and a better public transport system could all be very positively enhanced by using the billions of pounds that this would liberate on a programme to address all of these issues.

## **70. Nuclear Disarmament (Composite of Items 67/68/69/70) *Cont.***

Conference further notes that as a signatory of the Non-Proliferation Treaty, Britain is committed under Article VI to seek the reduction and liquidation of its nuclear stockpiles. If a new generation of nuclear weapons were developed Britain would be in violation of its obligations. Replacing Trident would encourage states without nuclear weapons to develop their own capability. Conference further believes that having a nuclear weapon capability is not a deterrent to terrorism and encouraging further proliferation of nuclear arms increases the chances of weapons or other nuclear material falling into the hands of terrorists.

Conference therefore calls on the EC to express most forcefully to the British government its view that Britain should honour its obligations under the nuclear Non-Proliferation Treaty and reject any suggestions of renewal or replacement of Trident nuclear warheads or of the submarines that carry them. Britain should urge similar decisions on its allies and recognise this as the only possible position from which to negotiate the non-acquisition of nuclear weapons by countries around the world.

Conference therefore resolves to oppose the Labour government's plans for Trident replacement and to jointly campaign with other trades unions, the wider labour movement and other organisations who oppose building a new generation of nuclear weapons to win popular support for the Association's position.

Conference calls on the EC to use every opportunity to raise this matter and promote the position of opposition to the renewal or replacement of Trident with the Government, within the Labour Party, including at Labour Party Conference, and at the TUC, including a submission to Congress.

Conference agrees to affiliate to CND and to support campaigns and demonstrations called by Stop the War Campaign and CND to support this policy.

Moved by Dave Roberts (East Midlands Technical)

Seconded by Dave Howarth (North Yorkshire)

**Carried**

Supported by Merseyrail Electrics

## **71. Sustainable Development and the Environment (Composite of Items 101/102/103)**

That this Conference notes that environmental issues continue to move to the top of the agenda of all the major political parties. Conference welcomes this development as it at last begins to acknowledge the magnitude of the issue to the survival of the planet. Conference believes that everyone has an important part to play in helping overcome the problems associated with global warming and climate change.

Conference believes combating climate change is a combination of large measures, such as taxing aviation fuel, and actions taken by individuals.

Conference calls on the EC to educate and encourage all Association members and their employers to recycle wherever possible at work and at home in order to help protect the planet.

## **71. Sustainable Development and the Environment** (Composite of Items 101/102/103) *Cont.*

Conference congratulates London on becoming the first major city to publish a comprehensive plan designed to cut carbon emissions and calls on other cities to do likewise. Conference supports the view contained in the Mayor of London's plan 'Action Today to Protect Tomorrow' that no new nuclear power stations should be built in the UK and the Association's opposition to the Government's policy for private enterprise to propose, develop, construct and operate new nuclear power stations.

Conference notes that although the Government's 2003 White Paper 'Our Energy Future – Creating a Low Carbon Economy' did not rule out the possibility that nuclear energy might be required, it stated "Although nuclear power produces no carbon monoxide, its current economics make new nuclear build an unattractive option, and there are important issues of nuclear waste to be resolved. Against this background we conclude that it is right to concentrate our efforts on energy efficiency and renewables. We do not, therefore, propose to support new nuclear build now."

Conference supports this view and believes that the high cost of building nuclear power stations and the storage of nuclear waste will divert resources away from decentralised energy solutions that can deliver the significant emission reductions necessary.

Conference notes that on 15 February 2007 the environmental group, Greenpeace, won a High Court ruling that threw out the Government's 2006 Energy Review on the basis that it was "seriously flawed", with Justice Sullivan stating that the Review's wording on nuclear waste disposal was "not merely wholly inadequate, it was also seriously misleading."

Conference particularly welcomes the publication in March 2007 of the British government's draft Climate Change Bill. This is an important development and Conference supports various matters set out in the Bill including:

- (a) five-yearly carbon budgets from 2008 to 2050, but seeks to support two-yearly reviews, and
- (b) appointment of a new independent Committee on Climate Change to monitor reductions that will amongst other things produce an annual report to Parliament that Ministers will have to respond to.

Conference therefore resolves to work with the Government to reduce carbon dioxide emissions by 60% by 2050. Conference also considers that this should result in action against climate change and should lead to a big effort across government, and wider society, to change behaviour, including greater emphasis on the use of public transport that has real environmental advantages that have by no means been fully realised.

Conference believes that legally binding targets to cut carbon emissions in 13 years is a positive contribution to the problem of climate change, but not a final solution. Conference expects the greater discipline of binding targets to lead the Government to look more closely at energy efficiency in the workplace, as well as the home and to consider the central role that clean coal and carbon capture and storage should play in future power generation in the UK.

## **71. Sustainable Development and the Environment** (Composite of Items 101/102/103) *Cont.*

Conference agrees that clean coal technology has a major contribution to make in clean power generation, not only in the UK and Ireland, but also in other nations still dependent on coal as a major energy source. Conference recognises the strategic national importance of security of energy supply through a diverse fuel mix and instructs the EC to work through the TUC and Labour Party in supporting initiatives designed to deliver such an objective.

Conference is concerned that there are insufficient incentives to encourage the private sector to make the necessary investment in power generation on the scale necessary and within the timeframe required. Conference therefore calls on Governments to address this issue as a priority and seriously consider energy supply as a public utility that should be publicly owned and accountable.

Conference remains convinced that the biggest threat to the UK and Ireland's future prosperity is the continuing damage caused to the environment by over-reliance on private transport and the social exclusion caused by transport networks that do not properly reflect the overall needs of each nation.

Nearly 40 per cent of CO<sub>2</sub> emissions in the UK are from transport and it is estimated that traffic congestion costs businesses £20 billion per annum, with private car usage estimated to grow by between 15 and 20 per cent in the next decade. Conference recognises the role that the Association played in highlighting the fact that the most expensive rail fares in Europe are found in the UK. Conference remains of the view that the differential between the cost of using the car and public transport is having a negative impact on public transport usage and ultimately increases pollution and social exclusion.

Conference, however, notes that inefficient buildings are one of the primary causes of high energy use and therefore CO<sub>2</sub> emissions. Conference therefore instructs the EC to ensure that when consideration is given to any redevelopment of Walkden House or other TSSA owned buildings it shall be designed to reduce CO<sub>2</sub> emissions to an acceptable level.

Conference also believes that a programme of electrification for the national rail network would aid carbon emission reduction.

Conference believes that transport should be seen as a public utility and the railways should be brought back under public ownership and control, along with a restoration of bus regulation.

Conference believes that the 'Open Skies' deal recently signed by the EU and US is a backward step in the fight against global warming and contradicts the aims, stated earlier in this motion, of reducing carbon emissions.

As a trade union organising workers in transport and travel, Conference also considers that the Association has an important contribution to make in promoting public transport and responsible tourism. Conference believes that the Association and the trade union movement should lead by example. Conference, in particular, welcomes the publication in September 2006 of 'First Steps to Greening the Workplace – a TUC Guide'.

Conference considers that the Association's main contribution should be practical and focused on the workplace. Conference instructs the EC to negotiate sustainable workplace framework agreements with companies with which the Association has collective bargaining rights. These agreements should set out:

## 71. Sustainable Development and the Environment (Composite of Items 101/102/103) *Cont.*

- (i) joint commitments to improving environmental performance;
- (ii) principles of employee participation;
- (iii) a joint sustainable workplace policy, and the issues it will cover e.g. energy use, energy sources, resource and waste management;
- (iv) mutual responsibilities and joint procedures for dealing with issues;
- (v) targets and how these will be monitored and assessed, and
- (vi) sustainability objectives integrated with the employer's statutory health and safety policy and with its risk assessment process.

Conference notes that environmental issues are inevitably going to become increasingly important in the workplace and will result in changes affecting the workforce. Where changes take place in the workplace, whether in job roles, work processes or with new developments such as green travel plans, it is important that they are negotiated properly, explained, understood and seen to be fair. Trade union members must be able to respond to both employer-led changes and to be able to raise issues of their own. This means:

- (a) a wider brief for union representatives to include sustainable development;
- (b) giving reps the right to pursue environmentally friendly measures, such as energy saving, waste strategies and travel plans, and
- (c) union involvement in environmental monitoring and management systems.

In endorsing the above, Conference is mindful of the fact that some employers make it difficult for reps to take time off to undertake their existing duties and associated training let alone extending it to these new areas. Conference therefore supports the TUC in pressing the Government to give stronger support and recognition for these duties, through appropriate amendments to the ACAS Code of Practice (Time off for Trade Union Duties and Activities).

Conference urges Association members to consider how they use and conserve energy.

Conference believes that all electrical goods should have their energy rating and power consumption clearly displayed. The current EU ratings, the A++ to G labels seen on 'white goods', are not robust enough to ensure continued improvement in energy efficiency. Conference therefore believes that a system similar to those used in Japan and Australia, where the most energy efficient models are given an A rating and all other models have to reach that standard within a short time, must be introduced.

Conference instructs the EC to bring the terms of this motion to the attention of the Government, Labour Party and TUC.

Moved by Gerry Doherty (General Secretary)  
on behalf of Executive Committee  
Seconded by Malcolm Wallace (Anglia No. 1)

**Carried**

Supported by: East Midlands Technical, GNER Yorkshire, London SE Retired, Network Rail Yorkshire.



## 71. Sustainable Development and the Environment (Composite of Items 101/102/103) *Cont.*

### Amendments—

- A. *To delete “it” in line 3 and substitute “the mainstream political community”.*  
*To insert between “magnitude” and “of” in line 3 “and urgency”.*  
*To insert between “2050” and “Conference” in line 45 “, but recognises that this will not be adequate to address the issue and urges the Government to adopt more challenging targets.”.*  
*To delete “diverse fuel mix” in line 60 and substitute “range of sustainable generation and supply options and strategies to reduce energy demand”.*  
*To insert between “accountable.” in line 66 and “Conference” in line 67 new paragraph:*  
*“Conference calls on the Government to ensure that there is rigorous and public assessment of the environmental impact of all military activity.”.*  
*To insert between “nation.” in line 70 and “Nearly” in line 71 new paragraph:*  
*“Conference urges the Government to address the hidden subsidies to air travel in order to make it more economic for businesses and individuals to travel by less damaging modes or to use information technologies to reduce the need for travel.”.*  
*To delete “railways” in line 87 and substitute “public transport system”.*  
*To delete “both” in line 116.*

Moved by Felicity Premru (TfL Central)

Seconded formally

**Lost**

- B. *To delete “is” in line 50 and substitute “are”.*  
*To delete all between “source.” in line 58 and “Conference” in line 62.*  
*To insert between “nation.” in line 70 and “Nearly” in line 71 new paragraph:*  
*“Conference expresses its concern at the promotion of biofuels as a solution to the problem of transport emissions and at the European Commission’s recent energy and biofuels blueprint. Conference considers that this initiative will, through the need to source biomass production from outside the EU, have a detrimental effect on the environment. This biomass production will also inevitably lead to a reduction in land used for local fuel production, as well as resulting in increased forest clearance and the destruction of biodiversity-rich ecosystems across the world.”.*

Moved by Dave Hillam (Anglia No. 2)

Seconded by Chris Ash (Anglia No. 3)

**Lost**

## 72. TSSA Annual Conference (Item 81)

That this Conference believes that its business should be easily understood by delegates and should be conducted in a way that ensures that as far as is possible, decisions are made on an informed basis.

Conference, therefore, believes that the current practice relating to the submission of motions which seek to amend the Association’s Rules is flawed and does not comply with the principles set out above.

Conference therefore determines that in future all Rule Alteration motions to Conference must:

- (a) be prefaced by a short description setting out the purpose of the change being proposed (the proposition);
- (b) not contain more than one proposition i.e. the Rule Alterations sought should not be in relation to two or more unrelated subject areas;
- (c) set out in one motion all of the alterations required to the Rules that would give effect to the stated proposition, and

**72. TSSA Annual Conference (Item 81) Cont.**

- (d) if carried, as amended or otherwise, in the absence of the carrying of any other Rule Alteration motions, not result in a conflict with other Rules.

Moved by Mitch Tovey (Virgin Midlands)

Seconded by Luke Howard (TfL Central)

**Carried**

Amendment–

*To insert between “out” and “all” in line 10 “in one motion”.*

**TfL Central**

**Accepted**

**73. TSSA Annual Conference (Item 82)**

That this Conference takes the view that the SOC should publish all rejected motions submitted by Branches in an information paper to Annual Conference delegates prior to Conference, unless:

- (a) the Branch has not complied with the instructions contained in the appropriate circulars;  
(b) the documentation submitted has not been completed as instructed by the SOC, and  
(c) the motion is contrary to the values and objectives of the Association.

Conference believes that this is a more open and efficient procedure of dealing with business and will assist delegates in making a decision should a “reference back” be made on a rejected motion.

Moved by Malcolm Wallace (Anglia No. 1)

Seconded formally

**Lost**

Amendments–

- A. *To delete all between second “Conference” in line 2 and “Conference” in line 6 and substitute “stating why they have been rejected.”.*

Moved by David Yale (London SE & Sussex)

Seconded formally

**Lost**

- B. *To delete all between second “Conference” in line 2 and “Conference” in line 6.*

Moved by Steve Halliwell (SWT London & Middx)

Seconded formally

**Lost**

- C. *To delete all between “SOC” in line 4 and “Conference” in line 6.*

Moved by Preston Glass (London NW Retired)

Seconded formally

**Lost**

#### **74. TSSA Branches (Item 83)**

That this Conference is aware that in many areas Company Branches have either ceased to function and have been closed, or are barely functioning with only one or two Officers.

Conference recognises that the pressure on Branch Officers in such circumstances is not acceptable in the long term and will inevitably lead to more Branch closures.

Conference calls upon the EC to initiate a campaign to reinvigorate these Branches. This campaign to be along the lines of those taken when Company Branches were established some six to seven years ago.

Moved by Dave Howarth (North Yorkshire)

Seconded by Ted Johnson (Network Rail East Midlands)

**Carried**

#### **Amendment–**

*To add at end new paragraph:*

“Conference, however, recognises that where these Branches are moribund they will be closed without delay and the members placed within the appropriate local Branches.”.

Moved by Dave Roberts (East Midlands Technical)

Seconded by Trevor Ollis (London North West)

**Lost**

#### **75. TSSA Communications (Item 84)**

That this Conference notes that the EC has taken the decision to cease issuing the thrice-yearly reports known as ‘Quarterly Reports’ on progress of Conference decisions. This decision was taken without the permission of Conference as it was not mentioned in the ‘Parallel Universe’ Report to 2006 Annual Conference.

Conference considers that these reports serve a valuable purpose and should continue. The EC are therefore instructed to reinstate these reports forthwith.

Moved by Ted Johnson (Network Rail East Midlands)

Seconded by Lesley Lewis (Network Rail East Anglia)

**Carried**

## **76. TSSA Communications (Item 85)**

That this Conference endorses the requirement for the Association's Officers and reps to act in accordance with the agreed policies of the union.

Conference regrets that there is no single source of reference for the detail of Association policy. Conference considers that a centralised register of Association policies would be a valuable resource and a useful campaigning tool.

Conference instructs the EC to investigate the feasibility of establishing such a register.

Moved by Steve Wiltshire (Northern & TPE Yorkshire)

Seconded formally

**Carried**

### **A Presentation was made by Manuel Cortes (Assistant General Secretary) on TSSA Strategic Plan**

## **77. TSSA Corporate Governance (Item 86)**

The EC issued a special Circular and report to Branches in April 2007 as called for in Item 28 carried at TSSA 2005 Conference. Please see Page 71 for the full report.

That this Conference endorses the EC's report. Conference congratulates the EC and all those involved in the preparation of the Corporate Governance Report, but recognises that this is part of an ongoing process of openness, improving the Association's efficiency and making members more aware of our internal democracy. Conference therefore looks forward to further developments by the EC and members based on their experiences. Conference calls on members to promote the Association's Governance policy within the trade union and labour movement as and when appropriate.

Moved by Gerry Doherty (General Secretary)

on behalf of Executive Committee

Seconded by Karen Hall (Anglia No. 1)

**Carried**

### **Amendments—**

- A.** *To insert after "report" in line 1 (of motion) "subject to the following changes:  
To delete "Corporate" in the report title and substitute "TSSA".  
To insert between "operates." in line 13 and "The" in line 14 new paragraph:  
"The EC urges Conference to endorse this report and in so doing, adopt the Code of Governance it contains."  
To insert between "Association." in line 75 and "General" in line 76 new major heading: "CODE OF GOVERNANCE".  
To delete "adopted in January 2007" in line 191 and substitute "attached as Appendix A to this Code".  
To delete all between first "of" in line 247 and second "the" in line 248 and substitute "officers such as".  
To insert between "etc." in line 264 and "Executive" in line 265 "Recommendations made by sub-committees or special committees must be endorsed by the full EC to have effect."*

## 77. TSSA Corporate Governance (Item 86) Cont.

*To insert between "stakeholders" in line 282 and first "The" in line 283 new paragraph:*

"The EC should ensure that EC decisions are reported promptly, accurately and comprehensively to relevant members, branches, Divisional Councils, self-organised Groups etc."

*To delete paragraph following heading "All decisions are decisions of the whole Executive Committee" in Appendix B and substitute:*

"The internal process through which a decision has been made and the EC member, officer or sub-committee that recommended the decision should not be disclosed. Decisions reached by the EC are binding on all members of the EC."

*To delete paragraph immediately preceding heading "Agreements to Differ" in Appendix B and substitute "Conference in particular adopts the TSSA Vision, Mission Statement and Values set out in the Code."*

Moved by Luke Howard (TfL Central)

Seconded by Kirstin Donaldson (Network Rail North West)

**Lost**

**B.** *To insert after "report" in line 1 (of motion) "subject to the following changes:*

*To insert between "meetings." in line 301 and "Executive" in line 302 new paragraph:*

- to enable members to observe this openness and accountability the Minutes of EC meetings (excluding confidential items) shall be circulated to Branches and or made available on the TSSA Branch website."

Moved by Dave Roberts (East Midlands Technical)

Seconded by Denis Bhardwa (Underground Ops Managers)

**Lost**

## 78. TSSA Corporate Governance (Item 87)

That this Conference welcomes the EC's interim report on Corporate Governance for the Association. In the hope of influencing such an important document, Conference asks the EC to ensure that LUL members get the support and representation from full-time Officers, that such a large contingent of membership requires.

Conference is fully aware of the changes within the Association's structure that have put extra workloads on the full-time Officers, however, to have little or no representation cannot concur with the ethics of good governance. This clearly sends a message to employers that the Association is ineffective or uninterested in pursuing its members' aspirations.

Conference urges the EC to support this motion, which simply asks that the full-time Officers are proactive when dealing with company negotiations, agreements and regular attendance at meetings, as specified, within the company machineries.

Moved by Bernard Gentry (Underground No. 1)

Seconded by Preston Brooker (London Bus Operators)

**Lost**

# Fourth Days' Proceedings

## **79. TSSA Delegations (Item 88)**

That this Conference believes that the Association's delegates to policy-making Conferences of the ITF should be composed of:

- (a) the President and General Secretary, and
- (b) other delegates as necessary elected from amongst the membership.

Conference instructs the EC to conduct elections for other such delegates by Branch ballot amongst all Branches on a similar basis to those for the TUC and Labour Party Conference.

Moved by Dave Hillam (Anglia No. 2)

Seconded by Mick Carney (South Eastern Metro)

**Lost**

## **80. TSSA Diary (Item 89)**

That this Conference welcomes the exercise undertaken to circulate all members with the nine-item 'Help us to improve your TSSA Diary' questionnaire postcard contained within the November/December issue of the TSSA Journal.

Conference recognises that the 2007 Diary is deficient in that it fails to contain details in respect of the recent reorganisation e.g. addresses and direct telephone numbers of the out-based Regional offices, the new organisational structures and details of the full-time Organisers responsible for the various companies and undertakings for which the Association has negotiating rights.

Conference believes that it is essential that the 2008 Diary contains more appropriate information and instructs the EC accordingly.

Moved by John Barnes (Crewe & Cheshire General)

Seconded formally

**Lost**

## **81. TSSA Health & Safety Reps (Item 90)**

That this Conference believes that in order to strengthen the Association's commitment to the health, safety and welfare of its members and to assist those members who are health and safety reps, the EC is instructed to produce a Health & Safety Reps' Manual to include standard pro-formas for inspection purposes and key information based on legislative requirements of the jurisdictions within which the Association operates.

Moved by Ken Pringle (Belfast)

Seconded by Bert Curtis (London South West)

**Lost**

### **82. TSSA Inter Union Relations (Item 91)**

That this Conference welcomes the support of other trades unions in the setting up of the Railway Pensions Commission.

Conference hopes that a good working relationship with other unions can be maintained by the Association so that areas of common interest can be explored and debated and, where possible, improved.

Moved by David King (Network Rail North London)

Seconded by Robin Whittaker (Paddington & Thames Valley)

**Carried**

### **83. TSSA Membership (Item 92)**

That this Conference requests the EC to include space on the application for membership form for applicants to include their preferred e-mail address. In addition, all existing members should be encouraged to supply preferred e-mail addresses to the Association and these should be advised to their Branch and Divisional Council, as well as held by Head Office.

Moved by Derrick Codling (Coventry)

Seconded by Allen Williams (Network Rail West Midlands)

**Remitted**

### **84. TSSA Meritorious Awards (Item 93)**

That this Conference, mindful of the fundamental importance of Annual Conference in determining Association policy, notes with regret that attendance as a delegate is currently excluded from the list of criteria for meritorious awards.

Conference believes that the EC should re-examine these criteria and that attendance as a Conference delegate should be included as a qualifying item in all cases.

Moved by Rod Payne (Paddington & Thames Valley)

Seconded formally

**Lost**

### **85. TSSA Training (Item 94)**

That this Conference welcomes the Association's 2007 training programme for staff reps. There is a severe shortage of staff reps in many locations. One of the main reasons is the fear of having no training in basic skills when representing a member at a disciplinary or grievance hearing or attending negotiation and consultation meetings. The Association's training programme for 2007 caters for these needs but does not have sufficient courses throughout the year.

Conference asks the EC to agree to use the valuable knowledge and experience of retired staff reps in giving this training upon appointment of new staff reps. This would ensure that new staff reps are competent and confident in dealing with management.

Moved by Glynn Bann (West Coast Traincare (London))

Seconded by Jane Copley (Network Rail East Anglia)

**Lost**

#### **Amendment–**

*To insert between "of" and "retired" in line 6 "recently".*

*To insert between "in" in line 6 and "giving" in line 7 "mentoring and".*

*To add at end "Conference asks that this also be supported by some basic written material, including generic tips for new reps."*

Moved by David King (Network Rail North London)

Seconded formally

**Lost**

### **86. Apprenticeships (Item 30)**

That this Conference notes that since privatisation of the railways there has been a drastic reduction in the number of opportunities for young people to obtain apprenticeships. Conference believes there is a severe shortage of skilled staff in the railway industry.

Conference (*asks the EC, along with the TUC and other relevant bodies, to negotiate with all TOCs*) instructs the EC to obtain the support of other railway trades unions and the TUC to make appropriate representations and enter into negotiations with all railway companies or undertakings concerned to ensure apprenticeships are included as an important part of training programmes, and to recognise that such schemes are essential to ensure a skilled long-term workforce in the railway industry.

Moved by Glynn Bann (West Coast Traincare (London))

Seconded formally

**Carried**



## 86. Apprenticeships (Item 30) *Cont.*

### Amendment—

*To delete all between “Conference” and second “to” in line 4 and substitute “instructs the EC to obtain the support of other railway trades unions and the TUC to make appropriate representations and enter into negotiations with all railway companies or undertakings concerned”.*

Moved by John Barnes (Crewe & Cheshire General)

Seconded formally

**Carried**

## 87. Travel Facilities (Composite Items 95 & 96)

That this Conference is aware that from April 2008 senior citizens will enjoy free national off-peak bus travel. Conference welcomes this concession towards our senior citizens but believes that this should only be a step towards a national off-peak travel scheme which also includes all national and local public transport systems (*the national rail network and metro systems*).

Conference, mindful of the proposed transport franchise changes in various parts of the country, is concerned that this could lead to a worsening of travel concessions currently available to pensioners.

Conference instructs the EC to use all available means to make these concerns known to the appropriate bodies, TUC, Labour Party and Government the Welsh Assembly and Scottish Parliament.

Moved by James Greed (London S.E. Retired)

Seconded by Bob Dugdale (Midlands Retired)

**Carried**

### Amendments—

- A. *To delete all between “includes” in line 4 and “Conference” in line 6 and substitute “all national and local public transport systems.”.*

**Yorkshire Retired**

**Accepted**

- B. *To insert between “systems.” in line 5 and “Conference” in line 6 new paragraph:*

*“Conference notes that the existing Freedom Pass scheme in London already extends travel concessions to other modes, but is alarmed that the Concessionary Bus Travel Bill has been used to attempt to water down the existing scheme in London.”.*

Moved by Steve Floyd (London Bus Operators)

Seconded formally

**Lost**

- C. *To insert between “TUC” and “and” in line 10 “, Labour Party”.*

**Midlands Retired**

**Accepted**

- D. *To add at end “the Welsh Assembly and Scottish Parliament”.*

**South East Wales**

**Accepted**

Supported by: Yorkshire Retired, South East Wales

### **88. Travel Facilities (Item 97)**

That this Conference regrets the delay to the implementation of Item 25 of 1999 Annual Conference and Item 13 of 2004 Annual Conference.

Conference instructs the EC to quickly finalise this matter and to advise the outcome to 2008 Annual Conference.

Moved by Rob Smith (Staffordshire)

Seconded formally

**Lost**

*Item 25 (1999 AC) read as follows:*

*That this Conference recognises that one effect of railway privatisation has been to increase the number of retired members of staff currently enjoying free and reduced rail travel facilities.*

*Conference considers it opportune for the EC to first of all approach all relevant companies to obtain free carparking facilities and if unsuccessful at least attempt to obtain some concession for such members at those stations which normally levy a parking fee.*

*Conference also notes attacks on carparking concessions of currently employed staff. Conference therefore instructs the EC to defend these conditions.*

*Item 13 (2004 AC) read as follows:*

*That this Conference regrets the lack of progress in implementing Item 25 of 1999 Annual Conference, presumably due to the decision, for negotiating purposes to combine the matter with active staffs' pay and conditions.*

*Conference instructs the EC to deal with the Association's agreed policy as a separate issue as a matter of urgency on behalf of retired colleagues.*

### **89. Travel Facilities (Item 98)**

That this Conference requests the EC to open negotiations with the TOCs to enable holders of a Privilege Ticket Authority Card standard class to retain their annual free travel privilege upon retirement.

Moved by Peter Morgan (Underground Infrastructure)

Seconded by Tekala Akusu (London Underground No. 1)

**Remitted**

## **90. Travel Facilities (Composite of Items 99/100)**

That this Conference, whilst welcoming the completion of the high speed rail link between the Channel Tunnel and St. Pancras, is nevertheless concerned at the lack of locations where (*Eurostar*) through European tickets and reservations may be purchased in the UK. The problems experienced by airlines during 2006 have led to a much higher use of Eurostar and the time has never been more opportune for the extended provision of bookings.

Conference calls upon the EC to approach ATOC with a view to providing countrywide issuing of Eurostar tickets and instructs the EC to campaign vigorously for continental booking facilities to be provided at all mainline stations.

Moved by Rob Smith (Staffordshire)

Seconded by Mick Risbridger (West Midlands Technical)

**Remitted**

Amendment—

*To delete "Eurostar" in line 3 and substitute "through European".*

**Paddington & Thames Valley**

**Accepted**

## **91. Travel Facilities South West Trains (Emergency Item 1)**

That this Conference is gravely concerned that Stagecoach South Western Trains has unilaterally withdrawn all retired staffs' (safeguarded and non-safeguarded) company leisure travel passes, citing Britain's 2006 age-discrimination legislation.

Conference notes that no other TOC in Britain has expressed any similar inclination, and across the EU, which has virtually identical laws, no operator has made any known move to similarly withdraw facilities.

Conference expresses disquiet that these passes were not withdrawn until the new South Western Franchise commenced in February 2007, several months after the law had been in effect, and at least six months since the Bill was published.

Conference calls upon the EC to work with appropriate bodies to restore and, where possible, protect the retired staff company pass without compromising the Association's stance on the restoration of public ownership of the railways.

Conference also calls on the EC to especially take steps to protect non-safeguarded retired railway staffs' in rural areas from catastrophic loss of travel facilities and the hardship imposed on people with fixed incomes, especially in a region where Stagecoach South have already substantially cut back or withdrawn their own bus services.

Moved by Vincent Tully (SWT London & Middx)

Seconded by Kevin Harris (Crewe & Cheshire General)

**Carried**

## **92. Poverty & Inequality (Emergency Item 2)**

That this Conference notes with concern the results of the Joseph Rowntree Foundation's report on Poverty and Ethnicity in the UK which was published on 29 April 2007.

Conference expresses its concern that the report states that 65% of Bangladeshis, 55% of Pakistanis, 45% of black Africans, 30% of black Caribbeans, 25% of Indians, 25% white (other) and 20% of white British live in poverty.

Conference also notes that despite improvements in education and qualifications, people in ethnic minority communities are being overlooked for jobs and, when employed, are paid lower wages.

This report contrasts sharply with the Sunday Times Rich List, published on the same day, which shows that the richest 1,000 people in the UK have seen their wealth grow by £59 billion in the past twelve months, and that since 1997 it has increased from £98.99 billion to £360 billion today.

Conference believes that if we wish to have a more inclusive society for all our citizens the new Leader of the Labour Party will need to address the issue of poverty and inequality as a priority.

Moved by Malcolm Wallace (Anglia No. 1)

Seconded by Trevor Ollis (London NW General)

**Carried**

## **93. Restructuring in Transport for London (Emergency Item 11)**

That this Conference condemns the approach being adopted by TfL Management to restructuring in TfL. A formal meeting on 9 May 2007 to discuss reorganisation at LT Museum, including potential redundancies, was aborted by TSSA and RMT Negotiators after TfL Management declared that they had no intention of taking proper minutes at these formal discussions. This is one of the most blatant ways in which TfL Management are ignoring procedures and protections for staff.

Conference requests the EC to ensure that full support is given to members affected by this organisational change process to safeguard their procedural and employment rights.

Conference also urges the EC to consider campaigning and other activities to apply pressure on TfL if they do not address these issues satisfactorily

Moved by Felicity Premru (TfL Central)

Seconded formally

**Carried**

#### **94. Crewe Railway Station (Emergency Item 14)**

That this Conference expresses its grave concern at the article which appeared in the Crewe Chronicle dated 9 May 2007 indicating that controversial plans are being developed by Network Rail to move Crewe Railway Station located on Nantwich Road to Basford Hall railway sidings located approximately  $\frac{3}{4}$  mile south of the current railway station.

Opposition has already been voiced by all political parties in the Crewe & Nantwich constituency and by Cheshire County Council who have written accordingly to Network Rail, the Transport Minister and Gwyneth Dunwoody MP.

The local Council and Cheshire County Council are already progressing a £38 million gateway project to transform the existing railway station which provides for redevelopment on the Nantwich Road site with a new concourse and entrance off Weston Road.

Conference therefore instructs the EC to support this opposition and make representations as appropriate.

Moved by John Barnes (Crewe & Cheshire General)

Seconded formally

**Carried**

#### **95. Deportation of Sadiq Abakar (Emergency Item 7)**

That this Conference welcomes the campaign against the genocide in Darfur, Sudan and the issue by the International Criminal Court of arrest warrants for war crimes on 2 May 2007. Conference also welcomes the Appeal Court decision on 4 April to halt the deportation of Darfuri asylum seekers to Khartoum.

The Home Office has argued that Khartoum is a safe area, despite the fact that several deportees have been harmed.

Conference is concerned by reports that the Home Office is collaborating with the Sudanese government in questioning asylum seekers from Darfur and, in particular, by the treatment of Sadiq Abakar. Abakar has been seeking asylum since he fled Darfur after imprisonment, torture and the murder of close family members. Instead of granting him rights the British government has treated him as a criminal and police officers have raided his home. He says he was questioned by a Sudanese official at the Home Office in March 2007.

Conference instructs the EC to call on the Home Office to grant full asylum rights in Britain to Sadiq Abakar so that he can lead a normal life and bring up his young family. Conference also urges the Home Office to stop similar deportations of asylum seekers to areas like the Congo and to stop criminalising people who have come from desperate situations.

Moved by Felicity Premru (TfL Central)

Seconded by Steve Wiltshire (Northern & TPE Yorkshire)

**Carried**

## 96. Railway Pensions Commission (Emergency Item 10)

That this Conference notes the publication of the Railway Pensions Commission's (RPC) interim report on 11 May 2007. (*Conference places on record its appreciation to the RPC for its work in producing this interim report.*) Conference is concerned that the underlying theme of the report is seeking to dilute the Association's members negotiated safeguards.

Conference, however, reiterates its policy in instructing the EC to continue to campaign to:

- (a) limit employee contributions to the RPS to no more than 10.56% of pensionable pay;
- (b) ensure that the benefits currently on offer are protected;
- (c) allow new entrants to become members of the scheme, and
- (d) condense the current plethora of RPS funds in existence by creating a pensions section for the TOCs, one for engineering and another for the rest of the industry as the first step towards the recreation of a unified industry wide scheme.

Conference notes with concern the fact that the majority of sections of the RPS are now closed to new entrants. Conference welcomes the statements in the RPC's interim report that confirm the correlation between closed sections or schemes, higher contribution rates and greater risk of scheme instability. Conference calls on the EC to highlight this issue whenever appropriate in future submissions and campaigns on this issue

Conference instructs the EC to continue to work with wherever possible the other unions to secure these goals and the best possible settlement for the long term future of the RPS as an effective means of providing workers in the rail industry with an affordable means of securing good quality defined pension benefits.

Conference believes that an industry wide forum on railway pensions will be of great benefit to all parties. Conference calls on the EC to pursue with vigour the establishment of such a forum.

Conference instructs the EC to maintain a high profile among members for this campaign throughout the coming months.

Conference further reiterates its instruction to the EC to sanction ballots for industrial action to safeguard Association members' pension rights, should the EC consider this to be necessary.

Moved by Manuel Cortes (Assistant General Secretary)  
on behalf of Executive Committee  
Seconded formally

**Carried**

### Amendments—

A. *To delete all between "2007." in line 2 and "Conference" in line 4.*

*To insert between "scheme." in line 13 and "Conference" in line 14 new paragraph:*

"Conference notes with concern the fact that the majority of sections of the RPS are now closed to new entrants. Conference welcomes the statements in the RPC's interim report that confirm the correlation between closed sections or schemes, higher contribution rates and greater risk of scheme instability. Conference calls on the EC to highlight this issue whenever appropriate in future submissions and campaigns on this issue."

**96. Railway Pensions Commission (Emergency Item 10) Cont.**

*To insert between "work" and "with" in line 14 "wherever possible".*

*To insert between "benefits." and "Conference" in line 17 new paragraphs:*

"Conference believes that an industry wide forum on railway pensions will be of great benefit to all parties. Conference calls on the EC to pursue with vigour the establishment of such a forum.

Conference instructs the EC to maintain a high profile among members for this campaign throughout the coming months."

Moved by Dave Hillam (Anglia No. 2)

Seconded formally

**Carried**

**B.** *To delete "places" in line 2 and substitute "whilst placing".*

*To insert between "report." in line 3 and "Conference" in line 4 "is concerned that the underlying theme of the report is seeking to dilute the Association's members negotiated safeguards."*

Moved by Dave Roberts (East Midlands Technical)

Seconded formally

**Carried**

**97. Scottish Parliamentary and Local Council Elections (Emergency Item 13)**

That this Conference condemns the fact that during the Scottish Parliamentary and Local Council elections of 3 May 2007, an estimated 142,000 voters were disenfranchised due to the confusion of running three different elections with two differing voting systems at the same time resulting in excessive levels of 'spoilt ballot papers', problems with the 'e-counting' machines and postal ballots.

Conference further condemns the fact that despite repeated warnings about the pitfalls of introducing the new voting system, new ballot papers and a new method of counting on the same day, these concerns were not adequately considered by the Electoral Commission or by Douglas Alexander, Secretary of State for Scotland.

Conference notes that an inquiry into the affair is being conducted by the Electoral Commission merely as part of the statutory review of the election.

Conference believes that this is prejudicial to an impartial investigation – in essence the Electoral Commission is investigating itself.

Conference therefore calls for a full independent inquiry into the conduct of the Scottish Parliamentary and Local Council elections and instructs the EC to convey the terms of this motion to the Scottish Executive and the Secretary of State for Scotland.

Moved by George Chalmers (Scotrail Central)

Seconded formally

**Carried**

## 97. Scottish Parliamentary and Local Council Elections (Emergency Item 13)

*Cont.*

Amendment—

*To add at end new paragraph:*

“Conference further notes with interest the new alliance between the much reformed Scottish National Party and the Green Party which will probably lead to the introduction of policies supported by the Association, at least in the short term. Conference, however, is concerned about possible stronger efforts by the SNP to introduce independence for Scotland and the inability of the Labour Party to retain majority support in Scotland for its weakened national policies.

Moved by Ian McDonald (South Eastern Kent)

Seconded formally

**Lost**

## 98. Labour Party Leadership Elections (Emergency Motion 9)

That this Conference (*notes*) welcomes the announcements by Tony Blair and John Prescott on 10 May 2007 notifying their intent to step down as Labour Party leader and Deputy Leader respectively.

Conference welcomes the fact that as an affiliate to the Labour Party the Association will be given the opportunity to make supporting nominations for both positions and that members contributing to the Association’s political fund will be given the opportunity to participate in electing the next Prime Minister, Leader and Deputy Leader of the Labour Party.

Conference regrets that the timing of the announcements will not permit conference the opportunity to hear each of the candidates and therefore instructs the EC to consider representations from each of the candidates who appear on the ballot paper before determining how the Association should use its supporting nomination.

Conference, furthermore, records its thanks to Tony Blair, the longest serving Prime Minister in Labour Party history, for his achievements over the past 10 years that has improved the lives of working people and wishes him all the best for the future.

Conference instructs the EC to make all candidates aware of the Association’s view that it is vital to renew the democratic process of the Labour Party. The membership of the Party and the activism of trade unionists in support of Labour has been severely weakened by the erosion of Party democracy

The Association will not give its supporting nomination to any candidate who will not support the Labour Party policy of bringing the railway industry back into public ownership.

Moved by Gerry Doherty (General Secretary)

on behalf of Executive Committee

Seconded formally

**Carried**



## 98. Labour Party Leadership Elections (Emergency Motion 9) *Cont.*

### Amendments—

- A. *To delete “notes” in line 1 and substitute “welcomes”.*

Moved by Dave Roberts (East Midlands Technical)  
Seconded formally

**Carried**

- B. *To insert between “Party.” in line 8 and “Conference” in line 9 new paragraph:*

“Conference expresses its disappointment that the EC has not told us how it intends to fulfil the commitment given in the September/October Journal that members would be given every opportunity to express their views on how the TSSA should cast its vote.”

Moved by Malcolm Wallace (Anglia No. 1)  
Seconded by Dave Hillam (Anglia No. 2)

**Lost**

- C. *To add at end new paragraph:*

“Conference, furthermore, records its thanks to Tony Blair, the longest serving Prime Minister in Labour Party history, for his achievements over the past 10 years that has improved the lives of working people and wishes him all the best for the future.”

Moved by Robert Wise (EWS Eastern)  
Seconded by Trevor Ollis (London NW General)

**Carried**

- D. *To add at end new paragraph:*

“Conference instructs the EC to make all candidates aware of the Association’s view that it is vital to renew the democratic process of the Labour Party. The membership of the Party and the activism of trade unionists in support of Labour has been severely weakened by the erosion of Party democracy.”

Moved by Luke Howard (TfL Central)  
Seconded formally

**Carried**

- E. *To add at end new paragraph:*

“The Association will not give its supporting nomination to any candidate who will not support the Labour Party policy of bringing the railway industry back into public ownership.”

Moved by Nigel Cross (GNER Yorkshire)  
Seconded by Steve Wiltshire (Northern & TPE Yorkshire)

**Carried**

Supported by Delta Rail, GNER Yorkshire, Midlands Retired,  
Northern & TPE Yorkshire, Staffordshire, Virgin Midlands

### **99. Rule Alterations (Item 105)**

That this Conference, having duly passed the several Resolutions which involve alterations to the Rules of the Association, hereby instructs the EC to give effect to all such Resolutions by making the authorised amendments to the Rules affected (including such re-numbering and verbal correcting as may be necessary) and to have the same registered in accordance with statutory requirements – also to produce a sufficient number of printed copies of the amended Rules to be made available to each member on request; the revised Rules to come into operation forthwith, except where otherwise provided for.

Moved by Andy Bain (President)  
on behalf of Executive Committee  
Seconded formally

**Carried**

### **100. Vote of Thanks (Item 106)**

Barry Laver (Great Eastern Railway), moved a vote of thanks to the Mayor of Sefton, Cllr Tommy Mann and Lady Mayoress Ms Jean Lilley, the Conference Venue staff, the President, General Secretary, Treasurer, Executive Committee, Standing Orders Committee, Local Reception Committee and Head Office Staff. This was seconded by Ethnie Abbasali (Underground Infrastructure) and was **Carried**.

Conference concluded with the singing of Auld Lang Syne.

## 101. ELECTION RESULTS

### Standing Orders Committee

RICHARD SCUDDER	8,950
IAN WILSON	8,225
DAVE ROBERTS	6,375
GERRY KENNEDY	6,000

Bob Davies	5,075
John Barnes	2,850
Terry Dawson	2,425
David Yale	2,050
Jan Hamilton	1,575
Emma Eatwell	1,400
David King	1,175
Barry Laver	1,100
Rod Payne	550

### Women's TUC

PAULINE McARDLE	12,625
LINDA HENDERSON	11,275
CATH MURPHY	5,100

Linda Davies	4,050
Jan Hamilton	3,650

### Labour Party Conference

COLIN FARQUHAR	8,675
BERT SLATER	8,125
TREVOR OLLIS	6,800
HILARY HOSKING	5,825
CATHRYN SLATER	5,450

Chris Clark	4,000
Alan Gilbert	2,575
Linda Davies	1,625

### Scrutineers

MITCH TOVEY	9,675
DAVE HILLAM	7,275

Trevor Ollis	4,250
Terry Dawson	3,050
John Barnes	1,400
David Yale	1,350
Bob Dugdale	675

### Trades Union Congress

PAULINE McARDLE	11,300
HARRIET YEO	10,000
JILL MURDOCH	9,400
LUKE HOWARD	6,475

Amarjit Singh	5,875
Joel Kosminsky	3,675
Kevin Harris	3,575
Jan Hamilton	1,875

### Parliamentary Panel

CHRIS CLARK	*
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### Women's Labour Party

CATHRYN SLATER	*
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\* *Elected unopposed*

## EXECUTIVE COMMITTEE REPORT 2007 ANNUAL CONFERENCE

### ITEM 34. SELF ORGANISED GROUPS - THE WAY FORWARD

At 2006 Annual Conference delegates voted to support the Parallel Universe report which was adopted as Association Policy by a large majority. Conference, however, did not carry by a two-thirds majority a key amendment designed to bring into effect a number of changes required to give full effect to the report, and EC had therefore to withdraw all of its proposed rule amendments.	1 2 3 4 5 6
EC has started the process of implementation of Association policy, except for those areas where it had proposed rule amendments. The main area was in respect of the proposals for the recognition of under represented groups and the EC has consulted these groups to see if an alternative approach is possible. Each proposal has been extensively discussed with representatives of each group and by the EC in detail and in their opinion they represent a way forward that will command widespread support and enrich the life and democratic health of the Association.	7 8 9 10 11 12 13 14 15
This report sets out the alternative approach, based on the creation of a new section in the Rule Book, built around the concept of self organised groups with rights, responsibilities and duties. EC urges all Branches to consider their position with regard to the proposals, especially as Conference carried the overall policy overwhelmingly. It is, in the view of the EC, incumbent on the whole Association to agree how Association policy can now be implemented.	16 17 18 19 20 21 22
The EC proposals envisage members of the Association, as appropriate, establishing each of the current under represented groups as Self Organised Groups (SOG) and with the EC having power to formally recognise each such SOG. A SOG is a group of members who identify themselves as 'under-represented' by the traditional structures of the Association and who have made a formal request that EC recognises them as a SOG.	23 24 25 26 27 28 29
Each SOG would have to present a justification for the group, along with a draft statement of group name, constituency (membership), purpose and goals. It is for the SOG to determine its detailed membership criteria, but SOG membership will only extend to Association members and is expected to follow commonly and widely held definitions of the constituency (for example in appropriate legislation, or TUC or official documents).	30 31 32 33 34 35 36
If the establishment of the SOG is approved by the EC, the SOG would present draft working arrangements to the EC, detailing method of organisation and operation, criteria for membership of the group and names and contact details of members of the group who are to be	37 38 39 40

held accountable to the Association for organisational and financial purposes. It is for the SOG to determine how it should function and who its contacts should be, the role of EC is to ensure that the arrangements are workable and preserve democratic accountability and transparency of operations, whilst protecting sensitivities and confidentiality. The EC would give consideration to the impact of proposed new groups on existing groups.

Recognition of any such group of members shall be at the discretion of the EC. If approved by the EC, an annual budget based on needs will be agreed and will be administered by the SOG (if that is what it requests). As an alternative the budget for the SOG can be administered by Association staff directly. However, budget administration will be with the active support of those Association staff having responsibility for facilitation of liaison between the SOG and Head Office. All SOGs would be responsible for their own organisation and activities and at all times they would be required to operate within the Rules of the Association.

Annual Conference has already agreed that SOGs should have the right to propose two motions and two amendments to motions for the Association's Annual Conference, plus two rule changes in rule change years. EC are now also proposing that they should be able to propose up to two additional amendments to motions for varying the rules in rule change years, as well as having the right to propose an amendment to each EC reserve motion. Annual Conference has already agreed that SOGs should have the right to be represented by one voting delegate at Annual Conference (with a card vote of twenty five members). Branch entitlements would remain unchanged.

Annual Conference has already agreed that SOGs should be able to submit motions to the EC for relevant Labour Party and TUC Annual and Special Conferences, (each SOG would be notified about relevant Conferences and meetings). The EC can decide to reject, endorse, or amend the motion before deciding if it wishes the motion to be sent on to the relevant body, and any such amendment would normally be discussed with the SOG if time constraints permit.

Annual Conference has already agreed that SOGs should have rights to submit nominations for, and vote in, national elections for appropriate external bodies, but not for internal Association seats.

The EC is proposing that SOGs should hold some form of annual, or more frequently if the SOG wishes, consultation with its wider membership. During this consultation the SOG should determine its named contacts for the year with names being notified promptly to EC, but normally no more than twice per annum. This consultation may be via a formal meeting, or via the Web or email and should involve relevant members of the Association who must be informed about the event. A SOG may consult with all Association members, but only with prior EC or General Secretary approval. The SOG is obliged to consult with its own constituency as defined in its

recognition application, for example the Journal Editor may be invited to include a notice on the consultation in the Journal and it should be publicised via the TSSA website. Divisional Councils may be invited to assist SOGs in disseminating information to Branches.	88 89 90 91
SOGs should be able to contribute to, but not decide Association policy. They may organise at a regional level should they choose so to do. The recognised national group would be responsible for the regulation of, and be accountable for, any regional groups.	92 93 94 95
The EC is proposing that the Association's SOGs should be required to provide named contacts for administrative purposes. These named individuals would be entitled to operate a bank account in the name of the group, but only if that is what the group wishes. The SOG will not be required to supply a full list of all its members, unless the members and the SOG wish otherwise, and all the internal arrangements will be for the SOG to specify. These arrangements will of course have been specified at the time of application for recognition by EC, any changes of contact names should be supplied promptly to EC.	96 97 98 99 100 101 102 103 104 105
Annual Conference has already agreed that each SOG would be required to submit to Head Office a financial and organisational return, in a form to be agreed between EC and each SOG. This would be similar in principle to the process where Branches submit the Branch return. Association staff will assist them where appropriate in drawing up an annual income and expenditure account and balance sheet. These financial statements would have to include all income from whatever source (Association, member fundraising or external), distinguishing between funds contributed by the Association and other sources, and would be included in the Association's published audited annual financial statements.	106 107 108 109 110 111 112 113 114 115 116
Annual Conference has already agreed that each SOG would be required to operate within approved financial guidelines, again similar to the rules for Branches. For example a limit on donations of £50 to any one body, any greater sum needing approval by EC, or restricted in the organisations to which it can affiliate as under Rule 57 (Donations to other Unions and Organisations).	117 118 119 120 121 122
Annual Conference has already agreed that each SOG will receive a budget based on an application to the EC for funding to cover core running costs and meet basic needs. Each SOG would be encouraged, and supported, in applications for external funding and the EC is proposing that it should have power to award additional funding to SOGs on application, as again Branches may do under Rule 26(g).	123 124 125 126 127 128
The EC, in a change from agreed Conference policy, is not proposing that SOGs should have power to pay an approved honorarium to a member for organising and administrative duties, but of course may meet reasonable out of pocket expenses including loss of pay under the approved scheme.	129 130 131 132 133

The EC believes that its proposals represent the best way forward for the Association and its membership. SOGs deserve and need the active support of the whole Association. The Association needs to continue its development as an organisation dedicated to equality, diversity and respect and will be enriched by the active work of each of the SOGs.

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**EC Motion on Corporate Governance (Item 86)**

That this Conference endorses the EC’s report. 1

**EC REPORT ON CORPORATE GOVERNANCE**

**Introduction**

This Code arises from the carrying of Item 28 at the 2005 Annual Delegate Conference. It is designed to clarify the main principles of governance and to help the Association, its employees, activists and members understand the decision-making, accountability and the work of the various decision making bodies of the Association. After the Code has been in operation for some 18 months, the EC intends to carry out a major and open review of its effectiveness, so that they can refine it to better meet the Association’s needs. 1  
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The 2006 Annual Delegate Conference subsequently agreed that the TSSA’s Code of Governance be based upon the Nolan Principles as they would apply to holders of TSSA office, who would be expected to adhere to them. Underlying each of these is the additional principle of equality – that of ensuring equity, diversity and equality of treatment for all members and sections of the wider community in which the Association operates. 8  
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**The Nolan Principles 14**

The Nolan Committee (the Committee on Standards in Public Life 1995) set out ‘Seven Principles of Public Life’ which it believes should apply to all in the public service. These are contained within the following headings (see Appendix for further detail): 15  
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- Selflessness 19
- Integrity 20
- Objectivity 21
- Accountability 22
- Openness 23
- Honesty 24
- Leadership 25

**TSSA Vision 26**

To be a trade union growing in size and influence by being held in high regard by the membership, with a high level of loyalty and activism. 27  
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<b>TSSA Mission Statement</b>	29
The Association’s mission is to be regarded by our members as the best trade union. This will be through the:	30
• excellence of our services and representatives;	31
• effectiveness of our workplace organisation, and	32
• the positive influence we have upon employers and government in pursuit of trade union aims and values.	33
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<b>TSSA Values</b>	36
The Association’s values are necessary to ensure we provide outstanding member service and maintain our independence. TSSA and those who represent it will:	37
• act with integrity and principle;	38
• work together;	39
• operate in an open, democratic and representative manner;	40
• strive for excellence, and	41
• make things happen and set the agenda.	42
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(the TSSA Vision, Mission Statement and Values were adopted by the EC in 2000)	45
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<b>What is ‘governance’?</b>	47
Governance can be defined as the systems and processes concerned with ensuring the overall direction, effectiveness, supervision and accountability of an organisation.	48
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In TSSA, the EC takes ultimate responsibility for the governance of the Association. However, governance is not a role for the EC alone. More, it is the way the EC works with members, volunteers, the General Secretary and staff, and other stakeholders to ensure the Association is effectively and properly run and meets the needs of the members.	51
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<b>Compliance</b>	56
The Code is based on the principle of ‘comply or explain’. This means that it is not a legal or regulatory requirement but should be effected by reference to the TSSA Rule Book and policies. The EC will make a statement in the TSSA Annual Report on the extent to which the Code has been complied with.	57
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Where there have been failures to comply with any specific part of the Code this will be recorded and alongside the reasons for non-compliance.	61
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A member should observe the Association’s Code of Governance whenever they:	63
• conduct the business of the Association;	64
• conduct the business of the office to which they have been appointed or elected, or	65
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• act as a representative of the Association,	67
Where a member acts as a representative of the Association on any other body, they should, when acting for that other body, comply with TSSA's Code of Governance, except and insofar as it conflicts with any other lawful obligations to which that other body may be subject.	68 69 70 71
In this Code, "member" includes a member who is elected or appointed to any office within the Association, any elected or appointed paid official, any member of any Branch, Divisional Council or of any other recognised grouping within the Association.	72 73 74 75
<b>General Obligations</b>	76
A member should:	77
• promote equality by not discriminating against any person, and	78
• treat others with respect.	79
A member should not:	80
• disclose information given to them in confidence by anyone, or information acquired which they believe is of a confidential nature, without the consent of a person authorised to give it, or unless they are required by law to do so;	81 82 83
• prevent another person from gaining access to information to which that person is entitled by law;	84 85
• infringe any requirements of data protection legislation, nor	86
• do anything which compromises or which is likely to compromise the impartiality of those who work for, or on behalf of, the Association.	87 88
A member should not in their official capacity, or any other circumstance, conduct themselves in a manner that could reasonably be regarded as bringing their office or Association into disrepute.	89 90 91
A member:	92
• should not in their official capacity, or any other circumstance, use their position as a member improperly to confer on or secure for themselves or any other person, an advantage or disadvantage, and	93 94 95 96
• should, when using or authorising the use by others of the resources of the Association act in accordance with the Association's Rules, policies and procedures.	97 98
A member should when reaching decisions have due regard to any relevant and competent advice provided to them by the Association's paid staff.	99 100
<b>Leadership</b>	101
The TSSA is led and controlled by an EC elected from the Divisional Council areas, along with a President and Treasurer elected from the entire membership. An effective EC collectively ensures delivery of its objects, sets its strategic direction and upholds its values.	102 103 104 105

The EC should focus on the strategic direction of the Association, and avoid becoming involved in day to day operational decisions and matters.	106 107
Where EC members do become involved in operational matters, for example as a Company Council Rep, they should separate their strategic and operational roles.	108 109
The EC has, and should accept, ultimate and collective responsibility for directing the affairs of the Association, ensuring it is solvent, well-run, and delivering the outcomes for which it has been set up. The EC "Code of Collective Responsibility" is attached as Appendix B.	110 111 112 113
The EC should have a statement of its strategic and leadership roles, and of key functions which cannot be delegated. These should include as a minimum:	114 115
<ul style="list-style-type: none"> <li>• ensuring compliance with the objects, purposes and values of the Association, and with its Rule Book;</li> <li>• setting or approving policies, plans and budgets to achieve those objectives, and monitoring performance against them;</li> <li>• ensuring the solvency, financial strength and good performance of the Association;</li> <li>• ensuring that the Association complies with all relevant laws, regulations and requirements of its regulators, and</li> <li>• agreeing or ratifying all policies and decisions on matters including those which might create significant risk to the Association, financial or otherwise.</li> </ul>	116 117 118 119 120 121 122 123 124 125
The EC should ensure that the Association's vision, mission and values and activities remain true to its objects.	126 127
EC members are bound by an overriding duty, individually and collectively, to act reasonably at all times in the interests of the Association and of its present and future members.	128 129 130
EC members should ensure that they remain independent, and do not come under the control of any other organisation or individual.	131 132
<b>General Secretary and Executive Committee</b>	133
The General Secretary has responsibility for maintaining a clear division of responsibilities between the EC and the staff.	134 135
The General Secretary should provide an effective link between the EC and staff, informing and implementing the strategic decisions of the EC.	136 137
EC members should not seek to become directly involved in decisions that have been properly delegated to staff. Instead, they should hold staff to account through the General Secretary.	138 139 140
The EC should make proper arrangements for the appraisal and remuneration of the General Secretary.	141 142
<ul style="list-style-type: none"> <li>• The EC should ensure that formal arrangements are set up for the regular</li> </ul>	143

appraisal and personal development of the General Secretary.	144
• The EC should ensure that there is a formal mechanism for setting the remuneration of the General Secretary, which should be ratified by the EC.	145 146
• The remuneration package for the General Secretary should:	147
a) be adequate to attract and retain the quality of staff required, but no more, and	148 149
b) be openly disclosed in the Association's accounts, including pension and other benefits.	150 151
• The EC should seek independent expert or professional advice when required concerning sensitive matters relating to the General Secretary's employment.	152 153
<b>Internal controls</b>	154
The EC should maintain and annually review the Association's system of internal controls, performance reporting, policies and procedures. The EC should ensure that there is a system for the regular review of the effectiveness of its internal controls, through the operation of its internal audit policy first agreed in September 2006.	155 156 157 158 159
<b>Managing risk</b>	160
The EC should act prudently to protect the assets and property of the Association, and ensure that they are used to deliver the TSSA's objectives. The EC should regularly review the risks to which the Association is subject, and take action to mitigate risks identified.	161 162 163 164
The EC should avoid undertaking activities that might place at undue risk (including political and financial risk) the Association's members, activists, the EC itself, staff, property, assets or reputation.	165 166 167
The EC should obtain advice from professional advisors or others on all relevant matters where there may be material risk to the Association.	168 169
The EC should take ultimate responsibility for dealing with and managing conflicts that may arise within the Association. This includes conflicts arising between EC members, staff, the General Secretary, members or activists and harassment as defined in the Association's harassment policy adopted in January 2007.	170 171 172 173
<b>Whistle Blowing</b>	174
The EC will have a whistle blowing policy and procedures to allow confidential reporting of matters of concern, such as misconduct, misuse of funds, mismanagement, and risks to the Association or to people connected with it. The policy and procedures will:	175 176 177 178
• be accessible and open to all staff, EC members and activists of the Association;	179 180
• assure people who raise concerns in good faith that they need have no fear of reprisals or other adverse consequences;	181 182

• ensure that all concerns raised will be properly assessed and investigated in a way that is fair to the whistleblower and others involved;	183 184
• provide for appropriate action to be taken where a concern is shown to be well founded, and	185 186
• ensure that reasonable care will be taken to preserve anonymity where appropriate.	187 188
<b>Executive Committee Performance</b>	189
EC members should understand their duties and responsibilities as set out in the role descriptions adopted in January 2007 and issued to them on election or appointment.	190 191 192
The role descriptions statement, as a minimum, include:	193
• upholding the values of the Association;	194
• giving adequate time and energy to the duties of being an EC member, and	195
• acting with integrity, and avoid or declare personal conflicts of interest.	196
Individual EC members should not act on behalf of the EC, or on the business of the Association, without proper authority from the EC.	197 198
The EC should organise its work to ensure that it makes the most effective use of the time, skills and knowledge of EC members.	199 200
• The EC should meet regularly, and ensure that its work is focused on delivering its strategic role.	201 202
• The President should ensure that all EC members can contribute at meetings, and that the proceedings are not dominated by particular individuals.	203 204
EC members should ensure that they receive sufficient advice and information they need before making good decisions.	205 206
• Where reasonable, EC papers should be timely, well-presented, circulated well in advance of meetings, and should make clear recommendations to the EC.	207 208 209
• The EC should make use of professional advice where necessary before making important decisions and should not always rely excessively or exclusively on a single source. It is recognised that in some instances professional advice may need to be sourced externally.	210 211 212 213
The EC should receive regular quarterly reports on finances, progress reports on conference policy, annual budget and audited financial statements, a strategic plan, an operational plan and such other reports as necessary and appropriate.	214 215 216
The Association must ensure, and EC members should expect that they receive the necessary induction, training and ongoing support needed to discharge their duties.	217 218 219

- All new EC members should undergo a full verbal and written induction, in which they receive all the information and initial support they need to carry out their new role, and can meet key staff and other EC members, and tour the Head Office. 220  
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- The EC should have a strategy for the support and personal development of all EC members, so that each can keep up to date with the knowledge and skills they need to carry out their role. 224  
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### **Executive Committee Review** 227

The EC already reviews its work at the end of each monthly meeting and should, on an annual basis, review and assess its own performance, and that of sub-committees. In addition, as a part of this process, individual EC members are encouraged to review their own performance. 228  
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The results of these reviews should be used to make necessary changes and improvements and to inform the creation of appropriate training programmes. 232  
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To remain effective, the EC should periodically conduct strategic reviews of the Association's operations, to ensure that: 234  
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- The needs for which the Association was set up still exist, and its objects remain relevant to those needs; 236  
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- the Association is continuing to meet those needs, and remains fit for purpose; 238  
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- the needs are being met in the most effective way, and 240
- that due regard is given to planning for the succession of officers at all levels by provision of training and action programmes. 241  
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Where possible, the EC should be open with members about the results of such reviews, indicate clearly what steps they intend to take in response, and give explanations concerning actions they have decided not to take. 243  
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### **Executive Committee Authority** 246

The EC should define and write down the role of the President, and that of other officers such as the Treasurer and the Trustees and TSSA workplace representatives. Where the EC has given specific responsibilities to individuals or sub committees they should operate within such authority, but ultimately the EC is collectively still responsible. 247  
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The EC should ensure that staff, volunteers and agents have authority to discharge their duties. All such authorities should have clear limits relating to budgetary and other matters. 252  
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Authority given to other staff and volunteers should normally be through the General Secretary with their full and active support and knowledge. 255  
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Authorities should always be in writing, and should set clear limits on matters such as expenditure, authority and decisions that can be made. Authorities may be written in EC minutes, terms of reference for sub-committees, staff job 257  
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descriptions, or in a separate list.	260
The EC may wish to set up sub-committees, advisory groups, panels or other bodies to assist its work. Such bodies should have clear written terms of reference in addition to its authority. The EC should receive regular reports and minutes from all sub-committees etc.	261 262 263 264
<b>Executive Committee Communication and Consultation</b>	265
The EC should identify those with a legitimate interest in the Association's work (stakeholders), and ensure that there is a strategy for regular and effective communication with them about the Association's achievements and work. These stakeholders would include members, staff, volunteers, appropriate government bodies and bodies to which the Association affiliates.	266 267 268 269 270
The EC should ensure that the whole Association, and its stakeholders, have an appropriate understanding of the EC's role, and of the Association's objects and values.	271 272 273
As a part of the Association's overall Communications strategy there should be regular and appropriate communication and consultation with members and stakeholders through the Association's Journal, Website and in other ways to ensure that:	274 275 276 277
<ul style="list-style-type: none"> <li>• their views are taken into account in the Association's decision-making;</li> <li>• they are informed and consulted on the Association's plans and proposed developments which may affect them, and</li> <li>• there is a procedure for dealing with feedback and complaints from members, staff, volunteers and the wider group of stakeholders.</li> </ul>	278 279 280 281 282
The EC should ensure that the Association produces an Annual Report and set of Financial Statements that comply with relevant legislation; these should provide a balanced and accurate assessment of the Association's successes and failures. In addition communications for other stakeholders should be prepared.	283 284 285 286
Communication should be offered in formats accessible to the stakeholder audiences, for instance in plain language, translated into languages commonly spoken among the communities served, on tape/CD, or in Braille.	287 288 289
<b>Executive Committee Openness and Accountability</b>	290
The EC should ensure that the Association upholds a commitment to openness and accountability at all levels. This will mean:	291 292
<ul style="list-style-type: none"> <li>• being clear about what information is available, and what should remain confidential to protect personal privacy or commercial confidentiality;</li> <li>• complying with reasonable outside requests for information about the Association and its work;</li> <li>• ensuring that members have the opportunity to hold the EC to account and know how to do this, e.g. via Annual Conference, and</li> </ul>	293 294 295 296 297 298

• ensuring that the principles of equality and diversity are applied, and that information and meetings are accessible to all sections of the community, for further information see the EC guidance on meetings.	299 300 301
<b>Executive Committee and Membership Categories</b>	302
The EC policy on membership categories shows it:	303
• has clear policies on who is and is not eligible for membership of the Association, and	304 305
• keeps members informed about the Association's work.	306
<b>Equality and Diversity</b>	307
The EC through its policy on equality and diversity adopted in April 2004 should ensure that it upholds and applies the principles of equality and diversity, and that the Association is fair and open to all sections of the community in all of its activities.	308 309 310 311
The EC should set strategies for and receive regular reports on the Association's work to achieve equality and diversity, against clear targets where practicable. These reports should be used to help develop the Association's overall strategies.	312 313 314 315



TRANSPORT SALARIED STAFFS' ASSOCIATION

ROLE DESCRIPTION

<b>ROLE TITLE:</b>	President
<b>VISION</b>	To be held in high regard within the Association, Trade Union and Labour Movement and Transport and Travel Industries for the effective leadership and governance of TSSA.
<b>SCOPE OF THE ROLE</b>	To lead and guide the EC. To participate in: <ul style="list-style-type: none"> <li>• the collective leadership and governance of the Association</li> <li>• policy formulation and overseeing implementation</li> <li>• determination of strategic plans and resource allocation</li> <li>• monitoring outcomes</li> </ul>
<b>KEY ACTIVITIES AND RESPONSIBILITIES</b>	<ul style="list-style-type: none"> <li>• To act with integrity in the collective interests of the membership as a whole</li> <li>• To ensure compliance with the objects, purposes and values of the Association, and with its Rule Book</li> <li>• To chair, and actively participate in Delegate Conferences</li> <li>• To chair and actively participate in EC meetings (sub committees where appropriate)</li> <li>• Develop and maintain appropriate, effective and empathetic relationships and communications with the lay structure, members and staff</li> <li>• To ensure that EC members receive the necessary induction, training and ongoing support needed to discharge their duties</li> <li>• Represent the Association to external bodies or organisations</li> <li>• Act as an advocate of TSSA policy</li> <li>• Actively participate in recruitment and organisation of members</li> <li>• To work in partnership with the General Secretary and his/her management team.</li> </ul>
<b>CRITICAL SUCCESS FACTORS</b>	<ul style="list-style-type: none"> <li>• Positive perception of colleagues and constituents, lay activists and members of the contribution made</li> <li>• Respect of paid staff</li> <li>• Respect of external bodies and organisations</li> </ul>

## TRANSPORT SALARIED STAFFS' ASSOCIATION

### ROLE DESCRIPTION

<b>ROLE TITLE:</b>	Treasurer
<b>VISION</b>	To be held in high regard within the Association, Trade Union and Labour Movement and Transport and Travel Industries for the effective leadership and governance of TSSA.
<b>SCOPE OF THE ROLE</b>	To participate in: <ul style="list-style-type: none"><li>• the collective leadership and governance of TSSA</li><li>• policy formulation and overseeing implementation</li><li>• determination of strategic plans and resource allocation</li><li>• monitoring outcomes</li></ul>
<b>KEY ACTIVITIES AND RESPONSIBILITIES</b>	<ul style="list-style-type: none"><li>• To act with integrity in the collective interests of the membership as a whole</li><li>• To ensure compliance with the objects, purposes and values of the Association, and with its Rule Book</li><li>• To oversee the financial affairs of the Association</li><li>• To actively participate in EC meetings (sub committees where appropriate)</li><li>• Actively participate in Delegate Conferences</li><li>• Develop and maintain appropriate, effective and empathetic relationships and communications with the lay structure, members and staff</li><li>• Represent the Association to external bodies or organisations</li><li>• Act as an advocate of TSSA policy</li><li>• Actively participate in recruitment and organisation of members</li><li>• To deputise for the President as necessary and when appropriate approval has been gained</li><li>• To work in partnership with the General Secretary and his/her management team.</li></ul>
<b>CRITICAL SUCCESS FACTORS</b>	<ul style="list-style-type: none"><li>• Positive perception of colleagues and constituents, lay activists and members of the contribution made</li><li>• Respect of paid staff</li><li>• Respect of external bodies and organisations</li></ul>

## TRANSPORT SALARIED STAFFS' ASSOCIATION

### ROLE DESCRIPTION

<b>ROLE TITLE:</b>	Executive Committee Member
<b>VISION</b>	To be held in high regard within the Association, Trade Union and Labour Movement and Transport and Travel Industries for the effective leadership and governance of TSSA.
<b>SCOPE OF THE ROLE</b>	To participate in: <ul style="list-style-type: none"><li>• the collective leadership and governance of TSSA</li><li>• policy formulation and overseeing implementation</li><li>• determination of strategic plans and resource allocation</li><li>• monitoring outcomes</li></ul>
<b>KEY ACTIVITIES AND RESPONSIBILITIES</b>	<ul style="list-style-type: none"><li>• To act with integrity in the collective interests of the membership as a whole</li><li>• To ensure compliance with the objects, purposes and values of the Association, and with its Rule Book</li><li>• To actively participate in EC meetings (sub committees where appropriate)</li><li>• Actively participate in Delegate Conferences</li><li>• Develop and maintain appropriate, effective and empathetic relationships and communications with the lay structure, members and staff</li><li>• Represent the Association to external bodies or organisations</li><li>• Act as an advocate of TSSA policy and uphold the cabinet responsibility of the Executive Committee</li><li>• Actively participate in recruitment and organisation of members</li><li>• Represent and liaise closely with the Divisional Council.</li></ul>
<b>CRITICAL SUCCESS FACTORS</b>	<ul style="list-style-type: none"><li>• Positive perception of colleagues and constituents, lay activists and members of the contribution made</li><li>• Respect of paid staff</li><li>• Respect of external bodies and organisations</li></ul>

## EXECUTIVE COMMITTEE CODE OF COLLECTIVE RESPONSIBILITY

### **Collective responsibility**

The main strands to the principle of collective responsibility as it applies to the EC are as follows:

#### **All decisions are decisions of the whole Executive Committee**

The internal process through which a decision has been made, or the level at which it was taken, i.e. an EC sub committee or special committee, should not be disclosed. Decisions reached by the EC are binding on all members of the EC.

#### **An EC member must not speak against EC policy**

EC members can always find ways, if they wish, of outwardly expressing 'loyal support' while sending out contrary signals by code words or phrases (remember the 'wets' v 'dries' in the Conservative Government of the 1980s).

It is important to note that there is a general implication of positive support, not simply the absence of dissent.

#### **The confidentiality principle**

This recognises that unanimity on every occasion is a fictional concept, but one which must be maintained, to allow frank discussion within the EC. In other words debate will only be stifled if individual members of the EC are concerned that their comments or views will be relayed to a wider audience.

This aspect of confidentiality means that EC members should not, without authorisation, attribute policies, proposals, arguments or votes to particular EC members or groups of EC members. This is especially true if the motive of the individual 'leaking' is to distance himself or herself from that particular position or to attack or discredit other members or their arguments.

The confidentiality of EC discussions further requires that EC papers are private and confidential and as such not for circulation without the prior agreement of the EC.

#### **Agreements to Differ**

It is possible for the principle of collective responsibility to be waived when the circumstances are such that disagreements within the EC are of such magnitude that the President finds it more expedient to set aside the principle rather than have it broken by EC members. Such instances should be rare in the extreme.

#### **Addendum**

Collective responsibility also implies (at least) that EC members do not trespass without authorisation on the responsibilities of their colleagues.

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