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Transport Salaried Staffs' Association
of Great Britain and Ireland

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WALKDEN HOUSE,
10 MELTON STREET,
LONDON NW1 2EJ

Minutes of
Annual Delegate Conference
(ONE HUNDRED AND FOURTEENTH YEAR)

held in

NORWICH
15th to 18th May 2011

List of Delegates Present

82

Branch	Delegate	Branch	Delegate
ANGLIA No. 1	Malcolm Wallace	EAST MIDLANDS	No Delegate
ANGLIA No. 2	Dave Johnson	TRAINS No. 1	
ANGLIA No. 3	Chris Ash	EDINBURGH TOC	No Delegate
	Andrew Paton	EMIX	Angella Palmer
ARRIVA TRAINS	Cheryl O'Brien	EUROSTAR	No Delegate
WALES SOUTH		EUSTON	Tom Rickard
ATOC	No Delegate		
ATOS ORIGIN EAST	Michael Edwards		
		FERRYWAYS NI	No Delegate
BABCOCK SCOTLAND	No Delegate	FGW SOUTH WEST	No Delegate
BELFAST	No Delegate	FIRST CAPITAL	No Delegate
BIRMINGHAM	No Delegate	CONNECT	
BRIGHTON	Michael Litchfield	FIRST GREAT	Dilip Shah
	Taffy Mark Evans	WESTERN EAST	
BRISTOL	No Delegate	FORTH PORTS	No Delegate
BRITISH TRANSPORT	James Grady	futuretssa	Raymond Morrison
POLICE STAFF	Karen Smith		
		GATWICK EXPRESS	Dave Drewry
C2C RAIL	No Delegate	GLASGOW TOCs	Bobby Patterson
CALEDONIAN	No Delegate	GOLD MEDAL TRAVEL	No Delegate
McBRAYNE		GREAT EASTERN	No Delegate
CENTRAL SCOTLAND	No Delegate		
GENERAL		HARWICH	No Delegate
CHILTERN	Leon Yearwood	INTERNATIONAL PORTS	
CIE EXECUTIVE	No Delegate	HOLYHEAD FERRIES	No Delegate
GRADES			
CREWE & CHESHIRE	Kevin Harris		
GENERAL	David Lown		
		INVERNESS &	No Delegate
DARLINGTON No. 1	No Delegate	NORTH GENERAL	
DELTA RAIL	No Delegate	IRELAND EAST	No Delegate
DERBY &	Peter Vincent	IRELAND EAST	No Delegate
EAST MIDLANDS		SUPERVISORS	
DISABILITY	Frank Ellis	IRELAND SOUTH	John Bowen
WORKING GROUP		CLERICAL	
		IRELAND SOUTH	No Delegate
EAST MIDLANDS	No Delegate	SUPERVISOR	
TECHNICAL		IRELAND NORTH WEST	No Delegate
		IRELAND SOUTH WEST	No Delegate
		IRELAND WEST	No Delegate

Branch	Delegate
LANCS & CUMBRIA	Chris Kinsley
GENERAL	Mary Dodge
LANCS & CUMBRIA	Douglas Darroch
RETIRED	
LONDON & NORTH	Stephen Davidson
WESTERN	
LONDON BUS	Richard Scudder
OPERATORS	Preston Brooker
LONDON	Felix Matthew-Brown
MET.	Chrissie Burrell
LONDON NW RETIRED	Brian Elwin
LONDON SE & SUSSEX	Neil Tyson
Terry Dawson	
LONDON SE	Eddie Creighton
RETIRED	
LONDON SOUTH	Stephen Halliwell
WESTERN &	Joel Kosminsky
MIDDLESEX	
LONDONDERRY	No Delegate
LT OFFICERS	No Delegate
MEDWAY	Susan Pattwell
MERSEYRAIL ELECTRICS	Bob Hughes
MERSEYSIDE GENERAL	Paul Moore
MIDLANDS RETIRED	Brian Mayhew
NEATH & SWANSEA	No Delegate
NETWORK RAIL	John Prest
ANGLIA NORTH	
NETWORK RAIL	Angela Belcher
EAST ANGLIA	Rod Heaton
NETWORK RAIL	No Delegate
EAST MIDLANDS	
NETWORK RAIL	No Delegate
EAST SCOTLAND	
NETWORK RAIL	No Delegate
GREAT WESTERN	
NETWORK RAIL	Richard Magner
INFRASTRUCTURE	
SOUTH	
NETWORK RAIL	Rame Alia
NORTH LONDON	
NETWORK RAIL	Rob Cummings
NORTH WEST	Liam Robinson
NETWORK RAIL	No Delegate
SOUTH WEST	
NETWORK RAIL	Bob Bayley
WEST MIDLANDS	

Branch	Delegate
NETWORK RAIL	No Delegate
WEST SCOTLAND	
NETWORK RAIL	Frank Ormston
YORKSHIRE	
NEWCASTLE GENERAL	No Delegate
NI MANAGERS &	No Delegate
EXECS	
NORTH EAST	No Delegate
SCOTLAND GENERAL	
NORTH WALES &	No Delegate
AREA GENERAL	
NORTHERN RAIL	No Delegate
LANCS & CUMBRIA	
PADDINGTON &	Stan Robinson
THAMES VALLEY	Rod Payne
PLYMOUTH	No Delegate
SCOTLAND SOUTH	No Delegate
WEST TOCs	
SCOTT WILSON	Tim Tumber
RAILWAYS	
SOUTH EAST WALES	No Delegate
SOUTH EASTERN	Ian McDonald
(KENT)	
SOUTH EASTERN	Mick Carney
METRO	Steve Leggett
SOUTH WALES &	Tony Scott
WESTERN RETIRED	
SOUTH YORKSHIRE	Judith Rodgers
SOUTHERN INNER	Dave Barnes
SPECTRUM	Andrew Adams
STAFFORDSHIRE	Rob Smith
STENA STRANRAER	No Delegate
SWT SURREY &	No Delegate
HANTS	
TfL CENTRAL	Chloe Bennett
Luke Howard	
THOMAS COOK	Dennis Evans
CENTRAL	
TRAVEL TRADE	Stuart Dales
SCOTLAND	

Branch	Delegate	Branch	Delegate
UNDERGROUND HQ	Liz Chandler		
UNDERGROUND	Bob Hedges		
INFRASTRUCTURE	Sharon Simmonds		
UNDERGROUND No. 1	Bernard Gentry		
UNDERGROUND.	Dinesh Bhardwa		
OPS MANAGERS	John Undrill		
VERTEX HIGHLAND	Karan Park		
VIRGIN LANCS &	No Delegate		
CUMBRIA			
WESSEX	Simon Brown		
WEST COAST TRAIN	No Delegate		
CARE (LONDON)			
WEST MIDLANDS	Mick Risbridger		
TECHNICAL			
WEST MIDLANDS	Manjit Gill		
TOC	Gurchet Singh Jutla		
WOMEN IN FOCUS	Felicity Premru		
YORKSHIRE No. 1 TOC	Steven Neagle		
	Amanda Steele		
YORKSHIRE NORTH	Jill Murdoch		
	Dave Howarth		
YORKSHIRE RETIRED	Tim Bartlett		
YORKSHIRE RIDINGS	Steve Wiltshire		
TOC			

Executive Committee (EC)

ANDY BAIN	President
HARRIET YEO	Treasurer
MARGARET ANSLOW	Scotland
DOUG BLUNDELL	London Transport
RON BOYD	Northumberland & Durham
COLIN BRAZIER	London South West
LARRY BURTENSHAW	Ireland
GARETH DAVIES	South Wales & West
COLIN FARQUHAR	Anglia & London North East
ANDI FOX	Yorkshire
HILARY HOSKING	London South East
JOE KAVANAGH	Midlands
PAULINE McARDLE	Lancs & Cumbria
STEPH OWENS	Liverpool North Wales & Cheshire
MITCH TOVEY	London North West

Standing Orders Committee (SOC)

DAVE ROBERTS (Chair)
BOB DAVIES
STEVE FLOYD
JASON TURVEY

Local Reception Committee (LRC)

CHARLIE DANIELS (Chair)
STEVE ANDREWS
CHRIS EKE

Head Office Staff

GERRY DOHERTY General Secretary
MANUEL CORTES Assistant General Secretary
FRANK WARD Head of Business & Campaigns
STEVE WHITEHEAD Head of Central Services
NEIL DAVIES President's Liaison Officer
SIOBHAN HALIL Clerk to SOC
DOUG ASHFORD Admin Supervisor
RICKY JONES Admin Assistant
PAT NORMAN IT Supervisor
IAIN ANDERSON Hall Supervisor
KERRY ABEL Hall Steward
MATT BARROW Hall Steward
TOM CONDON Press Officer
PAULINE STURGES Journal Editor
PAT PAVLOU Conference Organiser

Annual Delegate Conference

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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

Angela Belcher (Network Rail East Anglia), Liz Chandler (Underground HQ), Terry Dawson (London SE & Sussex), Joel Kosminsky (London South Western & Middlesex), Stephen Leggett (South East Metro), Felix Matthew-Brown (London Met.), Brian Mayhew (Midlands Retired), Paul Moore (Merseyside General), Jill Murdoch (Yorkshire North), Cheryl O'Brien (Arriva Trans Wales South), Karan Park (Vertex Highlands), Andrew Paton (Anglia No. 3), Rod Payne (Paddington & Thames Valley), Felicity Premru (Women in Focus), Mick Risbridger (West Midlands Technical), Liam Robinson (Network Rail NW), Dilip Shah (First Great Western East), Amanda Steele (Yorkshire No. 1 TOC).

2. Minutes of 2010 Annual Conference

The Minutes of the 2010 Annual Conference were presented and agreed subject to the following amendments:

Page 14. Item 10. EC Motion of the Role of Reps, EC, Divisional Councils, Branches & SOGs.

Should read: "Seconded by Brian Mayhew (Midlands Retired)"

Page 20. Item 19. Pensions

Should read: "Seconded by Bob Bayley (East Midlands Technical)"

Page 21. Item 20 Amendment A.

Should read "Moved by: Dimitris Phanos (TfL Central)

2. Minutes of 2010 Annual Conference *Cont.*

Page 31. Item 34. Bullying

Should read: "Seconded by Robert Wise (South Yorkshire)"

Page 66. Item 82. Labour Party Funding (Emergency Item E1)

Amendment was withdrawn.

Page 70. Item 88. 2010 General Election (Emergency Item E9)

Should read: "Seconded by Steve Floyd (London Bus Operators)"

Page 72. Emergency Item E11

After "Seconded formally" add the following sentence: The Emergency Motion was declared **LOST** on a card vote, 6,675 voting **For** and 9,450 **Against**.

3. Civic Welcome

On Sunday afternoon, the Lord Mayor of Norwich, Councillor Tom Dylan, welcomed the Conference to Norwich and in returning thanks on behalf of Conference, the President presented Councillor Dylan with a cheque for £200 to be donated to the Norwich Civic Charity Appeal.

Following the Mayor's presentation, a presentation was made to Conference by Mr Cid Gibbs, President of the Norwich District Trades Council.

4. Announcement of Election Results

The Scrutineers report on the election for various offices, delegations etc, were adopted (See Minute 93, page 60 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 TSSA Journal and the E-Journal).

6. Remembrance of Deceased Colleagues

Conference observed a brief silence in remembrance of deceased colleagues.

7. Stewards' Report on Attendance

Final attendance figures show that 82 delegates representing 64 Branches and SOGs, along with members of the Executive Committee, Standing Orders Committee, Local Reception Committee and Head Office staff, there was a total of 119 present.

8. Pensions (Items 8 & 9 Composite)

That this Conference opposes the Government's move to use the CPI instead of RPI as the measure of price inflation for increasing occupational pension schemes.

8. Pensions (Items 8 & 9 Composite) Cont.

Conference instructs the EC to lobby through all available channels for this policy to be reversed and to negotiate with all employers and Pension Trustees to alter the rules of schemes where required to retain the link to the RPI and ensure that this index is used where required or permitted under scheme rules.

Moved by Peter Vincent (Derby & East Midlands)

Seconded by Rod Payne (Paddington & Thames Valley)

Remitted

Terms of the resolution will be conveyed to the National Pensioners Convention, Labour Party Policy Forum and TSSA negotiators.

10. Pensions (Item 10)

Conference (*calls upon*) instructs the EC to make representations to the Trustees of the Railways Pension Scheme concerning the rights of deferred pensioners. Since privatisation there have been waves of Association members being made redundant by railway companies, their pension rights are then preserved in the scheme. This is an important investment for the individual and it is important that they have the best possible information concerning the scheme and the employer guaranteeing it.

Conference believes members should be told when major changes take place such as closure of sections to new members or transfer of the business to other employers and that the railway scheme should provide affordable advice on the management of the deferred pension rights as a financial asset.

Moved by Chris Kinsley (Lancs & Cumbria General)

Seconded by Douglas Darroch (Lancs & Cumbria Retired)

Carried

Amendments—

A. *To delete "calls upon" in line 1 and substitute "instructs".*

Lancs & Cumbria Retired

Accepted

B. *To delete all after "Conference" in line 6 and substitute "is concerned that the amount of tax-free income that can be put into pensions has been severely reduced from April 2011. Conference notes this will particularly affect pensioners with long service in final salary schemes who may be faced with unexpected tax bills.*

Conference condemns this attack on the savings of all pensioners and instructs the EC to make the appropriate representations to the Treasury and to the TUC to raise awareness on the need to protect the rights and incomes of all deferred pensioners."

Moved by Preston Brooker (London Bus Operators)

Seconded formally

Lost

11. Pensions (Item 11)

That this Conference, in view of the Government's proposal to increase the State pension age, instructs the EC to consult with the various companies where the Association's members are in their private pension funds, to enable them to remain as contributing members in the fund beyond the retirement age laid down in the existing fund rules. This would enable contributing members to earn a higher scheme pension based on a higher number of contributing years.

Moved by Douglas Darroch (Lancs & Cumbria Retired)

Seconded by Amanda Steele (Yorkshire No. 1 TOC)

Carried

12. Pensions (Item 12)

That this Conference notes (*is concerned*) that the coalition Government is proposing to reform the State pension scheme such as raising the retirement age and allowing all the female population a State pension in their own right. Conference, however, is concerned that these proposals will create a two-tier State pension scheme with a cut-off point at which the population will join the new scheme.

Conference calls upon the EC to bring the terms of this motion to all relevant parties.

Moved by Eddie Creighton (London & SE Retired)

Seconded formally

Carried

Amendment—

To delete "is concerned" in line 1 and substitute "notes".

Moved by Brian Mayhew (Midlands Retired)

Seconded formally

Carried

13. Pensions (Item 13)

That this Conference notes that the retired population is now struggling with inflation and threats to their occupational pension schemes. The introduction by Network Rail of its Career Average Revalued Earnings (CARE) pension scheme will only increase the problem when young members eventually retire.

Conference believes it would be better if these new employees could transfer into the final salary scheme (RPS) after say 5 years service as is the case with the defined pension scheme. To be locked into the (CARE) scheme for life is against all natural logic.

Moved by Rod Heaton (Network Rail East Anglia)

Seconded by John Prest (Network Rail Anglia North)

Carried

14. Pay (Item 14)

That this Conference notes that in the last three years, bands 1 to 4 in Network Rail have been treated appallingly by the company in respect of their pay increases. Conference believes that Network Rail has eroded pay differentials and unfairly imposed below inflation pay awards on its management staff.

Conference asks the EC to support a vigorous and active campaign by the Association on behalf of bands 1 to 4 managers in Network Rail for:

- (a) a higher pay pot that reflects inflation (RPI);
- (b) a minimum pay rise for all staff;
- (c) a more open and transparent system of rewarding staff, and
- (d) opposition to any attempt by Network Rail to impose yet another unfair, below inflation pay deal in 2011.

Moved by John Prest (Network Rail Anglia North)

Seconded by Rod Heaton (Network Rail East Anglia)

Carried

15. Conditions of Service (Item 15)

That this Conference instructs the EC to formulate proposals to ensure that employers undertake investigations and disciplinary proceedings in a timely and correct manner if the Association's members are involved, in order to minimise any stress for those concerned and where it is felt that an undue amount of time is being taken, to vigorously and publicly challenge the employer.

Moved by Tom Rickard (Euston)

Seconded by Felicity Premru (Women in Focus)

Carried

16. Conditions of Service (Item 16)

That this Conference instructs the EC to negotiate with Network Rail in respect of their proposed National Centre in Milton Keynes which will result in the closure of a number of smaller regional offices and the redundancy or forced relocation of existing Network Rail employees.

Moved by Rob Cummings (Network Rail North West)

Seconded by John Prest (Network Rail Anglia North)

Carried

17. Conditions of Service (Item 17)

That this Conference notes with concern the unnecessary programme of cuts being pursued by the Coalition government. Conference is firmly of the view that these cuts in public services and jobs are ideologically motivated and are not required by the fiscal deficit, which is itself the result of the steps taken to mitigate the economic collapse threatened because of greed and mismanagement in the banking sector.

17. Conditions of Service (Item 17) Cont.

Conference is particularly concerned at the continuing programme of cuts in TfL, affecting public transport services, the maintenance and development of the road network, the objectives of improving air quality and Londoners' health and the terms and conditions of its staff.

Conference notes that Project Horizon, the comprehensive review of TfL's structure and functions, is to propose implementation plans in April 2011, but the trade unions representing its workforce at all levels have been on the periphery of this process. Conference calls for urgent engagement by TfL with the recognised trade unions to ensure that those closest to service delivery can have a meaningful input into the design of the structures they are to work within.

Conference calls for the rights of workers with disabilities to be protected in this process. Management must make reasonable adjustment for the needs of workers with disabilities and ensure that they are not unfairly treated in any way in the redundancy or redeployment process.

Conference further calls for a rigorous approvals process to be put in place for proposals for organisational change, to ensure that principles of fairness and transparency are applied and to reduce the disruption and demoralisation caused by piecemeal reorganisations.

Moved by Luke Howard (TfL Central)

Seconded by Frank Ellis (Disability Working Group)

Carried

Amendment–

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

"Conference calls for the rights of workers with disabilities to be protected in this process. Management must make reasonable adjustment for the needs of workers with disabilities and ensure that they are not unfairly treated in any way in the redundancy or redeployment process."

Disability Working Group

Accepted

18. EC Motion on Learning (Item 18)

That this Conference acknowledges that the Association's commitment to Union Learning is an integral part of our overall organising approach. Conference welcomes the positive and tangible benefits which Union Learning brings to unions and workers in general, as well as those delivered specifically to the Association and its members.

Conference particularly welcomes the fact that Union Learning delivers:

- (a) New reps not previously attracted by other TSSA activities, in particular, women, black, minority ethnic, disabled and younger Reps;
- (b) Additional TSSA workplace presence, particularly where no reps are in the workplace;
- (c) New arrangements for bargaining with employers and a platform to recruit which both deliver organising opportunities for members and prospective members e.g. organising campaigns to:

18. EC Motion on Learning (Item 18) *Cont.*

- (i) introduce collective Paid Time to Train Agreements;
 - (ii) challenge equal access as regards training for all employees;
 - (iii) enhance career development opportunities including opportunities for those aspiring to promotion, and
 - (iv) deliver Apprentice Programmes.
- (d) Members and employees attending union driven learning and training opportunities who are consequently more engaged and able to both adapt to change and stand up for their own rights.
- (e) a more supportive and loyal workforce through life-long learning programmes, and
- (f) funding for learning initiatives which allow TSSA to deliver on the opportunities identified above.

Conference recognises the need to continue to build on the work carried out so far around further embedding learning with:

- (i) continuation of specific internal learning resources offering specialist support for Union Learning reps;
 - (ii) regular meetings and support for the National Lead ULR Forum;
 - (iii) all Branches having learning reports as regular agenda items;
 - (iv) all Branch activists and company reps working collectively to promote and distribute learning initiatives and information;
 - (v) regular democratic elections for ULRs as per terms of office for all reps in each employer agreement;
 - (vi) Company Council or equivalent negotiating committees to raise learning opportunities for employees within the bargaining agenda in the areas of learning and employer provided vocational training and development plans, and
 - (vii) encouraging diversification of courses which could appeal to workers who would not normally be interested in union learning, such as environmental skills and/or first aid.
- (viii) development of a range of courses which could appeal to workers who would not normally be interested in union learning.

To this extent Conference calls on the Association to develop a framework for the bargaining claim in companies, spelling out the breadth of our learning and training agenda in the workplace.

Conference therefore instructs the EC to promote this policy through the TUC and, through the Irish Committee, the ICTU and with the UK and Irish governments as appropriate. This should include consideration of support and funding for a ULR programme in the Republic of Ireland.

Conference believes that the TUC and ICTU must play a leading role in developing careers guidance and support to complement up-skilling and re-skilling opportunities as an integral part of any strategy against Government and employer cuts and redundancies.

18. EC Motion on Learning (Item 18) *Cont.*

Conference welcomes the valuable contribution to organising that trades union education makes in developing rep activity and nurturing workplace, community and Branch activity. Conference further welcomes the actions taken to create a cohort of TSSA lay tutors.

Conference believes that it is the responsibility of every rep and new Branch and Divisional Council activist to engage in trade union education and instructs the EC to:

- (a) explore mechanisms for insisting that all new reps must attend the Association's education programme;
- (b) encourage all new Branch Officers to attend the Association's Branch Officer course with all other relevant courses being open to them;
- (c) explore mechanisms for embedding lay tutors within each Divisional Council, and
- (d) ensure that trade union education is embedded within all the Association's activities.

Trades unions must be aware of the training needs of workers with learning difficulties, in all forms of workplace training.

Conference rejects the restructuring of the learning and skills landscape by the Coalition government in the UK which will disastrously lead to the withdrawal of funds for the Education Maintenance Allowance and Train to Gain. The decision to withdraw public funding support so that all adults would need to find funding themselves via loans, support from employers, charities etc. for any qualification training at or above Level 3 ('A' level equivalent), unless on an apprenticeship is driven by dogma and prejudice.

Conference notes that the Education Secretary, Michael Gove, lost a High Court action on 11 February 2011, having acted unlawfully in failing to consult local authorities over the scrapping of the 'Building Schools for the Future initiative', by failing to give 'due regard' to equality legislation. Government plans to deliver higher education to the free market by withdrawing grants and allowing universities to start to set fees in England, Wales and Northern Ireland of up to £9,000. Conference totally rejects Government attempts to reserve the top universities for the privileged few whilst attempting to price ordinary people off university campuses.

Conference instructs the EC to campaign with the TUC to lobby the Coalition government to oppose these detrimental effects on the education of our future society.

Conference will have already noted that this maximum fee has been applied by Essex and Sussex universities, not noted as being top universities for the privileged few, with probably more following suit.

Conference therefore supports the current policy of no fees at Scottish universities and calls for rejection of any moves to impose them in the light of the UK Government's cuts in the devolved grant.

Conference notes that the Coalition government has published a Green Paper 'Support and aspiration: A new approach to special educational needs and disability.' The changes proposed form part of the biggest reorganisation of Special Educational Needs (SEN) by the Government in 30 years. Conference takes the view that the proposals are seeking to redefine what

18. EC Motion on Learning (Item 18) Cont.

constitutes SEN and in the context of an austerity programme, this can only mean that fewer children will qualify for additional support.

Conference calls on the EC to make the Association's views known to the Government before 30 June 2011, including the need for a robust long-term funding agreement for SEN in schools.

Moved by Andy Bain (President) on behalf of the Executive Committee.

EC Spokesperson Manuel Cortes (Assistant General Secretary)

Seconded by Malcolm Wallace (Anglia No. 1)

Carried

Supported by: Disability Working Group, futuretssa, London Bus Operators, London SE Retired, London SE & Sussex, TfL Central.

Amendments—

- A.** *To delete "Association" in line 50 and substitute "EC".*

To delete all between "that" in line 66 and "to" in line 67 and substitute "every rep, Branch activist and Divisional Council delegate be encouraged".

To delete all between "(a)" and "attend" in line 69 and substitute "strongly encourage all new reps to".

To delete "to start" in lines 93 and 94.

To delete all between "Government" in line 95 and first "the" in line 96 and substitute "legislation which will have the effect of reserving".

To insert between "current" and "policy" in line 104 "2010".

To delete "no fees" in line 104 and substitute "fee payments".

Moved by Dave Howarth (Yorkshire North)

Seconded formally

Lost

- B.** *To delete "insisting that" in line 69 and substitute "persuading".*

To delete "must" in line 69 and substitute "to".

To delete all between "which" in line 81 and "to" in line 82 and substitute "has disastrously led".

Moved by Stephen Halliwell (London South Western & Middlesex)

Seconded formally

Lost

Second Day's Proceedings

19. TSSA Education (Item 20)

That this Conference asks the EC to set up a working group to develop the key points listed below:

- (a) support and promote the use of Apprenticeships in the industry;
- (b) more support for learning for life, adult learning or personal development;
- (c) re-skilling for people changing their careers, returning to work or with special needs;
- (d) develop a support scheme to help workers into their retirement, and
- (e) more organised in-house learning courses.

Conference believes this is important because it will improve the educational opportunities for the Association's members, both current and future. This would also be a useful tool in developing the future of the Association by offering an added benefit to potential members by developing the skills of existing members.

Moved by Amanda Steele (Yorkshire No. 1 TOC)

Seconded by Raymond Morrison (futuretssa)

Carried

20. Privatisation of Irish Semi-State Companies (Item 21)

That this Conference strongly condemns the Irish government's proposals to privatise semi-State companies, including the CIE companies in which the majority of the Association's members in Ireland work.

This proposal is a combination of the failed neo-liberal agenda of the Fianna Fáil and now defunct Progressive Democrat parties and the Government's short-sighted policy of using revenues raised by the fire sale of these companies to reduce the national debt which was caused in the main by the banking crisis.

Conference calls on the EC to request the Irish Committee to oppose such a sale of State assets by all means possible and instead to call for these companies to be used to help lead economic recovery in Ireland.

Moved by John Bowen (Ireland South Clerical)

Seconded formally

Carried

21. EC Motion on the Economy (Item 22)

That this Conference believes that Government economic policy should be geared towards creating full employment through a pro-active programme for sustainable growth and diversification in order to rebalance the economy that presently is over-reliant on banking and financial services, the sector that caused the economic crisis. Conference further believes that economic policy should be the foundation for delivering fairness in a way that benefits all parts

21. EC Motion on the Economy (Item 22) *Cont.*

of the country and all sections of society regardless of gender, ethnicity, age, sexual orientation, disability, religion or belief. Conference believes that a strong and growing economy is vital to provide high quality, well-paid, secure employment and investment in high quality public services.

In rejecting and condemning the approach of the UK coalition government as set out in the Budget, the Emergency Budget and the Comprehensive Spending Review, Conference calls for a progressive comprehensive policy that includes the following:

- (a) a more progressive taxation system to ensure companies and the wealthiest in society pay their fair share, including a 'Robin Hood' tax on financial transactions;
- (b) investment in education, training and skills;
- (c) a comprehensive review of the taxation system to closing loopholes that allow tax avoidance;
- (d) better enforcement of existing fiscal regulation to ensure collection of taxes is maximised, and zero tolerance to tax evasion;
- (e) special support measures for the most deprived areas;
- (f) investment in new, creative and green technologies;
- (g) review of government procurement policy aimed at making sure business is awarded to UK based companies;
- (h) tougher regulation covering mergers and acquisitions to ensure that jobs, services and production remain in the UK;
- (i) restrictions and punitive taxation on obscene levels of excessive executive remuneration and to define a formula to give definition to these terms;
- (j) encouraging and rewarding long term investment and penalising short-term profiteering;
- (k) encouraging and supporting co-operative, mutual and not-for-profit enterprises and to minimise and discourage the use of charities as a substitute for withdrawn or diminished State responsibilities;
- (l) investment in high quality public services and the reversal of privatisation of services and utilities, and
- (m) invest in education and training for people with learning difficulties, to enable them to seek and retain work.

Conference calls on the TUC, the Labour Party and others to vigorously fight Government cuts that hit the most needy hardest and have a disproportionate effect on some groups in society such as women, the disabled, ethnic minorities and younger workers.

Conference congratulates the Association's staff in planning, and those staff and members participating, in the TUC 'March for the Alternative' on 26 March 2011. Conference notes that the day was mostly peaceful, good spirited and demonstrated the true sense of solidarity against the savage cuts, the effects of which will be felt for many years to come. Conference condemns the minority of anarchists that diverted the media's attention from this important message from many concerned workers to the Coalition government.

21. EC Motion on the Economy (Item 22) *Cont.*

Conference considers the solution to our economic problems cannot be resolved by holding down wages, in fact quite the opposite. Conference believes that stagnant wages go right to the core of the UK's economic malaise that is likely to result in a vicious circle of weak consumer spending, sluggish demand, and a depressed economy. Unless this trend is reversed Conference considers there is a real risk of repeating the economic troubles of recent years including the risk of another and more prolonged recession. Conference, therefore, supports an approach that will deliver sustainable growth and improved standards of living through increased real earnings.

Conference calls on the EC to promote this policy through the TUC and Labour Party.

Conference stands in solidarity with our sisters and brothers in European and other economies but especially in the Republic of Ireland where the impact of the banking crisis has had a devastating effect on jobs, pay and services. In welcoming the demise of the Fianna Fáil government at the 2011 general election, Conference calls on the EC to request the Irish Committee to work with, and through the ICTU, and other organisations in developing policies to rebuild the Irish economy on a fair and sustainable basis similar to that set out above.

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

EC Spokesperson Gerry Doherty (General Secretary)

Seconded by Joel Kosminsky (London South Western & Middlesex)

Carried

Supported by: Disability Working Group, futuretssa, London Bus Operators, TfL Central.

Amendments—

- A. *To insert between "full" and "employment" in line 2 "adequately paid".*

Moved by Terry Dawson (London SE & Sussex)

Seconded by Tim Bartlett (Yorkshire Retired)

Lost

- B. *To delete all between "share" in line 18 and "tax" in line 19 and substitute "of".*

Moved by Dave Johnson (Anglia No. 2)

Seconded formally

Lost

- C. *To delete all between "technologies;" in line 27 and "(h)" in line 30 and re-letter subsequent clauses accordingly.*

To delete all between "on" and "excessive" in line 32.

To delete ", and" in line 42 and substitute ",".

To insert between "work." in line 44 and "Conference" in line 45 new clauses:

"(n) reform of the still unchanged banking sector and of the Financial Regulatory regime to ensure that there can be no repeat of the recent financial crisis;

(o) early replacement of the minimum wage by the "living wage", and

21. EC Motion on the Economy (Item 22) Cont.

(p) investment in a reinvigorated manufacturing sector.”.

To delete all between “considers” and “our” in line 57 and substitute “that”.

To delete all between “wages” in line 58 and “Conference” in line 59.

Moved by Jill Murdoch (Yorkshire North)

Seconded by Felicity Premru (Women in Focus)

Lost

D. *To insert between “work.” in line 44 and “Conference” in line 45 new paragraph:*

“Conference agrees to support The People’s Charter which sets out a programme for a fair economy and a fairer Britain. Conference notes that the Charter was supported by the TUC at its 2009 Congress and calls on the EC to encourage Congress ‘to build support for the principles outlined in the Charter in workplaces and communities to help promote progressive policies in the Labour Party and to assist in achieving a million UK signatures to demonstrate that the Government must put people first’.”.

Moved by Malcolm Wallace (Anglia No. 1)

Seconded by Mick Carney (South Eastern Metro)

Lost

E. *To delete all between “services.” in line 59 and “Conference” in line 61.*

Moved by Eddie Creighton (London SE Retired)

Seconded formally

Lost

22. Access to Work (Item 23)

That this Conference is concerned about the severe limitations now being placed on disabled employees by the recent changes in Access to Work commencing on 1 October 2010. The great majority of funding for ‘physical adjustments’ such as equipment, telephony and adaptations to buildings and similar will no longer be provided. The cost will now be the sole responsibility of employers. These changes mean Access to Work will only cover support workers, transport costs and ‘highly specialised equipment’ and will not pay for special chairs, desks and IT equipment.

Conference calls on the EC to lobby the Government:

- (a) to overturn the new funding regulations and reinstate them to at least their previous level, and
- (b) for a full Equality Impact Assessment involving consultation with disabled people and the groups representing them on the changes outlined above.

Moved by Frank Ellis (Disability Working Group)

Seconded by Amanda Steele (Yorkshire No. 1 TOC)

Carried

23. Disabled People and the Cuts (Item 24)

That this Conference recognises that disabled people will suffer disproportionately through the public spending cuts. Directly through continued attacks on Disability Living Allowance and other disability benefits and on other supports such as Housing Benefit on which disabled people rely. They will also suffer indirectly, through job cuts, a tougher employment market, cuts in services and in other ways.

Government has chosen to target the poorest and most disadvantaged people in society to pay for its fiscal deficit reduction plans. At the same time it has set out a series of steps that will cut the likelihood of economic growth
Conference calls on the EC to:

- (a) oppose welfare benefits, health and social care cuts which impact on disabled people and carers and write to the Work and Pensions Secretary;
- (b) oppose cuts in funding for programmes that help disabled people gain and sustain employment;
- (c) actively seek to build links and understanding with disabled people, carers and groups who traditionally take no part in trade union led activity and campaigns with a view to joint working, and
- (d) raise awareness through Divisional Councils, Branches, SOGs and Reps about the impact of cuts on disabled members and the impact on the services needed by disabled people to enable them to live independent lives.

Moved by Frank Ellis (Disability Working Group)

Seconded by Steven Neagle (Yorkshire No. 1 TOC)

Carried

24. Young Workers and the Cuts (Item 25)

That this Conference condemns (*notes*):

- (a) the devastating cuts to services, jobs, pay and conditions being imposed by the Coalition government;
- (b) the structural discrimination suffered by young workers such as the lower national minimum wage rate and lower statutory redundancy pay rate, and
- (c) that education and training is one of the sectors facing the largest cuts of all and the massive hikes in tuition fees that are being introduced will have a completely disproportionate effect on students from poorer families (*much higher fees are being introduced*).

Conference believes that:

- (i) the cuts will have a disproportionate negative impact on young people early in their career, with longer hours, worse conditions, less training and development and no prospect of retirement to look forward to;
- (ii) sacrificing the pay, conditions and jobs of young workers is no way to defend those of older workers, and

24. Young Workers and the Cuts (Item 25) Cont.

- (iii) keeping and extending existing protections is a positive way to defend young workers and dissuade employers and the Government from making cuts.

Conference recognises and applauds the stand taken by many thousands of students, teachers and lecturers who took to the streets in protest at the Government's attempts to make education selective and elitist.

Conference resolves to campaign for equal and fair treatment for all workers regardless of their age, gender, race, sexuality, disability, religious views, country of origin or any other factors. Conference believes this principle should form the basis of the Association's position on pay, policy and redundancy negotiations with employers.

Moved by Raymond Morrison (futuretssa)

Seconded by Mick Carney (South Eastern Metro)

Carried

Amendment–

To delete "notes" in line 1 and substitute "condemns".

To delete all between second "and" in line 6 and "Conference" in line 8 and substitute "the massive hikes in tuition fees that are being introduced will have a completely disproportionate effect on students from poorer families."

To insert between "cuts." in line 15 and "Conference" in line 16 new paragraph:

"Conference recognises and applauds the stand taken by many thousands of students, teachers and lecturers who took to the streets in protest at the Government's attempts to make education selective and elitist."

South Eastern Metro

Accepted

25. Public Services (Item 26)

That this Conference is concerned at the level of cutbacks being imposed by the public services as a result of decisions being made by the Coalition government. Large numbers of staff are being thrown out of work with little prospect of re-employment.

Conference considers that all trade unions should actively campaign together and with other groups affected by the cuts to protect jobs and pensions.

Conference instructs the EC to bring the terms of this motion to the attention of the TUC, Labour Party and all other interested bodies.

Moved by Terry Dawson (London SE & Sussex)

Seconded by Frank Ellis (Disability Working Group)

Amendment–

To insert between "together" and "to" in line 4 "and with other groups affected by the cuts".

Disability Working Group

Accepted

26. Economy (Item 27)

That this Conference is concerned that this country was almost brought to the brink of bankruptcy by the irresponsibility of financial institutions in general and banks in particular which resulted in the Labour government stepping in to ensure some financial stability. However, these banks do not appear to the general public to have learnt any lessons by paying out large bonuses to a few selected employees.

The Coalition government appears reluctant to legislate against these banks to ensure this does not happen again and Conference is concerned that the ordinary employee and citizen is paying a heavy price for that financial debt created by those financial institutions.

Conference calls upon the EC to bring the terms of this motion to the attention of all relevant parties.

Moved by Brian Elwin (London NW Retired)

Seconded by Tim Bartlett (Yorkshire Retired)

Carried

27. Economy (Item 28)

That this Conference notes that non-payment of UK tax, either by avoidance or evasion, costs the UK economy approximately fifteen times more than alleged deceptions in benefit claims.

Conference believes all individual and corporate beneficiaries of UK services and infrastructure are liable to taxation on a progressive or 'graduated' scale, with advantageous allowances or exemptions for those in need, such as those with pensions as a sole income, youths, the unemployed, individuals with a recognised disability and/or having care duties.

Conference calls upon the EC to solicit from each Government in the UK with tax raising powers and from relevant opposition parties, their stances on tax evasion and avoidance, to publish those replies and any evasions in the Association's media and to secure TUC co-operation for a national objective to make tax fairer. Conference instructs the EC to advise 2012 Annual Conference on its progress with obtaining those replies and its proposal for further actions in respect of this matter.

Moved by Stephen Halliwell (London South Western & Middlesex)

Seconded by Preston Brooker (London Bus Operators)

Carried

28. Economy (Item 29)

That this Conference abhors the decision of all major western economies to waste the funds of ordinary people in bailing out irresponsible and unscrupulous financial companies after their disastrous business activities in recent years.

Conference further notes these actions have amounted to the largest transfer of funds from poor people to the already super-rich in over a century and has been conducted not once but in two tranches and with every incentive to encourage these financial institutions to go on behaving in the same way with the possibility that further crises will arise and bailouts will be required in future.

28. Economy (Item 29) Cont.

Conference therefore instructs the EC to submit a motion to the TUC that the Unity Trust Bank and other major responsible banks e.g. the Co-operative Bank, be vigorously promoted to provide ordinary financial services to ordinary people. This would enable millions of ordinary citizens to withdraw from the major high street banks, thereby removing any reason to rescue them next time they behave stupidly.

Moved by Tim Bartlett (Yorkshire Retired)

Seconded by Brian Elwin (London NW Retired)

Remitted

Consideration will be given to submitting a motion to 2011 Trades Union Congress on this subject.

29. Bonus Systems (Item 30)

That this Conference recognises the history of excessive bonuses given to executives and the unfairness this creates in the workplace.

Conference urges the EC to press for transparent and equitable bonus systems for all employees in an organisation and to ask the TUC to develop a common, equitable, fair definition of a bonus system that can then be incorporated into national and international employment standards e.g. International Standards of Organisation and Investors in People.

Moved by Rame Alia (Network Rail North London)

Seconded formally

Lost

30. Right To Work (Item 31)

That this Conference believes that there is a need to support workers whose jobs and working conditions are threatened by the cuts in spending imposed by the Government.

Conference agrees that the Right to Work campaign will be crucial in mobilising resistance against the neo-liberal agenda that seeks to make workers pay for the financial crisis.

Conference instructs the EC to affiliate to the Right to Work campaign to add support to Emergency Item E10 carried at the 2010 Annual Conference which urged direct participation in Right to Work protests.

Moved by Frank Ormston (Network Rail Yorkshire)

Seconded by Steve Leggett (South Eastern Metro)

Carried

31. Equality (Item 32)

That this Conference calls on the EC to raise awareness at every opportunity to the way in which equality rights are attacked as women, especially disabled women, are disproportionately affected and impoverished by the Coalition government's draconian and ideologically led public spending review.

Moved by Felicity Premru (Women in Focus)

Seconded by Mary Dodge (Lancs & Cumbria General)

Amendment—

To insert between "women" and "are" in line 2 ", especially disabled women,".

Lancs & Cumbria General

Accepted

**Conference was addressed by
Maria Eagle MP,
Shadow Secretary of State for Transport**

32. Telephone Charging (Item 33)

That this Conference expresses concern at the increasing number of firms, organisations, Government departments, (*and particularly*) utility organisations and particularly railway companies using non-geographical numbers which are charged at a higher rate rather than a local rate and are excluded from inclusive call bundles. Conference notes that people most affected are pensioners and other low income groups.

Moved by Brian Elwin (London NW Retired)

Seconded by Tom Rickard (Euston)

Carried

Amendments—

A. *To delete "and particularly" in line 2 and substitute ",."*

To insert between "organisations" and "using" in line 2 "and particularly railway companies".

Euston

Accepted

B. *To insert between second "rate" and ". Conference" in line 3 "and are excluded from inclusive call bundles".*

Moved by Michael Edwards (ATOS Origin East)

Seconded formally

Carried

33. EC Motion on Report and Financial Statements (Item 46)

That this Conference adopts the Report and Financial Statements for 2010.

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

EC Spokesperson Harriet Yeo (Treasurer)

Seconded formally

Carried

34. EC Motion on Appointment of Auditors (Item 47)

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

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

EC Spokesperson Harriet Yeo (Treasurer)

Seconded formally

Carried

Third Day's Proceedings

35. TSSA Rates of Subscription (Item 49)

That this Conference notes that with membership subscriptions continually increasing beyond inflation, there is now extreme difficulty in recruiting new members and retaining current levels of membership particularly where many of the Association's members are poorly paid. *(in the travel trade which is traditionally poorly paid).*

Conference therefore instructs the EC to investigate the introduction of a sliding scale of membership subscriptions based on the earnings of members as union membership should be affordable to all. *(If the investigation proves that a sliding scale of membership is beneficial then this policy is to be implemented at the earliest opportunity).*

Moved by Judith Rodgers (South Yorkshire)

Seconded by David Lown (Crewe & Cheshire General)

Lost

Amendment–

To delete all between "membership" in line 2 and "Conference" in line 4 and substitute " , particularly where many of the Association's members are poorly paid."

To delete all after "members" in line 5 and substitute " , as union membership should be affordable to all".

Crewe & Cheshire General

Accepted

36. TSSA Political Fund (Item 50)

That this Conference recognises the importance of the Association's Political Fund for electoral campaigning in support of the Labour Party, however, mindful of the carrying of many related motions at previous Annual Conferences, in particular Item 62 on Labour Party Funding in 2008 and Item 48 on the Labour Party in 2010, funding will only be provided for *(and)* affiliation to Constituency Labour Parties where those bodies and their electoral candidates support the restoration of the railways to public ownership. Conference notes that Branches can also use their political fund in other ways to support Labour Party and the Association's policies.

Conference calls upon the EC to ask Branches to consider using their political fund to promote Labour Party and Association policy, as appropriate, through the use of adverts in the local press, leaflets for distribution in the community, relevant magazines and any other way that helps to promote the TSSA and our political objectives.

Moved by Malcolm Wallace (Anglia No. 1)

Seconded by Ian McDonald (South Eastern (Kent))

Carried

36. TSSA Political Fund (Item 50) Cont.

Amendment–

To delete “and” in line 2 and substitute “, however, mindful of the carrying of many related motions at previous Annual Conferences, in particular Item 62 on Labour Party Funding in 2008 and Item 48 on the Labour Party in 2010, funding will only be provided for”.

To insert between “Parties” and “. Conference” in line 2 “where those bodies and their electoral candidates support the restoration of the railways to public ownership.”

South Eastern (Kent)

Accepted

Item 62 carried at 2008 Annual Conference read as follows:

That this Conference congratulates the EC on its decision to restrict funding for the Scottish Labour Party’s election campaign until an undertaking was received on the Party’s commitment to bring rail services back into public ownership.

Conferences believes that any funding from the Association over and above the mandatory affiliation fees should be directly linked to a commitment from the Labour Party to implement democratically agreed Labour Party policies. This principle should be adopted for all future funding appeals from the Labour Party.

Conference instructs the EC to observe the terms of this motion forthwith, and until such time as this principle is expressly changed by the Association’s Annual Conference.

37. TSSA Awards (Item 51)

That this Conference proposes that the Association recognise continuous long membership by the provision of 25 years membership badges, in addition to existing *(the long service of all its members, be they active or not, by the provision of long service badges, in addition to long service)* awards made to active members of the Association.

Conference therefore requests the EC to undertake a feasibility study and report back its findings to the 2012 Annual Conference.

Moved by Taffy Mark Evans (Brighton)

Seconded by Terry Dawson (London SE & Sussex)

Amendment–

To delete all between “recognise” in line 1 and “awards” in line 2 and substitute “continuous long membership by the provision of 25 years membership badges, in addition to existing”.

London SE & Sussex

Accepted

38. EC Motion on the Renewal of TSSA Democratic Procedure (Item 63)

That this Conference endorses the EC’s Report (See Page 61 for full report) subject to inclusion of the following amendments:

“Conference instructs the EC to continue implementing the improvements to democracy and democratic accountability detailed in Section 2 of the Report and to continue developing the ideas covered in Sections 5 and 6.

38. EC Motion on the Renewal of TSSA Democratic Procedure (Item 63) *Cont.*

Given the Association's financial position and the possibility of having to merge with another trade union, Conference instructs the EC to leave on hold the plans in Section 3 of the report for structural changes to the EC until decisions about a possible merger have been made, and while Network Rail itself decides on its future structure. Conference, furthermore, calls on the EC to delay plans, detailed in Section 4 of the report, to rewrite the Rule Book.

Moved by Andy Bain (President) on behalf of the
Executive Committee
EC Spokesperson Manuel Cortes (Assistant General Secretary)
Seconded by Joel Kosminsky (London South Western &
Middlesex)

Carried

Amendments—

- A. *To delete "endorses" in line 1 (of motion) and substitute "notes".*

To add at end new paragraph:

"Conference regrets that the EC did not include Chairs and Secretaries of general Branches covering Infrastructure and TOC members, nor Divisional Council Chairs and Secretaries in the consultation on 23/24 September 2010. This resulted in the consultation not covering all Infrastructure and TOC members, nor the members in other sectors who may be affected by the proposals affecting Divisional Councils. Conference instructs the EC to ensure that any similar consultation in the future is fully representative."

Moved by Peter Vincent (Derby & East Midlands)
Seconded formally

Lost

- B. *To delete "endorses" in line 1 (of motion) and substitute "notes".*

Moved by Tim Bartlett (Yorkshire Retired)
Seconded formally

Lost

- C. *To add at end (of motion) "subject to the inclusion of the following amendments:*

"Conference instructs the EC to continue implementing the improvements to democracy and democratic accountability detailed in Section 2 of the Report and to continue developing the ideas covered in Sections 5 and 6.

Given the Association's financial position and the possibility of having to merge with another trade union, Conference instructs the EC to leave on hold the plans in Section 3 for structural changes to the EC until decisions about a possible merger have been made, and while Network Rail itself decides on its future structure. Conference, furthermore, calls on the EC to delay plans, detailed in Section 4, to rewrite the Rule Book.

Moved by Malcolm Wallace (Anglia No. 1)
Seconded by Dave Howarth (Yorkshire North)

Carried

*The Amendment was declared **Carried** on a card vote: 9,300 **For** and 6,150 **Against**.*

38. EC Motion on the Renewal of TSSA Democratic Procedure (Item 63) *Cont.*

D. *To add at end (of motion)* "subject to inclusion of the following amendments:"

To delete all between "today." in line 62 and "2." in line 65 and substitute "TSSA's independence is under review; failure to grow 'organically' may force the Association into a closer arrangement with another body."

To delete all between "Euston." in line 552 and "The" in line 560 and substitute "Accessible facilities complying with delegates and Conference Agenda requirements could be advance-booked at reasonable prices in inner London."

To delete "Using" in line 565 and substitute "Assuming the Association retains a major London office, using"

London South Western & Middlesex

Accepted

E. *To add at end (of motion)* "subject to inclusion of the following amendments:"

To delete all between "website." in line 128 and "Annual" in line 136 and substitute "The EC will publish on the website notes of EC discussions and decisions except where this would compromise the personal privacy of members or others."

To insert between "venue." in line 568 and "6" in line 569 new paragraph:

"Conclusions

The EC will continue to assess the feasibility, desirability and costs of alternative arrangements for Annual Conference and, if changes are appropriate, present a report with recommendations to the 2012 Annual Conference. In planning future Conferences and national seminars, the EC will promote travel options that seek to reduce the Association's environmental impact."

Moved by Luke Howard (TfL Central)

Seconded by Bernard Gentry (Underground No. 1)

Lost

39. Rule Alteration (Item 64)

Rule 10 – Divisional Councils

Preface: To permit elected representatives to attend (*and vote at*) Divisional Council meetings.

To add at end new clause (q)

"Elected representatives shall be entitled by reason of their office and without further election to attend their respective Divisional Council meetings, and to speak (and vote) on all matters at such meetings as if they were delegates (save that only delegates may vote in the case of a card vote under Rule 10(j))."

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

EC Spokesperson Manuel Cortes (Assistant General Secretary)

Seconded formally

Carried

39. Rule Alteration (Item 64) Cont.

Amendment–

To delete “and vote at” in the preface.

To delete “and vote” in line 3 (of motion).

To delete all after first “delegates” in line 4.

Moved by Ian McDonald (South Eastern (Kent))

Seconded by Bernard Gentry (Underground No. 1)

Carried

40. Rule Alteration (Item 65)

Rule 47 Elections – General Rules

Preface: To remove the prohibition in Rule 47(d) on “no further literature after call for nominations”.

Rule 9 Clause (f)

To insert “and” between “(c)” and “(d)” and delete “and (e)” in line 1.

Rule 47 Clause (d)

To delete clause (d) including heading and re-letter remaining clauses accordingly.

Rule 48 Clause (d) (2)

To delete “(e)” in line 1 and substitute “(d)”.

Rule 50 Clause (a)

To delete “(g)” in line 1 and substitute “(f)”.

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

EC Spokesperson Gerry Doherty (General Secretary)

Seconded by Bernard Gentry (Underground No. 1)

Carried

Amendment–

Rule 47: Elections – General Rules

To delete “remove” (of preface) and substitute “liberalise”.

To add at end (of preface) “and to ensure a level playing field for all potential or actual nominees or candidates”.

40. Rule Alteration (Item 65) Cont.

To delete all after "delete" in line 2 (of motion) and substitute "existing clause (d) and substitute:

"(d) After the close of nominations no literature or documentation of any type from any source which seeks directly to promote the interests of any potential or actual nominee or candidate may be published or distributed by any means whatsoever. No official TSSA publications (at union, national, local, Divisional Council, Branch and workplace level) and no members of TSSA staff in the conduct of their duties may demonstrate any partiality towards any potential or actual nominee or candidate, and particular care must be applied in this regard after the call for nominations. No past or present holder of any TSSA office may use privileged information or records (e.g. membership records) obtained as a result of holding that office to publish or disseminate any literature or documentation of any type which seeks directly to promote the interests of any potential or actual nominee or candidate. In the event of any breach of this rule, the Executive Committee may disqualify the potential or actual nominee or candidate from the election, or order the election to be held again with such fresh dates as to nominations and close of voting as the Executive Committee directs."

Moved by Jill Murdoch (Yorkshire North)

Seconded by Steve Leggett (South Eastern Metro)

Lost

41. Privatisation (Item 34)

That this Conference is concerned that the right wing organisation Adam Smith Institute is actively campaigning for the Coalition government to sell off all remaining public bodies. Already this Coalition government has announced the selling of the Royal Mail which is opposed by the general Labour movement.

Conference believes the trade unions should fight these proposals with all their might as privatisation of British industries has benefited overseas investors to such an extent that 'UK Limited' is now virtually owned by the rest of the world. There is clear evidence that privatisation of our public bodies has meant a loss of jobs and closure of retail outlets, with businesses relocated or owned overseas in the belief that profit comes first.

Conference calls upon the EC to bring the terms of this motion to the attention of the TUC and Labour Party.

Moved by Eddie Creighton (London & SE Retired)

Seconded formally

Carried

42. Trades Union Councils (Item 35)

That this Conference congratulates Trades Union Councils for being in the fore-front of the campaign against the Government's cuts as announced in its Spending Review. Conference notes that Trades Councils have deep links within the community and continue to play an important part against racism and promoting trade unionism.

42. Trades Union Councils (Item 35) Cont.

Conference agrees that it is important to encourage more Branches to affiliate to Trades Councils and to get engaged in their activities. Conference calls on the EC to encourage members (*and the Association's staff*) to promote Trades Councils at Branch meetings.

Moved by Malcolm Wallace (Anglia No. 1)

Seconded by Tom Rickard (Euston)

Carried

Amendment–

To delete all between "members" in line 6 and "to" in line 7.

Euston

Accepted

43. Trade Union Legislation (Item 36)

That this Conference deplores the anti trade union laws that make balloting union members a legal minefield. This has been highlighted in the recent Court case where British Airways took Unite to Court and also in the LUL dispute, where to order a legal ballot meant wading through that legal minefield, pushing union resources to the limit.

Conference asks the EC to look at ways of highlighting these biased and highly complex anti trade union laws around balloting union members and the possibility of utilising the Campaigns Committee to help with trying to achieve some sort of level playing field.

Moved by Felix Matthew-Brown (London Met.)

Seconded formally

Carried

44. Trade Union Legislation (Item 37)

That this Conference is concerned that the Labour government did not go far enough in reforming (*a Labour government failed to reform any of*) the previous Conservative governments' anti trade union legislation. (*, with the result that*) Trade unions are now facing further anti trade union laws from this Coalition government which will make this country the most restrictive in the western world.

Conference calls upon the EC to (*forcedly*) bring the terms of this motion to the attention of the TUC and for the Labour Party to adopt early repeal of all anti trade union legislation.

Moved by Stephen Davidson (London NW General)

Seconded by Chris Kinsley (Lancs & Cumbria General)

Carried

Supported by: London SE & Sussex.

44. Trade Union Legislation (Item 37) Cont.

Amendments—

- A.** *To delete all between second “that” and “the” in line 1 and substitute “the Labour government did not go far enough in reforming”.*

To delete “legislation” and “trade” in line 2 and substitute “.”.

To delete “forcedly” in line 5.

Lancs & Cumbria General

Accepted

- B.** *To delete “any of” in line 1.*

To insert between “and” and “Labour” in line 6 “for the”.

To add at end “to adopt early repeal of all anti trade union legislation”.

London SE & Sussex

Accepted

45. Fairtrade (Item 38)

That this Conference notes the tremendous interest in Fairtrade by employers, trade unions, community organisations and the rapid increase in the number of Fairtrade towns since the first one was established in 2000. The Association is proud of its support for the Fairtrade movement and calls upon the EC to encourage Branches to ask members to become involved in local Fairtrade activities.

Moved by Richard Scudder (London Bus Operators)

Seconded by Malcolm Wallace (Anglia No. 1)

Carried

46. UK Immigration (Item 39)

That this Conference notes the intention of the Coalition government to introduce an annual limit on the numbers of non-EU migrants allowed to work in the UK.

Conference is aware of the contribution that skilled migrant workers have made to the UK economy over centuries, contributing significantly to the wealth of the UK. Unskilled migrant workers have similarly contributed, having entered under previous Home Office policies and must be allowed to stay without retrospective application of any new law. Any such law would seek to blame migrant workers for economic problems that are nothing to do with them.

Conference notes that the Institute for Public Policy has criticised the proposal for a cap on migrants as a likely ‘political own-goal’ as it overstates the power of Government to limit immigration. Conference therefore calls upon the EC to challenge, in every way they can, the unrepresentative and dishonest Coalition government on the issue of the cap on non-EU migrants and instructs them to consider using one of the Association’s motions to the TUC to raise the issue in the wider labour movement.

Moved by Tom Rickard (Euston)

Seconded by Amanda Steele (Yorkshire No. 1 TOC)

Carried

47. Environment (Item 40)

That this Conference notes that the agreements reached at Cancun in December 2010, even if fully implemented, are grossly inadequate to prevent a level of global warming that would be disastrous for many of the world's poor. Conference notes that the reports of positive outcomes from this summit are 'greenwash' promoted by big business and the governments of the wealthy nations to mask the failure to address the need for radical action.

Conference calls on the Government and the Labour Party to commit Britain to a position in future negotiations that recognises the contribution of the rich nations to the increasing likelihood and scale of humanitarian catastrophes related to climate change. Britain's negotiating position, both independently and as part of the EU, should be that further reductions in greenhouse gas emissions by biggest polluting countries are needed, as well as significantly greater contribution from the rich countries to support sustainable development in poorer countries so they do not follow the same high-emissions routes to growth.

Conference reiterates the Association's support for the call for a million climate jobs by the Campaign against Climate Change and instructs the EC to redouble its efforts to support and promote this campaign, with encouragement to Branches and Divisional Councils to affiliate and take part in local campaign events.

Conference further notes that the short-term public victory in temporarily halting the privatisation and sell-off of the UK national forests by the Coalition government. Privatisation of our woodlands would be both an abuse of UK citizens rights with implications for access, as well as potentially disastrous for the climate. Conference asks the EC to work with the Association's Green Group and national campaigns to make sure this is fully reversed.

Moved by Luke Howard (TfL Central)

Seconded by Felicity Premru (Women in Focus)

Carried

Amendment–

To add at end new paragraph:

"Conference further notes that the short-term public victory in temporarily halting the privatisation and sell-off of the UK national forests by the Coalition government. Privatisation of our woodlands would be both an abuse of UK citizens rights with implications for access, as well as potentially disastrous for the climate. Conference asks the EC to work with the Association's Green Group and national campaigns to make sure this is fully reversed."

Women in Focus

Accepted

Point of Information: *The Association's Green Group is a TSSA staff/employer working party.*

48. Energy Conservation (Item 41)

That this Conference is concerned by the loss of heat caused by multiple units with doors opening directly into carriages standing at stations with doors wide open. This not only wastes energy, but also causes discomfort to passengers, especially in cold weather.

48. Energy Conservation (Item 41) Cont.

Conference instructs the EC to campaign vigorously for all multiple units, other than those with vestibules, to be modified with time switches to close the doors as soon as passengers have boarded or alighted.

Moved by Mick Risbridger (West Midlands Technical)
Seconded by Tim Bartlett (Yorkshire Retired)

Carried

49. Climate Displacement (Item 42)

That this Conference notes that around the world, women are the guardians of natural resources, collecting food, water and fuel for their families. Women in the poorest communities who often have less access to land or water will be hit the hardest when the full impacts of environmental damage from climate change are felt. A staggering 20m of the 26m people currently estimated to be displaced by climate change are female. This situation is exacerbated by the bio-fuels industries' global requisitioning of land in unprecedented quantities.

Conference asks the EC to join and publicise climate justice campaigns on land use and abuse, including Bio-fuels Watch, which monitors global abuses.

Moved by Felicity Premru (Women in Focus)
Seconded by Gurchet Singh Jutla (West Midlands TOC)

Carried

50. Colombia – Trade Agreement with EU (Item 43)

That this Conference, in view of the appalling human rights record, especially against trade unionists of successive Colombian governments, another brother of Carmen Mayusa, who visited the 2009 Annual Conference, was murdered this year, deplores the decision by the EU Commission to agree the Generalised System of Preferences Trade Agreement with that country.

Conference calls on the EC to lobby British MEPs and requests the Irish Committee to lobby Irish MEPs to vote against this Agreement when it is put before the European Parliament for ratification.

Conference also calls on the EC and requests the Irish Committee to do likewise with MPs and TDs should this Agreement be put before national Parliaments for their approval. Conference also expresses concern over the USA military escalation of bases and weapons in Colombia.

Moved by John Bowen (Ireland South Clerical)
Seconded by Rame Alia (Network Rail North London)

Carried

Amendment–

To insert between "governments," and "deplores" in line 2 "another brother of Carmen Mayusa, who visited the 2009 Annual Conference, was murdered this year,".

To add at end "Conference also expresses concern over the USA military escalation of bases and weapons in Colombia.".

Network Rail North London

Accepted

51. Poverty in Africa (Item 44)

That this Conference is deeply concerned that non-African countries are either buying or leasing, on a long-term basis, land in Africa for growing food and bio-fuel crops which is to be consumed in their own countries. Those countries are not just acquiring Africa's land, but are securing themselves the equivalent of hundreds of millions of gallons of scarce water per year.

Conference notes that well structured African land exchange deals could guarantee employment, better infrastructures and better crop yields. However, if badly handled they could cause great harm, especially if local people are excluded from decisions about allocating land and if their land rights are not protected.

Conference believes that water will be the defining resource of the next 100 years and that this is the new 21st century colonisation. Conference therefore calls on the EC to use all means possible to stop unfair systems being imposed on the people of Africa.

Moved by Angella Palmer (E-Mix)

Seconded by Mick Carney (South Eastern Metro)

Carried

52. Palestine (Item 45)

That this Conference congratulates the EC for its overwhelming support and success in passing composite motion C18 on Palestine at the 2010 TUC, moved by the TSSA President. The motion condemned the deadly attack on the humanitarian aid ships to Gaza in May 2010 and supported the Palestinian General Federation of Trade Unions' condemnation of the Histadut's support for the attack and called instead for an immediate end to the blockade and an independent inquiry into the attack. The motion called for the General Council of the TUC to work closely with the Palestine Solidarity Campaign to actively encourage affiliated organisations and also employers and pension funds, to disinvest from, and boycott the goods of companies who profit from illegal settlements, the Occupation and the construction of the Wall. The motion also called on the UK government and the EU to take much stronger political steps to ensure Israel abides by UN resolutions. The British government especially has resisted applying meaningful pressure on the Israeli government to negotiate an effective independent and secure state for the Palestinians. The TUC General Council will provide reports of ongoing progress with these campaigns. Conference is pleased that the Association took the lead in this debate and urges the EC to press the TUC General Council to instigate the processes they agreed to.

Conference also praises the General Secretary for his speech on Palestine at a TUC fringe meeting and welcomes his offer to visit the Occupied Territories in the near future.

Moved by Ian McDonald (South Eastern (Kent))

Seconded by Dave Barnes (Southern Inner)

Carried

53. TSSA Membership (Item 52)

That this Conference requests that in line with previous assurances given, existing members are notified if it is thought necessary to transfer them from one Branch to another. Prior to any transfer of members, the member concerned shall be given the opportunity to remain in their existing Branch or transfer to another suitable Branch should they wish to do so.

Moved by Chris Ash (Anglia No. 3)
Seconded formally

Carried

Amendment–

To delete all after “another.” in line 2.

Moved by Susan Pattwell (Medway)
Seconded formally

Lost

54. TSSA Membership (Item 53)

That this Conference supports the principle of Branches catering for members who have retired from industries entitling them to membership of the Association. Conference recognises that such members wish to continue their commitment to improving the life of both fellow retired and current members still in employment and recognises that their subscriptions represent a not-insignificant financial contribution towards the running of the Association.

Conference also believes that members retiring from full or part time employment should be encouraged to remain in membership and play an active role in a Retired Members’ Branch of their choice and calls on the EC to support this principle.

Moved by Tim Bartlett (Yorkshire Retired)
Seconded by Brian Mayhew (Midlands Retired)

Carried

Amendment–

To delete “of their choice” in line 7 and substitute “in their residential area”.

To add at end new paragraph:

“Conference also instructs the EC to ensure that all Branches in the area covered by a Retired Members’ Branch are advised of the dates, times and venues of Retired Members’ Branch meetings.”.

Moved by Douglas Darroch (Lancs & Cumbria Retired)
Seconded formally

Lost

55. TSSA Organisation (Item 54)

That this Conference is concerned over the cost of maintaining and occupying Walkden House to undertake administrative functions in central London.

Conference considers that with modern communications and transport links many functions could be moved to other locations where more up-to-date facilities would be available at a lower cost.

Conference instructs the EC to review with the General Secretary what functions need to be undertaken in central London and to report to the 2012 Annual Conference.

Moved by Peter Vincent (Derby & East Midlands)

Seconded by Joel Kosminsky (London South Western & Middlesex)

Carried

56. TSSA Organisation (Item 55)

That this Conference notes that much has been said about the problems of the parallel universe of reps and Branch activists, but little has been done to rectify this. Many have taken a polarised position seeing only bad in the other 'side' when the issue is far more widespread than that, with weaknesses in all parts of the Association's structures. Reps may have little contact with Branches and vice versa. Divisional Councils are, in some cases, not managing to assist the Branches as is their role. Company reps are not always getting involved within the Branch structure. It paints a fragmented picture with the various factions cocooned in their own little bubble with a significant lack of communication.

Conference agrees that the Association needs to urgently look at ways of addressing this. Branch meetings need to be informative, flexible and relevant. Both reps and Branches need easy access to contact details for the other: reps/company and Officers/Branch. Reps should be actively encouraged to get involved in Branch and Divisional matters and equally Branch officials should be reporting on what is happening in their companies. TSSA staff used to be allocated to work with a Divisional Council and the loss of this has probably added to the deterioration. This issue needs further consideration and appropriate action.

Conference is of the view that where a specific problem is known then those who can should help with the solution, review good practices from elsewhere and apply them as appropriate.

Conference agrees that the Association has to be realistic. The days of a few members no longer in the workplace holding Branch meetings to decide the democracy of this Association must be addressed. The Association must be progressive, be prepared to adapt to new methods of communicating and, in some cases, holding Branch meetings. The EC should receive regular reports of problems and options for their resolution and should be much more proactive and involved in offering solutions.

56. TSSA Organisation (Item 55) Cont.

It is the view of Conference that goodwill from reps, Branches, Divisional Councils, the EC and TSSA staff is essential if we are to improve and improvement is paramount if the Association is to survive. The EC are asked to note the terms of this motion and act accordingly.

Moved by Mick Carney (South Eastern Metro)

Seconded by Karan Park (Vertex Highlands)

Carried

Amendment–

To insert between “companies.” and “TSSA” in line 12 “Reps should be nominated and elected at Branch Meetings to join the two groups of members together for their mutual benefit.”

Moved by Dave Johnson (Anglia No. 2)

Seconded formally

Lost

57. TSSA Organisation (Item 56)

That this Conference notes the sad demise of the Jarvis Group in 2010 with the loss of employment for hundreds of Association members.

The sudden closure of the Jarvis Group brought to light a number of deficiencies within the Association’s processes that added to the members’ distress, including the immediate cancellation of Association membership. Whilst this was rectified by the EC under Rule 31(a) and the members reinstated at nil subscription, for a period of time those members were left feeling abandoned by the Association at the time they needed its support the most.

In the current economic climate it is highly probable that other companies in which the Association has members will find themselves in a similar situation. Conference therefore calls upon the EC to put in place a contingency plan which includes:

- (a) immediate support and guidance to members affected in a similar situation using lessons learned from Jarvis;
- (b) dissemination of information on members’ rights with regards to travel facilities, pensions etc., and
- (c) an action plan to ensure commitment of resources to the raising of awareness in the media and the political arena in conjunction with other trades unions affected.

Any such contingency plan must build in sensitivity to the members’ immediate and future needs.

Moved by Dave Howarth (Yorkshire North)

Seconded formally

Carried

58. TSSA Communications (Item 57)

That this Conference is aware of the lack of progress regarding an electronic communications system that the Association urgently requires. Financial returns from Branch Financial Secretaries and circulars to Branch Secretaries are just two examples where electronic delivery would be so much more efficient and cost effective than the postal system.

Conference notes that the EC has been attempting to bring an all-embracing computerised communications system online for several years, forming a special working party to achieve this aim. Unfortunately this has not as yet materialised.

Conference instructs the EC to provide the membership with a concise report, indicating the progress to date and provide a timescale when this electronic communications system will be achieved.

Moved by Bob Bayley (Network Rail West Midlands)

Seconded by Amanda Steele (Yorkshire No. 1 TOC)

Lost

59. TSSA Ageism (Item 58)

That this Conference instructs the EC to implement the aims of Item 65 carried at 2006 Annual Conference.

Moved by Tony Scott (South Wales & Western Retired)

Seconded formally

Carried

Item 65 (2006 AC) reads as follows:

“That this Conference recognises that there is an element of ageism within the Association. Conference instructs the EC to take all necessary steps to eliminate this situation.”

60. TSSA Reps (Item 59)

That this Conference recognises that many members only consider that their local rep is the face of the Association and that the dedication and commitment of all local reps, day in, day out, in the workplace is the biggest and best advertisement the Association has for encouraging new members to join.

Conference, however, also recognises that reps are increasingly facing intimidation from hostile managements such as withdrawing facilities, excluding reps from meetings and threats of redundancy and disciplinary action for just carrying out their legitimate role. These actions are a direct attack upon trade unions and their members and are designed to destroy their effectiveness in the workplace.

Conference is also concerned about the effect this kind of intimidation has on the health of reps in general and the level of stress related sickness in particular.

60. TSSA Repts (Item 59) *Cont.*

Conference therefore instructs (*calls upon*) the EC to carry out an in-depth survey of repts to compile statistical data and present this to the 2012 Annual Conference to establish the extent of the problem of repts suffering stress related conditions and to examine ways of providing them with more help, support and reassurance to ensure that the situation can be addressed.

Moved by Bernard Gentry (Underground No. 1)

Seconded by Kevin Harris (Crewe & Cheshire General)

Carried

Amendment–

To delete "calls upon" in line 10 and substitute "instructs".

To insert between second "to" and "establish" in line 10 "compile statistical data and present this to the 2012 Annual Conference to".

To add at end "to ensure that the situation can be addressed".

Crewe & Cheshire General

Accepted

61. TSSA Campaigning (Item 62)

That this Conference congratulates the EC on its efforts to raise the campaigning activities and profile of the Association. Conference, in particular, welcomes the EC's decisions to initiate a Campaigns Committee and to set up a two person Community Organising Team.

Conference recognises that the Coalition government's cuts agenda is part of an ideological attack which is against the interests of the mass of the British people. Conference agrees that maximising unity and the level of organisation are needed to defeat these attacks, made on behalf of the rich and powerful.

Conference urges the EC to continue this struggle by:

- (a) drawing Association members into resisting the cuts to public transport and also those made across the full social spectrum of health, education, housing and social services;
- (b) participating in non-violent resistance activities in conjunction with others such as trade unions, trades councils, the People's Charter, the Coalition of Resistance and local community organisations, and
- (c) arguing within the Labour Party for progressive policies such as investing in infrastructure rather than following a variation of the Coalition government's cuts agenda.

Moved by Rame Alia (Network Rail North London)

Seconded by Steven Neagle (Yorkshire No. 1 TOC)

Carried

62. Transport Policy (Item 67)

That this Conference congratulates the EC on its campaign for the public ownership of the railway. As a result of the campaign the issue is now on the public agenda as well as being Labour Party policy.

Conference, however, notes the lack of progress made to date with the realisation of the policy. It is clear that there is little public understanding of what alternatives there are for a modern method of public ownership, nor of how it can practically be achieved.

Conference calls upon the EC to establish a working group to examine different ways of structuring and managing an eventual public ownership, including co-operative solutions that will achieve full accountability and to develop a detailed agenda for bringing public ownership of the railway to fruition.

Conference calls for the working group's report to be presented to 2012 Annual Conference with a view to a major re-launch of public ownership as the Association's flagship campaign, backed up by clear and practical arguments.

Conference instructs the EC to convey the terms of this motion to the Labour Party's National Policy Review.

Moved by Jill Murdoch (Yorkshire North)

Seconded by Steve Wiltshire (Yorkshire Ridings TOC)

Carried

Amendment—

To insert between "ownership" and "that" in line 7 " , including co-operative solutions".

To add at end "Conference instructs the EC to convey the terms of this motion to the Labour Party's National Policy Review."

Yorkshire Ridings TOC

Accepted

63. Transport Policy (Item 68)

That this Conference welcomes the proposals to extend international rail services from St. Pancras International to more destinations in Europe.

Moved by Rod Payne (Paddington & Thames Valley)

Seconded by Ian McDonald (South Eastern (Kent))

Carried

Amendment—

To add at end "The EC is encouraged to obtain through consultation with relevant parties, appropriate fare reduction for holders of an International Authority Card."

Moved by Rob Smith (Staffordshire)

Seconded formally

Lost

64. Transport Policy (Item 70)

That this Conference is appalled by the Government's decision to allow TOCs to increase train fares by RPI plus 3% annually and by much more than this in South Eastern England, in order to pay for new trains and infrastructure, and to reduce the taxpayer contribution for the costs of running the trains and maintaining the infrastructure, especially as fare payers are also taxpayers. This has been agreed by the Government even though this is an illogical contradiction to their claims to be seeking to minimise the effects of climate change. This environmentally unsound policy will simply force more rail users on to the roads, where motoring costs in real terms year on year, have not kept up with the increased costs of rail travel and where this modal discrepancy will be increased even further.

Conference calls on the EC to campaign as appropriate to resist the fare rises, cuts in staffing and train service levels and to seek political support from other relevant trade unions, as well as the Association's membership, other campaigning organisations and commuter groups for investment in the expansion of the railways without these massive fare increases and other economies.

Moved by Ian McDonald (South Eastern (Kent))

Seconded by Mick Carney (South Eastern Metro)

Carried

65. Transport Policy (Item 71)

That this Conference is concerned at the level of rail fare rises allowed by the Government in January 2011. With the TOCs making vast profits, the Government should bring procedures into place to keep these rises under control.

The rises across all fares should not exceed the RPI for July (*be based upon the RPI for October*) of the previous year. With the Government advocating greener policies, more families and individuals should be encouraged, not discouraged, to use the railways. One way to do this would be to cap or regulate rail fares, rather than allow obscene ones.

Conference therefore calls upon the EC to convey the terms of this motion to the TUC and DfT to raise the Association's concerns at the level of fare increases.

Moved by Dave Barnes (Southern Inner)

Seconded by Amanda Steele (Yorkshire No. 1 TOC)

Carried

Amendment—

To delete all between "should" and "of" in line 4 and substitute "not exceed the RPI for July".

Yorkshire No. 1 TOC

Accepted

66. Transport Policy (Item 72)

That this Conference believes that the current train fares system is far too complicated and generally does not give good value for money. TOCs have too many different pricing structures and policies regarding ticket restrictions, resulting in innumerable fare anomalies. Customers are advised that if they book in advance they can buy cheaper tickets, yet no advance fares exist for many long distance journeys.

Conference instructs the EC to lobby all relevant authorities in order to secure a review of the current structure which will result in a fares system which meets the needs of railway passengers.

Moved by Rob Smith (Staffordshire)
Seconded formally

Carried

67. Transport Management (Item 73)

That this Conference condemns the proposal from the Government to allow rail operating companies to increase their present 7-year franchises to 15 years.

Conference believes this proposal needs to be fought against and calls on the EC to lobby Parliament as necessary.

Moved by Susan Pattwell (Medway)
Seconded by Eddie Creighton (London & SE Retired)

Carried

68. TSSA Strategic Plan (Emergency Item E12)

That this Conference notes and welcomes the frankness with which the General Secretary this week presented the EC's recently amended strategic vision to 2011 Annual Conference. Conference particularly endorses the comments of the General Secretary in respect of the need to work more closely with other trade unions and that the EC could not rule out the possibility of merger discussions.

Conference welcomes the fact that the Association continues to have a strong balance sheet and has made significant progress in the quest towards becoming an organising and campaigning union.

Conference, however, recognises that the Association has not been immune from the major economic turbulence that almost brought the whole international financial system to its knees and caused many companies to collapse. The slow decline in membership has started to increase in speed as the savage cuts imposed by the government continue to threaten our members' jobs and ultimately the income of the Association.

Conference recognises that the Association needs to take greater control of its financial destiny and that this can best be done by now working more closely with like-minded organisations to create strategic partnerships that will allow the Association to better balance income and expenditure. Conference therefore agrees that the time has come to revise the Association's strategic priorities and congratulates the EC for having the courage to recognise and lead the necessity for such a change, which will involve consultation with Branches.

68. TSSA Strategic Plan (Emergency Item E12) Cont.

Conference recognises recent experiences of effective co-operation with the RMT and other unions on the railway pensions campaign and disputes in Network Rail and LUL. These experiences illustrate the potential for strategic partnerships to benefit the Association's members.

Conference recognises that at this moment it is difficult to predict how strategic partnerships will develop. In some cases, working together could take the form of inter-union federations, whilst in others, particularly if resource sharing is the main driver, it could lead to merger. It is vital that the EC explores all options whilst the Association remains on a relatively strong financial footing.

To this end Conference agrees that the key strategic objectives for the Association will be to:

- (a) build strategic partnerships with sister unions to help protect members and to secure a viable future for their voice;
- (b) build a stronger union through the active participation of members, and
- (c) involve communities in our fight for an affordable quality public transport system.

Conference recognises that the backbone to delivering our objectives is the support from Association members and instructs the EC to work with TSSA workplace reps, Branches and SOGs in engaging members with the Association's strategic vision.

Moved by Andy Bain (President) on behalf of the
Executive Committee
EC Spokesperson Gerry Doherty (General Secretary)
Seconded by Brian Mayhew (Midlands Retired)

Carried

Amendments—

A. *To delete all after "discussions." in line 6 and substitute new paragraphs:*

"Conference, however, expresses its disappointment that no significant progress has been made to resolve the Association's financial difficulties since 2009 Annual Conference, when the Assistant General Secretary outlined the EC's strategic plan with its aim of continued independence. In his speech to delegates he said that if the Association continued on its present course, it would be unable to function financially and it would lose its independence. Conference accepts that this position was correct.

The EC's plan was to increase membership by a third, with expenditure increases being kept to under 10 per cent and significant investment being made in the Association's IT infrastructure and electronic communications. The EC also saw rebuilding Walkden House as the way forward. To achieve this by 2015, the 2009 Annual Conference noted that if the Association was to stay an independent, specialist and modern trade union, it needed to make strategic alliances with similar sized trade unions that organise in the transport and travel industries. Furthermore, it needed to start talking to potential partners immediately.

The plan outlined at 2009 Annual Conference was seen by the EC as the only one that could take the Association forward and to survive. It is disappointing that after two years the EC has not been able to find any partners to take the project forward. Indeed, its current view is that it is difficult to predict how strategic partnerships will develop and, if resource sharing is the main driver, it could lead to a merger.

68. TSSA Strategic Plan (Emergency Item E12) *Cont.*

Conference does not accept that partnerships will resolve all of the Association's monetary problems.

Conference thanks all of our staff, EC, Branch Officers and members for their efforts in trying to sustain and develop the Association during an extremely difficult economic climate, but we cannot ignore the stark reality of the 2010 Financial Report and Review. This shows that in the past two years the Association has lost £3,794,665 from the central fund account. Membership income now covers 17 per cent less of the Association's costs compared to four years ago, despite above inflation rate increases. As a result of a cash flow problem the Association has had to increase its overdraft, as well as a long-term loan facility. Despite the decision taken at 2008 Annual Conference to take measures to reinvigorate the Branch network, membership fell, and the number of Branches decreased to 125.

Conference accepts that the Association's financial position is unsustainable and following the failure to meet the key targets of 2009 Annual Conference, recognises that we have to take a different approach. Conference believes that a merger with another union should not be a 'possibility', but is the only way forward if the Association is to safeguard the long-term interests of members. Conference believes that the Association's investments and property assets will add weight to, and enhance, any negotiations.

Conference instructs the EC to negotiate terms with other unions it considers to be appropriate as soon as possible. Although not wishing to impose conditions on any merger, the EC should make a full analysis of any potential merger, taking into account the Association's financial well-being, its assets, its democratic processes and accountability, historic growth and potential, and its relationship to transport.

Conference instructs the EC to report its progress to members and to call a Special Delegate Conference, if required, before 2012 Annual Conference.

In the meantime, Conference recognises the importance of building a stronger union through the active participation of its members and to involve communities in our fight for an affordable quality public transport system.”.

Moved by Malcolm Wallace (Anglia No. 1)
Seconded formally

Lost

- B. *To insert between “merger.” and “It” in line 35 “Conference, however, also recognises that merger could lead to the reduction of trade union reps in many workplaces, especially if merger is with a union which represents the same groups of staff as the Association. In addition, merger with a much larger union could be little more than a take-over. Therefore, a merger should be pursued only if all other options are not viable. Conference accepts”.*

To insert between “Branches” and “and” in line 47 “, Divisional Councils”.

Moved by Bernard Gentry (Underground No. 1)
Seconded formally

Lost

- C. *To insert between “footing.” in line 36 and “To” in line 37 new paragraph:*

“It will be a priority in any consideration of a merger with another union as to how it will strengthen the Association's bargaining power for members. It is therefore the preferred option to consider a merger with the RMT to deliver the strongest future unity of transport workers.”.

Moved by Dave Barnes (Southern Inner)
Seconded formally

Lost

68. TSSA Strategic Plan (Emergency Item E12) Cont.

D. *To delete “, and” in line 42 and substitute “;”.*

To insert between “Branches” and “and” in line 47 “, Divisional Councils,”.

To insert between “system.” in line 44 and “Conference” in line 45 new clauses:

“(d) in the case of a merger, to ensure that the number of workplace reps in any workplace is not reduced, and

(e) to take all reasonable steps to ensure that the identity of the Association is not lost.”.

Moved by Chrissie Burrell (London Met.)

Seconded by Susan Pattwell (Medway)

Lost

69. Transport Management (Item 74)

That this Conference considers that the brief tenure of office by successive Transport Secretaries is disastrous to the well-being of the national transport systems and suggests that a permanent principal advisor be appointed to advise the Transport Minister in the interests of continuity, so far as long-term planning and development is concerned.

Moved by Douglas Darroch (Lancs & Cumbria Retired)

Seconded formally

Lost

70. Transport Management (Item 75)

That this Conference is concerned that under the Public Spending Review, Bus Service Operators' Grant will be cut by 20% by 2012. Formerly known as Fuel Duty Rebate, this grant offsets the cost of tax on diesel in providing local bus services.

Conference is concerned that this cut will invariably result in a massive increase in costs to bus operators, who will no doubt respond by increasing fares, cutting un-remunerative but socially necessary services, and by cutting staff. This is particularly unfair when airlines, shipping and railways do not pay tax on fuel.

Conference instructs the EC to make representations to the DfT to ensure that investment towards bus services continues at the same level, or increases in real terms, particularly as buses are efficient users of road space and fuel for public transport is increasingly scarce.

Moved by Preston Brooker (London Bus Operators)

Seconded by Bernard Gentry (Underground No. 1)

Carried

71. Transport Management (Item 76)

That this Conference notes with disgust the propensity of certain TOCs to close down their train service during last winter's inclement weather. This abandonment of responsibility for fellow human beings, their customers, is reprehensible.

Conference also recognises the massive pressures placed upon staff by poor management and inconsistencies within the instructions given.

Conference instructs the EC to contact all relevant authorities with a view to the organisation of a plan of campaign for implementation in future extremes of weather.

Conference also instructs the EC to bring to the attention of all relevant parties that the Association's members will not be prepared to sacrifice their health and safety by the inadequate provision of cold weather equipment and clothing.

Moved by Rob Smith (Staffordshire)

Seconded by Joel Kosminsky (London South Western & Middlesex)

Carried

Amendment—

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

"Conference also recognises the massive pressures placed upon staff by poor management and inconsistencies within the instructions given."

To add at end new paragraph:

"Conference also instructs the EC to bring to the attention of all relevant parties that the Association's members will not be prepared to sacrifice their health and safety by the inadequate provision of cold weather equipment and clothing."

Moved by Steve Leggett (South Eastern Metro)

Seconded by Steven Neagle (Yorkshire No. 1 TOC)

Carried

72. Transport Management (Item 77)

That this Conference believes that the job losses within TfL and LUL over the past year have led to a poorer service for the public, increased stress and anxiety for the staff remaining and a lowering of safety standards across the network.

Conference also believes that these job losses would have been even worse if it had not been for the industrial action taken by members of the Association and other trade unions in the areas concerned.

Conference also thanks all those who contributed to the hardship fund set up by the Association to support members who took industrial action.

Conference reaffirms its total opposition to job reductions within TfL and LUL and calls on the EC to continue to work with the LT Divisional Council and local reps to stop further job losses in the coming years.

Moved by Bernard Gentry (Underground No. 1)

Seconded formally

Carried

72. Transport Management (Item 77) Cont.

Amendment–

To insert between “action.” in line 7 and “Conference” in line 8 new paragraph:

“Conference asks the EC to consider and advise on the possibilities for ongoing fundraising by the Association’s members as part of campaigning in order to raise the union’s profile and forge links with the public and with other unions and contribute to hardship and strike funds whether at Divisional Council or national levels at this time of likely increased disputes.”.

Moved by Felicity Premru (Women in Focus)

Seconded by Malcolm Wallace (Anglia No. 1)

Lost

73. Transport Management (Item 78)

That this Conference has grave concerns over transport and work issues relating to the London 2012 Olympic and Paralympic Games.

Conference believes that employers’ unilaterally-imposed leave restrictions, altered workloads, and/or co-ordinated plans with other employers will evade or abuse workplace procedures in relation to the 2012 Olympic and Paralympic Games.

Conference also believes that:

- (a) the Games’ Priority Roads Network risks hindering workers’ movements without employers being compelled to adopt suitable and sufficient allowance for transport difficulties;
- (b) there is no evident unified transport risk assessment for London Games venues;
- (c) there is no suitable and sufficient plan to safely transport people at those venues and that although there is a single Games transport control centre each operator will respond to events independently, and
- (d) safety is at risk on the Jubilee Line as it serves several Games-related venues and that inadequate overall consideration has been given to crowd management and transport provision, especially late night at Stratford if sport events over-run. This situation is made worse by the recent staff reductions on the Jubilee Line and the failure of LUL to provide a dedicated member of staff to carry out the required security checks.

Conference calls upon the EC to act in a timely and co-ordinated manner and with fellow trades unions and the TUC to seek rectification of these concerns and would support the Association taking any legal action solely or jointly with others to assure members’ rights and the safety of workers and spectators at and involved with the 2012 Games.

Moved by Joel Kosminsky (London South Western & Middlesex)

Seconded by Bernard Gentry (Underground No. 1)

Carried

73. Transport Management (Item 78) Cont.

Amendment–

To insert between "over-run," in line 15 and "Conference" in line 16 "This situation is made worse by the recent staff reductions on the Jubilee Line and the failure of LUL to provide a dedicated member of staff to carry out the required security checks."

Underground No. 1

Accepted

74. Transport Management (Item 79)

That this Conference notes the introduction and increasing use of smart card systems such as Oyster, paperless tickets and e-tickets.

Conference, whilst accepting the need to adapt and change and in many instances welcoming the increase in flexibility and choice to the travelling public, totally condemns unscrupulous employers who use this as an excuse to attack the job security of the Association's members. This can result in shorter opening hours in ticket offices, redistribution of work into call centres and compromising safety by reducing and de-staffing stations.

Conference notes the Secretary of State for Transport's recent announcement to bring in a national smart card by 2015. This, rather than being seen as an opportunity for the Association's members, raises the spectre of further attacks on jobs. Conference feels that the Association's members should be at the vanguard of any new ticketing systems and not be used as an excuse to save money, often with a direct reduction of quality of service to the travelling public.

Conference applauds the brave stand taken by LUL workers to protect their livelihoods and recognises that further such action may well be unavoidable. Conference instructs the EC to lobby, campaign and do everything within its power to try and ensure that all ticket offices are involved and are able to retail, update and deal with any smart card system, be they national or local and that these new systems do not lead to a reduction in staffing levels which will also compromise the safety and service to the public.

Moved by Steve Leggett (South Eastern Metro)

Seconded by Bobby Patterson (Glasgow TOCs)

Carried

75. Transport Management (Item 80)

That this Conference, whilst welcoming cut-price fare offers advertised by TOCs is, however, concerned that many are only available online. This discriminates against a large number of people who do not own a computer.

Conference instructs the EC to raise this matter with the TOCs and campaign for all reduced rate tickets to be made available at booking offices.

Moved by Mick Risbridger (West Midlands Technical)

Seconded formally

Carried

76. Transport Management (Item 81)

That this Conference deplores the failure by contractors to have sufficient working snow clearing machines available for use at the time of the snow falls in November and December 2010, thus leading to widespread cancellation of their services.

Conference instructs the EC to make suitable representations to the Transport Minister and all other interested parties.

Moved by Neil Tyson (London SE & Sussex)

Seconded by Taffy Mark Evans (Brighton)

Carried

Fourth Day's Proceedings

77. Travel Facilities (Item 82)

That this Conference notes Item 107 remitted at 2008 Annual Conference.

Conference will have also noted that on the first occasion that the Association did make representations to the TOCs in summer 2008, they were told that this problem was recognised and a solution was close to implementation. This position was reported to Branches in the first update of actions taken on Conference resolutions that year. Since then nothing has changed. A seat reservation must still be obtained by personal attendance at the booking office. This is both time consuming and costly for the applicant and annoying for the rest of the queue seeking to buy tickets for their journeys who are now being delayed.

Conference urges the EC to re-visit this subject with the TOCs and seek to persuade them that this remains an issue needing resolution and reminding them of the assurance given nearly three years ago.

Moved by Brian Mayhew (Midlands Retired)

Seconded by Amanda Steele (Yorkshire No. 1 TOC)

Carried

Item 107 of 2008 Annual Conference read as follows:

"That this Conference is concerned that the ever increasing use of call centres has had an adverse effect on the opportunity to pre-book seats when travelling by free pass or by privilege ticket.

No longer can this be done by telephone, as a ticket number is required. The script of the call centre person does not cover free or reduced rate tickets. Reserved seats may still be obtained, but only by attending the booking office of the starting station.

Conference requests the EC to seek to persuade the TOCs that a telephone method of seat reservation such as acceptance of staff card number and expiry date is very much required by retired members who will otherwise have to make an expensive trip to the station in advance of their planned journey."

78. Travel Facilities (Item 83)

That this Conference instructs the EC to enter into negotiations with Network Rail to provide similar travel concessions to all Network Rail employees.

Moved by Liam Robinson (Network Rail North West)

Seconded by Rame Alia (Network Rail North London)

Carried

79. Travel Facilities (Item 84)

That this Conference urges the Association to request ATOC to allow all TOC staff to retain their staff travel cards on retirement. A suggestion of a qualifying period, similar to those under British Rail should be put forward, in order for post privatisation staff to retain their travel facilities.

Conference requests that the EC pursue this matter with ATOC.

Moved by Dave Barnes (Southern Inner)

Seconded by Dinesh Bhardwa (Underground Ops. Managers)

Carried

80. Travel Facilities (Item 85)

That this Conference notes that several overseas State owned railways have taken interests or control of some (*during 2010, Deutsche Bahn AG (DB) took control of the*) British transport operators. (*operator Arriva, so now owns, operates or has interests in the following companies:*

(a) *Cross Country Trains;*

(b) *Arriva Trains Wales;*

(c) *Chiltern Railways;*

(d) *Arriva Buses in the UK, (Wrexham & Shropshire Railways,) and*

(e) *London Overground Rail Operations.)*

Conference (*therefore*) instructs the EC to enter into meaningful negotiations with those operators (*DB*) to enable all relevant (*its*) employees within Great Britain to gain travel concessions on all transport undertakings that they own or operate. (*it owns and operates both domestically and internationally.*)

Moved by Judith Rodgers (South Yorkshire)

Seconded by Richard Scudder (London Bus Operators)

Carried

Amendments—

A. *To delete all between “(d)” and “,” in line 6 and substitute “Arriva Buses in the UK”.*

London Bus Operators

Accepted

B. *To delete all between “that” and “British” in line 1 and substitute “several overseas State owned railways have taken interests or control of some”.*

To delete all between “transport” in line 1 and “Conference” in line 8 and substitute “operators.”.

To delete “therefore” in line 8.

To delete “DB” in line 8 and substitute “those operators”.

To delete “its” in line 8 and substitute “relevant”.

To delete all after “that” in line 9 and substitute “they own or operate.”.

Moved by Stephen Halliwell (London South Western & Middlesex)

Seconded formally

Carried

81. Travel Facilities (Item 86)

That this Conference asks the EC to negotiate with ATOC to extend the facility currently offered only to safeguarded retired staff over 60 years of age, whereby they can purchase standard class tickets for accompanied grandchildren, to all members of staff who hold ATOC staff travelcards.

Moved by Steven Neagle (Yorkshire No. 1 TOC)
Seconded formally

Lost

82. 'Hardest Hit' March & Lobby of Parliament: 11 May 2011 (Emergency Item E2)

That this Conference congratulates the hundreds of disabled people's organisations and charities that organised the 'Hardest Hit' march and lobby of Parliament in London on 11 May 2011, the largest demonstration by disabled people in living memory.

Conference condemns the Coalition government's proposed cuts to disabled people's benefits and is deeply concerned at the impact they will have on key benefits, such as the disability living allowance and the employment and support allowance.

Conference calls on the EC to condemn these cuts which will hit disabled people disproportionately hard, with families losing an estimated £9bn of support over the next four years, and make its views known to the Coalition government.

Moved by Malcolm Wallace (Anglia No. 1)
Seconded by Frank Ellis (Disability Working Group)

Carried

83. Potters Bar Rail Crash (Emergency Item E10)

That this Conference notes Judge Andrew Bright's judgement on 13 May 2011 fining Network Rail £3m for failings that led to the Potters Bar rail crash costing seven lives.

Conference condemns this judgement as this fine means nothing to Network Rail, is effectively paid out of public money and does nothing to give justice to the victims and their families.

Conference notes that the fine on Network Rail for an offence committed by its predecessor, Railtrack, will still effectively be paid by taxpayers, staff and passengers, in that £3m will be withdrawn from investment and maintenance.

Conference instructs the EC to do all it can so that in future Corporate Manslaughter charges are brought against the individual Directors and if found guilty are sentenced to not only fines, but the prospect of imprisonment.

Moved by Steve Leggett (South Eastern Metro)
Seconded by Joel Kosminsky (London South Western & Middlesex)

Carried

Supported by: Yorkshire Ridings TOC.

84. Action Against the Cuts (Emergency Item E4)

That this Conference notes the success of the brilliant, diverse TUC 'March for the Alternative' against the cuts on Saturday 26 March 2011 and notes the great turnout of TSSA members on the day, many of whom had never made their voices heard in this way before. Conference asks the EC to continue to develop and link with campaigns and activities to keep the pressure to save our jobs and services.

Conference congratulates the co-ordinated strike action by teachers and council workers in Tower Hamlets on 30 March 2011 against the decimation of jobs and services. Conference welcomes the call for national co-ordinated action such as, and including, that called by PCS, UCU and other unions on pensions and jobs on 30 June 2011 and asks the EC to investigate ways of supporting this as a matter of urgency.

Moved by Luke Howard (TfL Central)

Seconded by Dave Barnes (Southern Inner)

Carried

85. London Metropolitan University/Education Cuts (Emergency Item E5)

That this Conference notes the unprecedented scale and the appalling attack on the right to education and on staff and students at London Metropolitan University. A community-based university with a large number of students from lower income families and diverse backgrounds is cutting 70% of their courses, including Performing Arts, History, Caribbean studies and Philosophy, leaving only full-fee, profitable courses on offer.

Conference asks the EC to pledge support for this crucial struggle and to join and encourage members to join with UCU, Unison and student campaigns to reverse these barbaric decisions and to campaign for free, accessible education, further and higher education for all.

Moved by Chloe Bennett (TfL Central)

Seconded by Raymond Morrison (futuretssa)

Carried

86. Sacked Trade Union Reps/LUL (Emergency Item E6)

That this Conference fully supports the reinstatement of sacked RMT reps Eammon Lynch and Arwyn Thomas to their jobs as drivers at LUL. A full Employment Tribunal has ruled that Eammon Lynch was unfairly sacked because of his activities as trade union rep and Arwyn Thomas is also on full pay given that his first hearing was similarly sympathetic. Conference asks the EC to support our fellow trade unionists in any strike or other action they may need to take if LUL refuse to regard the Tribunals, as well as supporting campaigns to protect reps and stop attacks on all trade unionists.

Moved by Luke Howard (TfL Central)

Seconded by Mick Carney (South Eastern Metro)

Remitted

Terms of the resolution be conveyed to TSSA TfL negotiators for discussion with reps in light of any future industrial action.

87. May Day Holiday (Emergency Item E9)

That this Conference notes the consultation exercise launched on 12 May 2011 via the UK government's website, which aims to abolish May Day as an official bank holiday.

Conference condemns this move which is part of the Coalition government's attack on organised labour and instructs the EC to campaign against it.

Moved by Steve Wiltshire (Yorkshire Ridings TOC)

Seconded formally

Carried

88. Local Government Elections (Emergency Item E11)

That this Conference notes the huge losses suffered by the Liberal Democrats in the English and Welsh local government elections and also in the Scottish Parliamentary election, all held on 5 May 2011.

Conference believes that the anger of the electorate was vented on the Liberal Democrats for pursuing policies, such as those relating to university tuition fees, which went against the promises made in their UK general election manifesto and are being determined by the Conservative Party. Conference notes that the Liberal Democrats hierarchy have allowed their party policy to be dictated by the senior coalition partners.

Conference believes that anger must now be directed at the Coalition government policies, which are about an ideologically driven destruction of public services, designed to fundamentally shift the balance of power in favour of the rich.

Moved by Mick Carney (South Eastern Metro)

Seconded by Chris Ash (Anglia No. 3)

Carried

89. West Coast Franchise (Emergency Item E13)

That this Conference notes the recent rumours and reports in the press of the deferral of the West Coast franchise award, by virtue of the fact that none of the chosen bidders came up with an acceptable case as to how it would be run. Conference urges the EC, hopefully with the support of our fellow transport trade unions, to push for the taking back of the running of West Coast by the best people equipped to running it, those who work there and under public ownership and control.

This is in line with Association policy.

Moved by Tom Rickard (Euston)

Seconded by Manjit Gill (West Midlands TOCs)

Carried

Supported by: Crewe & Cheshire General; Lancs & Cumbria General; Staffordshire.

90. Veolia and Palestine (Emergency Item E7)

That this Conference notes the decision of Deutsche Bahn to pull out of an Israeli railway modernisation project because it runs through Palestinian lands in the illegally occupied West Bank, as reported on 9 May 2011 in the Financial Times and elsewhere. Conference further notes that the UN Human Rights Council has stated that “The Israeli decision to establish and operate a tramway between West Jerusalem and the Israeli settlement of Pisgat Ze’ev is in clear violation of international law and relevant UN resolutions.” Conference also notes that Veolia, the French multinational is acting as consultants for the operation of this tramway. Veolia has placed recruitment advertisements for tramway operatives requiring Hebrew “at a mother tongue level” and “full army service/civic service”, clearly discriminating against the recruitment of Palestinians.

Conference recognises that Veolia is involved in business activities that not only contravene UN demands, but also amount to complicity with violation of international law. Conference calls on the EC to express support for campaigns to boycott Veolia’s operations in the UK and block the firm’s bids for contracts in the UK, in particular for the £4bn North London Waste Authority.

Conference asks that no new contracts or renewal of any existing contracts with Veolia, or any other company in breach of international law, will be signed or allow to be until Veolia relinquishes all its activities and consultancy serving the illegal Israeli settlements.

Moved by Luke Howard (TfL Central)

Seconded by Ian McDonald (South Eastern (Kent))

Carried

91. Rule Alterations (Item 87)

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 the
 Executive Committee
EC Spokesperson Gerry Doherty (General Secretary)
Seconded formally

Carried

92. Vote of Thanks

Dave Barnes (Southern Inner), moved a vote of thanks to the Lord Mayor of Norwich, Cllr. Tom Daley, Cid Gibbs of the Norwich City Trades Council, the Open 24/7 staff, guest speaker Maria Eagle MP, the President, Treasurer, General Secretary, Executive Committee, Standing Orders Committee, Local Reception Committee, and the Head Office staff. This was seconded by John Prest (Network Rail Anglia North) and was **CARRIED**.

Conference concluded with the singing of Auld Lang Syne.

93. ELECTION RESULTS 2011

Standing Orders Committee

DAVE ROBERTS	10,800
BOB DAVIES	9,425
STEVE FLOYD	7,100
JOEL KOSMINSKY	6,150

Terry Dawson	2,475
Gerry Kennedy	*9,075

** Elected but withdrew due to being elected as the Executive Committee member for Ireland*

Scrutineers

LUKE HOWARD	9,325
IAN WILSON	7,525

Trevor Ollis	3,850
Terry Dawson	1,875

Labour Party Delegation

PAULINE McARDLE	10,325
JILL MURDOCH	9,675
HILARY HOSKING	8,900
SHARON SIMMONDS	7,000

Liam Robinson	5,075
Asif Qurashi	4,200
Neeta Patel	4,075
Lorraine Ward	3,650
Doug Blundell	2,525
Dinesh Bhardwa	1,050

TUC Delegation

JOEL KOSMINSKY	4,325
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Chris Kinsley	3,375
Trevor Ollis	2,450
Neeta Patel	2,025

Women's TUC Delegation

PAULINE McARDLE	11,475
SHARON SIMMONDS	10,675
ANDI FOX	6,150

Neeta Patel	4,150
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Representatives to the Parliamentary Panel

DINESH BHARDWA	*
MICHAEL EDWARDS	*
LIAM ROBINSON	*
ASIF QURASHI	*
HARRIET YEO	*

** Elected unopposed*

Women's Labour Party Conference

HILARY HOSKING	*
NEETA PATEL	*
SHARON SIMMONDS	*

** Elected unopposed*

Trustees

DAVE PORTER	*
MALCOLM WALLACE	*

** Elected unopposed*

TSSA 2011 ANNUAL CONFERENCE

Executive Committee Report Renewing the Association's Structures and Procedures (Carried As Amended)

1. Introduction

For some time the Association has invested a great deal of time, effort and resources in trying to develop a progressive, growing, forward-thinking and effective trade union. Events over the last two years have revolved around a serious debate on our internal democracy and the roles of Reps, the EC, Divisional Councils, Branches and SOGs and, crucially, how representative these are of the Association's members in the present day industrial environment.

It should be noted that the Association engaged in a similar debate during the course of 1993 and 1994. In 1993 Conference recognised *"the very large number of job losses facing the Association ... which will undoubtedly result in a continuous contraction in our number of members, instructs the EC to prepare proposals to minimise the costs of running the Association."* The subsequent report in 1994 identified the Association's principal objectives. These included the need to maintain a democratic structure to facilitate members participating in the affairs of the Association. Since 1994 there has been a net loss of approximately 10,000 members. In spite of this significant progress has been made towards becoming an organising union with a real focus on workplace organising issues with much more direct involvement of lay reps. In contrast to the position in the workplace, little else has changed as we find ourselves again debating the Association's internal structures at a time when members' jobs and terms and conditions of employment are under attack with the additional pressure this puts on limited resources and deteriorating finances. The debates over the last two years are best summed up in Item 10 carried at the 2010 Annual Conference:

"Conference believes that after decades of steady decline, trade unions now face their biggest challenge – persuading a new generation of workers that not only should they join a union, but also become active because doing so will make a real difference to their working lives. This is especially important as the economy emerges from the worst recession since the 1930s, in order to reverse the effects of attacks on workers' pay, conditions and other rights over this period.

Conference believes that if the Association is to meet this challenge it must make its activities and structures more relevant to members and non-members in the workplace, many of whom have few links to or little understanding of organised labour."

The EC agrees with Conference that the links that exist between workplace reps and the other parts of the Association consisting of the EC, Branches and Divisional Councils need to be strengthened with a view to developing/integrating workplace reps and making the democratic structures more representative.

The EC is aware that:

recruitment and membership levels are currently falling;

- (b) the average age of TSSA members is increasing at a rate of almost six months for each year that passes, and
- (c) the Association's democratic structures are struggling to engage members and workplace representatives despite the valiant efforts of a number of long term and loyal TSSA activists.

Furthermore, this is happening at a time when the Association's costs are increasing and, therefore, increasingly dependent upon non-membership income to meet day to day costs. It is also significant that included in the most recent membership figures (Period 11, 2010) are 550 free members – this represents about 2% of the headline membership count.

The EC considers that a radical, pro-active approach is needed to address the problems experienced by the Association. This will involve making difficult decisions in respect of TSSA structures in order to make them fit for purpose and relevant to the workplace in which members work today. TSSA's independence is under review; failure to grow 'organically' may force the Association into a closer arrangement with another body. *(Failure to take such action will fatally compromise the Association's ability to remain an independent trade union).*

2. Role of Reps, EC, Divisional Councils, Branches and SOGs

Item 10 carried at the 2010 Annual Delegate Conference instructed the EC to conduct a thorough review of the Association's activities and structures. The purpose of this review was to deliver an organisation whose activities and rules are tightly focused on campaigning and workplace organisation so that it is able to deliver on the aims and aspirations of our members through their involvement in TSSA activities. It also sought to maintain and expand members' involvement in democratic structures and furthering the Association's profile in political and national life.

Circular 282 was issued in late June/early July with a closing date for responses of 30 September. The EC sought the views of Branches, SOGs and Divisional Councils and Reps on how the Association's democratic structures and processes could be improved upon.

Only fourteen Branches responded out of, at the time of drafting this report, one hundred and thirty two Branches, a response rate of 10.5%. These Branches represented only five out of thirteen Divisional Councils (38%) and only one Divisional Council (7.5%) replied. No SOGs responded, and no responses from reps were received.

Whilst some clear themes emerged from the responses there were no totally unanimous views on any one topic, for example the role of retired members or of staff reps. The EC considered the responses received at length and the following is a summary of the EC views in respect of those points requiring action.

Branches

The EC believes that the future of the Association is reliant upon the extent to which members feel able and willing to engage in TSSA activity at any level. Ideally members need to be encouraged to participate in Branch meetings, however, it is clear that some members face real difficulties in finding out where and when Branch meetings will take place and what will be discussed. There is evidence of good Branch practice to be found with Branch newsletters, local press, web sites and social media being used for such purposes but these tend to be the exception.

Rule 16(e) states: *“The Annual Branch meeting to determine when the Branch will normally meet during the following year until the next Annual Branch meeting. The Branch shall hold meetings at least every quarter.”*

Given the difficulties some members seem to have in finding out where and when Branch meetings actually take place the EC will instruct appropriate Branch officers (under Rule 16(j)) to advise head office of where and when they intend to hold the quarterly meetings required by Rule. Dates and venues of such meetings will then be advertised on the TSSA website and Branches will be encouraged to post details of the agenda nearer the time. This will also enable the Helpdesk to deal with queries from members seeking this information.

Views were considered in respect of what Branches should be encouraged to discuss. The EC remains of the view that workplace matters, wider political matters and international matters are all trade union issues and as such should be properly debated by trade union Branches.

All TSSA members should be able to easily find out details of Branch meetings either through a single call to the Helpdesk or via the website.

Executive Committee

Some consideration was given to the need for job descriptions for EC members so that members and activist would better understand what the EC does. However, the EC believes that the central reason for this is covered by the Rule Book and additionally under the Code of Good Governance.

It was suggested that notes of EC meetings should be made available for members on the TSSA website. However, giving consideration to the confidential nature of much of the EC meetings it was felt that this would be counterproductive and that the concerns expressed about communicating what the EC was doing would be better addressed by individual EC members through meeting regularly branches, groups of reps and Divisional Councils. Furthermore, where necessary EC decisions are already conveyed to the relevant parts of the organisation and members – this practice will continue.

Annual Conference

The EC remains of the view that Conference must continue as an annual event. However, given the pressures on costs it believes that there would be some value in looking at the possibility of developing our use of IT and starting Conference earlier on the Sunday, especially were the event to be held in

London or some other venue with good transport links.

A number of the comments received related to the expenses paid to delegates and drew comparison with the annual national reps training seminar and how attendees to the event were treated for expenses. As a training event paid employer release is often afforded for the national reps seminar with TSSA providing accommodation as it does with other training events. Delegates to Annual Conference on the other hand receive an accommodation allowance and their release is paid for by TSSA. The problem that arises in relation to the different treatment of each would be resolved to a large extent if Conference agreed to hold the event in one location with all accommodation and meals included as a package.

The EC does not consider there is any justification for changing the reporting of Conference, especially now that it is reported live on line. Neither do they consider there is any need to change existing rules in respect of substitution delegates or delegates representing more than one Branch.

Whilst it was recognised that more new faces have been seen at Conference in recent years than was previously the case, the EC also believes Branches need to do more to actively encourage young and new members to attend Branches and Conference.

Branches and Reps

The EC believes much of the terminology used for Branch officer titles is dated and can cause confusion amongst young and new members. It will be the intention to address this when coming forward with proposals to modernise the Rule Book. As an example, the role of the Branch Correspondence Secretary might be better understood and be less off putting were it described as a Communications officer.

Branches will also be encouraged to set up and manage their own email accounts to facilitate communication between reps, members and Branches and the TSSA member data base will be developed to make it easier for Branches to receive details of reps within their area.

Branches and Members

Branches will be encouraged to adopt best practice in communicating with members, including the development of electronic newsletters.

Branches will also be encouraged to work with and support reps in arranging more workplace meetings where members will more readily attend and contribute on issues of direct relevance to them.

Whilst recognising many Branches rely on retired members to continue functioning, the EC is concerned that in some instances this acts as a readymade excuse for members still in employment to avoid Branch meetings. The EC believes that every Divisional Council should have a dedicated retired members' Branch and the EC will be proactive in pursuing this matter.

Reps Seminar

The national reps seminar remains a training event and as such it is important that the EC retains responsibility for determining the criteria used to decide who attends the event. The self-nomination process currently used will therefore continue. The EC will also continue to evaluate the event each year before deciding whether or not to authorise such an event in subsequent years. The current two-day event has proved hugely popular and successful. However, the duration will be kept under review and will take account of resources and the training/development needs of TSSA reps. The event will continue to be used mainly to develop reps and will not be part of the Association's formal policy making structure. However, the EC would welcome any collective representations from attendees on any issue that they consider need to be addressed by the EC.

3. Executive Committee

Annual Conference in 2010 agreed to introduce two sectoral EC seats for Network Rail/Infrastructure. This requires the transfer of Infrastructure members into Network Rail Branches. As a consequence of this there will be a restructuring of Divisional Councils creating a new London South Divisional Council (by merging the current London South East and London South West Divisional Councils) and a new North East Divisional Council (by merging the current Northumberland & Durham and Yorkshire Divisional Councils). This will mean there will be no overall increase in the number of EC seats/members, but the number of regional seats will be reduced by two to reflect the two additional new Network Rail/ Infrastructure constituencies.

TSSA policy also states that a strong case also exists for creating sectoral seats for members in TOCs but wishes to undertake change in a step by step process in order to bed things in gradually. It has therefore tasked the EC to come forward with proposals at some point in the future on this matter which it sees as a possible next step towards a fully sectoral structure.

In July 2010 the EC agreed to proceed with developing proposals to restructure the EC including consulting with Network Rail/Infrastructure reps and Branch activists and additionally TOC reps and Branch activists. A two-day event was held on 23/24 September in Birmingham to consult with Network Rail and TOC reps and Branch chairs/secretaries on the democratic structure of the EC and TSSA in general. The two-day event also provided an ideal organising opportunity to look at other issues, in particular the TOC campaign, job cuts in NR and how the Association can best campaign against the Coalition government's cuts agenda.

106 activists attended the two-day event. On a show of hands these were broken down as follows:

95% were reps;

- (i) 60% had attended more than one Branch meeting;
- (ii) 10% had previously received no TSSA training;

25% were H&S reps, and

30% were branch officers/active in the Branch and all these were either reps or had been at some point in their TSSA activity.

There were two plenary sessions with two series of workshops in between in which attendees were divided into TOCs and associated companies and Network Rail and associated companies. The theme for the plenary and workshops was “Structuring for Success” and was designed to engage those attending with the decisions of Conference on TSSA structures and the need for the organisation’s structures to better meet the organising and campaigning challenges ahead.

There were a number of general comments that found wide support, including:

The current structures of the Association were too complicated and needed to be simplified;

There was a need to improve the accountability of EC members including:

The need to meet more often with groups of Reps, Branches and Divisional Councils and to provide more feedback to each of these groups on what the EC was doing;

Job descriptions for EC members that were shared with and understood by members, reps, Branches, Divisional Councils and SOGs;

(iii) EC minutes being available to all members, and

There were a series of comments on Branches not contacting reps, Branches being run as secret societies by small groups of members, many of whom were retired or had little link with the workplace of today, lack of information on meeting times, dates and venues and members being transferred between Branches and not being told until afterwards.

There were more specific observations in relation to the report back from the respective TOC and Network Rail workshops.

Train Operating and Associated Companies

Members were split into three workshops, however, there was little consensus on an appropriate way forward in terms of developing a sectoral structure for members in TOCs and associated companies.

One group felt there should be four seats on the EC for members in TOCs and freight operating companies as part of a move to a totally sectorised structure and that the Divisional Council structure should be discarded.

The second group felt there should be sector seats for Network Rail and TOC and associated members should remain where they were within the current regional structure.

The third group rejected the policy agreed at Conference and determined the current Divisional Council structure should be redesigned so that Ireland, Wales and Scotland all had one EC seat each with the Divisional Councils in England being reorganised to deliver five regions each with two EC seats, one retail and one non-retail.

Network Rail and Associated Companies

The two Network Rail and associated groups overwhelmingly supported the need for sectoral seats on the EC although there were variations on how this might be delivered.

The first group took the view that two seats was disproportionate to the number of members involved as a percentage of the Association's membership. They considered a number of alternatives including a geographical split before opting for one constituency tasked with electing two EC members with each member having two votes.

The second group considered two options, a regional split of the two seats on a north/south basis and alternatively splitting the seats on the basis of grade structure. On a 75% vote in favour they agreed that the seats should be allocated on the basis of one seat for grades 1 to 4 and one seat for grades 5 to 8. They also agreed that two seats was disproportionate to the number of members involved as a percentage of the Association's membership and on that basis the seats should be Network Rail only as adding associated companies would only exacerbate this situation. They were concerned at the effect taking Network Rail members out of the current Divisional Council areas would have on the wellbeing of some Councils and felt that this needed to be thought through.

Conclusion

There was no consensus on a way forward for proposals and rule amendments for sectoral EC seats for members in TOCs. There is clearly a need for further consultation with TOC members, reps and Branches on the democratic structures and how the Association's internal democracy can better reflect and include their representative structures. It is the intention of the EC to continue with this consultation in 2011 with a view to developing clear proposals and rule amendments for the 2012 Annual Delegate Conference.

Given that the Network Rail and associated groups overwhelmingly supported the need for sectoral EC seats the EC had to determine the structure that will best deliver this. The EC considers, on balance, allocating the seats on a grade basis would seem logical as it retains the one member one vote principle for electing EC members. However, to extend this to cover Infrastructure companies, as required by TSSA policy, the EC believes it would be more appropriate to describe and name the two constituencies as Management and Non-Management so that they are future-proofed and robust enough to withstand reorganisations within this part of the industry.

The EC also considered and agreed what constitutes Infrastructure companies. It is the view of the EC that the Network Rail/Infrastructure constituency be composed of members working for Network Rail itself, the various infrastructure companies involved in track maintenance, renewals as well as signalling and telecommunications. The constituency should also include the myriad of specialist design, consultancy, suppliers and other organisations that depend on Network Rail for their work.

The EC also agreed to create a Network Rail/Infrastructure National Council with responsibility for organising Network Rail/Infrastructure Branches and their campaign activity to ensure they are kept in an efficient condition. This body will also deliver a degree of accountability for the two EC members.

The EC recognised this decision would impact significantly on some of the remaining Divisional Councils. Serious consideration was therefore given to allocating additional Network Rail/Infrastructure Branches to regional Divisional Councils and allowing Network Rail/Infrastructure members to stand for regional as well as sectoral seats, whilst allowing them to vote in both elections. However, this was rejected on legal advice, which raised serious doubt about the question of whether the union may lawfully create constituencies which only partially overlap so that the right to vote is accorded unequally amongst members of the union. The principle becomes one member, one vote; another member, two votes. It is argued by Harvey's, the foremost legal reference on employment law that this is not permissible within the terms of the Act, *TULR(C)A 1992*, however a previous Certification Officer appeared to take a different view in *Ecclestone and the National Union of Journalists (D/19/03, 2 July 2003)*.

It was found that, provided the policy was duly implemented by the rules, a union might lawfully give some members more votes than others, as the NUJ had intended. However, this proposition is seriously doubted. It is conceded that it is a possible construction of the Act, but four arguments are advanced to the contrary: (a) the general policy of the legislation (deriving from the TUA 1984) which, it is conceived, is to ensure every member has an equal say; (b) the analogy with parliamentary elections; (c) the strength of the word 'equally' in s 50(1); (d) the significance of the word 'separate' in *TULR(C)A 1992* s 50(3). The first three arguments were implicitly or explicitly rejected by the Certification Officer in the *Ecclestone* case; the fourth was not considered. It is a legalistic point, but the Act does not say that voting may be restricted to a class which is 'a section' of the union, it says that voting may be restricted to a class which is 'a separate section' of the union. On the usual canons of construction, the word 'separate' must have been intended to mean something, and accordingly 'a separate section' of the union must mean something more than 'a section' of the union. It is suggested that the word 'separate' here imports an element of mutual exclusivity: so a disabled person (for example) may have a disabled vote instead of an ordinary vote but not in addition to it.

Regardless of these legal arguments, the EC feel it would be unfair to put forward proposals that would give some members more than one vote. Furthermore, the EC feel instinctively such an approach would not have the support of the vast majority of members and a nuanced legal approach would not be understood by those we are trying to get more involved in the Association. Indeed, it is likely to put them off and has the potential to drive a wedge between groups of members and set back progress that has been made in trying to make the Association a more equal and representative organisation.

4. TSSA Rule Book

The report noted by the Special Delegates Conference in 2009 recognised

the need to modernise the TSSA Rule Book as a whole. Whilst the Rule Book was rewritten into plain English in 2004 it was recognised it may well contain much which was unnecessary for a Rule Book of a modern, forward-looking union.

The EC agreed to come to the 2011 Annual Conference with a number of proposals to modernise the Rule Book.

In terms of progressing this matter the EC asks Conference to agree a set of principles that will drive the modernisation of the Rule Book. The EC will then set up a working party, with input from the Association's solicitors, to progress matters based upon the principles agreed in 2011. A new Rule Book will be proposed to Annual Conference in 2012.

It is suggested that the following guiding principles be agreed:

Remove wherever possible the unnecessary detail in the current Rule Book, and in particular all matters of an administrative nature (which ought to be delegated to the EC).

Simplify the categories and qualifications for membership.

Contribution rates not to be included in Rule Book but determined by Conference as a matter of policy.

The Rule Book to be (a) shorter, (b) user friendly and (c) in plain English.

An outline of the new Rules might look something like this:

Title/Office.

Objects.

Membership, including types and provisions for discipline.

Structure, including EC, GS, President and Treasurer, Branches, Divisions and Sectors.

Equalities.

Conference.

Elections.

Assets and dissolution.

Political Fund.

Ireland (and Irish political fund).

5. Conference Venues

An undertaking was given at the Special Delegates Conference in October 2009 to further explore options for modernising the Annual Delegate Conference.

Historically the Association has used traditional seaside resorts for Conference venues. From time-to-time Conference has been held in large cities e.g. Sheffield, Belfast and Dublin. The room hire charges for venues at locations like Bournemouth and Blackpool are very similar at between approximately £30,000-£35,000. Locations such as Scarborough & Eastbourne, Torquay & Llandudno are approximately £20,000-£25,000.

Historically, the Annual Conference has been located in seaside resorts because a), it's the way we've always done things, and b), the Conference centres were owned by the local Council some of which offer some form of subvention to non-profit making organisations, the amount depending on the number of delegates and length of the Conference. Only one or two Conference centres are still owned by the relevant Council, most have been sold off to private organisations who do not offer any subvention to small Conferences such as ours and are almost always dependent on having catering contracts as part of the package.

As the Association no longer gets any discount at seaside resorts and such venues do not always afford easy access for those with disabilities, it was decided to explore alternative types of venues. City centre conference centres, hotels and universities have been considered and the options are set out below.

Hotels

Most big hotels offer Conference facilities with either day delegate rates or 24 hour delegate rates. Our traditional 'classroom style' layout (with tables) in the Conference hall has in the past, meant that conference cannot be accommodated in most hotels.

Organising a hotel based conference would require a change in Conference hall layout to theatre style (just chairs), to be able to fit in most hotels. We could hire 'Student' chairs (these have a small writing table attached to the side of the chair) which would take up less room but this would cost approximately £3,000. The bigger the room we have to hire the greater the cost.

From the quotes received the average 24 hour delegate rate was £145.00 per person per day, (this rate would no doubt be negotiable particularly if the Reps Seminar was included and the hotel was to be 'taken over' for a whole week). This rate includes bed & breakfast, lunch, dinner and the room hire costs of the main Conference hall. Other rooms needed for the Conference are charged for at a variety of rates depending on the size of the room, though again, the costs would be very negotiable.

The time of the year isn't really an issue with hotels as long as the school holidays are avoided. However the hotel would need to be booked at least 2 or 3 years in advance to ensure we get all the rooms we need for the whole week 24 hours a day.

The costs for holding Conference at a hotel, based on 150 persons, is very roughly £30,000. The advantages include:

All the accommodation for delegates, EC etc would be booked and paid for by Head Office direct;

- (b) There would be no extra catering costs;
- (c) All delegates, EC would be in the same location not spread all over a resort, and

Expenses forms can be simplified to cover only travel and loss of pay.

The downside of having the whole Conference in one hotel with all meals included in the price is that it does reduce the capacity for a variety of evening social events which are considered by many to be an important part of conference.

Universities

Universities offer quite a wide range of Conference facilities and accommodation. Depending on the time of the year they can offer a 24 hour delegate package for around £120 per person per day (again this rate would no doubt be negotiable particularly if the Reps Seminar was included and the facilities were to be 'taken over' for a whole week). This rate includes bed & breakfast, lunch, dinner and the room hire costs of the main Conference hall. Other rooms needed for the conference are charged for at a variety of rates depending on the size of the room.

Accommodation at universities varies but delegates accommodation often would be in halls of residence although several universities do have on site-hotels that are run as a separate business with a discount for conferences using the university facilities. Initial enquiries indicate costs of approximately £135 per head per day. These can be used during term time as opposed to halls of residence that can only be used in the holiday periods.

The cost of holding Conference at a university, based on 150 persons is very roughly £25,000 (including the extra room hire). The advantages of these arrangements would be the same as for using a hotel. Many universities have lecture halls set as classroom style that would be appropriate for the Association's Conference.

The disadvantages of using a university, as with a hotel, is that when all meals included in the price the capacity for a variety of evening social events as we have now, is somewhat diminished. This is made more difficult at universities that are some distance outside a city centre and where the delegates can be isolated on the campus for the entire Conference.

Using halls of residence for delegates accommodation can be problematical in that delegates can only be accommodated where there are free rooms which means they won't necessarily be together but spread all over the university campus sometimes a significant distance from the Conference hall.

Conference Centres

Traditionally Conference has been held in purpose built Conference centres at coastal resorts that are becoming increasingly expensive for a small Conference such as ours. Due to the current seating style of chairs and tables we still have to hire the same size meeting room for 110 delegates as we did for 750 making the cost per delegate ratio very high. City centres are gradually developing big convention centres such as the BT Centre in Liverpool and the Manchester Conference Centre recently used for the Labour Party Conference, these are also very expensive.

Delegates have to source, book and pay for their own accommodation and reclaim the money through expenses which results in the lower paid members either not being delegates or having to stay in poor quality accommodation.

Social events held at the Conference centre are good value as catering costs can be negotiated against room hire costs.

The cost of holding Conference at a City Centre Conference venue vary and the following are offered as a guide:

Cardiff International Arena approximate hire costs £30,000 (not including catering or hotel costs).

BT Convention Centre Liverpool approximate hire costs £35,000 (not including catering or hotel costs).

Manchester Conference Centre approximate hire costs £35,000 (not including catering or hotel costs).

London Venues

The viability of holding Conference in London was also looked at, possibly over a long weekend. This sort of arrangement would work quite well, much like it did for the Special Delegate Conference held in October 2009.

The TUC recently reviewed arrangements for the TUC Congress and have made significant changes. There will only be a full Congress on alternate years with a 'mini' congress in the intervening years. The venue for the 'mini' Congress will be Congress House in London.

Taking this as an example, we also considered holding TSSA's Annual Conference in London, using local budget hotels for delegate accommodation and either Congress House or the Methodist International Centre in Euston. Accessible facilities complying with delegates and Conference Agenda requirements could be advance-booked at reasonable prices in inner London.

(The Methodist International Centre (MIC) is a very short walk from TSSA Head Office at Walkden House which would enable meeting rooms at Walkden House to be used for meetings such as the EC, SOC, New Delegates Seminar, Fringe Meetings etc. Conference itself would be at the MIC on a 12 hour delegate basis which would include lunch. Delegates could be accommodated at the nearby Ibis and Travelodge hotels).

The costs for this would be approximately £25,000, including catering and overnight accommodation. The same sort of costs would apply to using Congress House although neither of these venues could cater for the Conference using the Classroom style layout. Again, using these venues does hinge on changing the room layout of conference.

(Using) Assuming the Association retains a major London office, using a central London venue would create savings in London-based staff travel and accommodation costs, as well as the cost of moving equipment/supplies by van to/from Walkden House and the Conference venue.

6. Communications

The EC has for some time been looking at modernising the TSSA website and in 2010 appointed a consultant to help draft a tender document designed to deliver a new website by May 2011. At the time of drafting the report discussions were also under way on the development of the membership system to ensure it is compatible with the new website at an affordable cost.

With tssajournal.com established for a key group within TSSA – reps and branch activists – and with a strong presence on Facebook, user feedback on the friendliness of the site and a critical assessment enables us to plan the way forward.

Some carefully considered changes have been added to enhance the site's user experience and, with up-to-date timely information which is critical to this environment, the online TSSA Journal will continue to move forward and provide a beacon for what is possible in terms of the development of the Association's overall communications strategy.

The EC is determined to replace much of the paper communications, which the Association has for so long depended upon, with user friendly electronic communications. The EC recognises that not all members will wish to take advantage of electronic communication technology but also recognises that TSSA has to maximise its use as much as is reasonably possible without disadvantaging such members, as well as the postage and printing savings that can be made.

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