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# ANNUAL DELEGATE CONFERENCE

to be held at

Clayton Hotel Cork City  
Lapp's Quay,  
Cork,  
T12 RD6E  
Ireland

and via:

Zoom and Changelab Software

Saturday 3 June to Monday 5 June 2023 (inclusive)

## **Revised Final Agenda & Order Papers**

Saturday, 3 June,  
Conference opens

Marios Alexandrou, Interim President  
Presiding

ADMISSION TO THE CONFERENCE can be obtained only by arrangement with TSSA at [SupportServices@tssa.org.uk](mailto:SupportServices@tssa.org.uk).

Members other than Delegates may obtain Admission Tickets on application at this address.

(N.B. - Delegates' Credentials and other Conference Papers will be sent direct from Head Office as usual.)



# Annual Delegate Conference

to be held via

Zoom and ChangeLab Software

**3 to 5 June 2023 (inclusive)**

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## General Daily Arrangements

All Timings are Provisional

<b>Saturday 3 June</b>	<b>Sunday 4 June</b>	<b>Monday 5 June</b>
12.30 pm Lunch	9.30 am Session Available	9.30 am Session Available
1.30 pm Session Available	10.00 am Conference Resumes	10.00 am Conference Resumes
1.45 pm Introduction Session	12.30 pm Adjournment for Lunch	12.30 pm Conference Concludes
2.30 pm Conference Commences	2.30 pm Conference Resumes	
5.30 pm Adjournment	5.30 pm Adjournment	

N.B. - Each session of Conference will be broken with pauses for refreshments etc so there will not be normally more than one hour continuous screen time.

Delegates are particularly requested to be punctual in returning after each break or adjournment

# Transport Salaried Staffs' Association

## CONFERENCE REGULATIONS AND PROCEDURES

(See also Rules 3 and 10)

### (1) Basis of Representation

Branches may be represented on the basis of not more than one delegate for each two hundred members or fraction thereof, but no Branch may send more than two delegates. Where a Branch can send two delegates, wherever possible one of those delegates must be a woman, subject to the provisions of Rule 10(d). Wherever possible, Branches should be represented by delegations elected from their own membership. All proper and authorised expenses incurred by delegates attending Annual or Special Conferences shall be borne by the Association's Central Fund.

Ireland will be represented at Conference on the basis of one Delegate for each 400 members or fraction of 400 members in Ireland. At least one member of the delegation must be a woman except that if no woman delegate indicates a willingness to be nominated, all the delegation may be men. Furthermore, they will be allowed one additional Delegate under the age of 26.

### (2) Speaking to Motions

Delegates should note that the following standard timings will apply unless varied by Conference directly or via a recommendation of the Standing Orders Committee.

#### (a) For a branch motion without amendment:

Mover	three minutes
Seconder	one minute
EC	three minutes
Reply by mover	one minute

#### (b) For a branch motion with amendment(s):

Mover	three minutes
Seconder	one minute

#### (i) For each amendment:

Mover of amendment	two minutes
Seconder of amendment	one minute
EC speech on amendment	two minutes
Reply to amendment by holder of motion	one minute

Vote on amendment

#### (ii) After the vote on the last amendment:

EC speech on motion (possibly as amended)	two minutes
Reply to debate by holder	one minute

#### (c) For an EC motion without amendment:

Mover (EC)	three minutes
Seconder	one minute
Reply by EC	one minute

#### (d) For an EC motion with amendment(s):

Mover (EC)	three minutes
Seconder	one minute

#### (i) For each amendment:

Mover of amendment	two minutes
Seconder of amendment	one minute
EC reply to amendment	two minutes

Vote on amendment

#### (ii) After the vote on the last amendment:

Reply to debate by EC	one minute
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Proposed timings for EC reserved motions will be shown on the relevant order sheets.

The 'holder' of a motion is initially the mover. If an amendment is carried, the mover of the amendment will become the holder of the amended motion and will have the right of reply to any subsequent amendments and to the debate as a whole. The mover of a successful amendment may choose to return the motion to the previous holder.

# Transport Salaried Staffs' Association

## CONFERENCE REGULATIONS AND PROCEDURES

(See also Rules 3 and 10)

If the EC lose control of an EC motion through the carrying of an amendment, the EC will subsequently have rights to speak on amendments and the debate as in (b) above. During the debate on any motion which has EC support, or on which the EC makes no recommendation, the Chair will permit one speech against of three minutes before the holder's reply to debate. In debates where provision is made for additional speeches, if none of the speeches are against the motion, the Chair will call for a speech against.

- |                         |  |             |
|-------------------------|--|-------------|
| (e) Information Papers: |  |             |
| EC to introduce         |  | two minutes |
| (f) Appeals:            |  |             |
| Appellant               |  | ten minutes |
| EC                      |  | ten minutes |
| Reply from appellant    |  | two minutes |

Order sheets will be placed before Conference for approval.

The timing of speeches will be counted down on screen and in the Conference Hall.

**Delegates upon being called to speak must state their name and Branch represented.**

No delegate or delegation may speak twice on any one item, except that holders of motions will be allowed time for reply before the vote is taken.

### (3) Limitation of Discussion

- (a) No motion or amendment shall be discussed until it has been seconded; and no second amendment shall be voted upon until the first amendment has been disposed of.
- (b) Procedural motions such as those that follow may be proposed using the on-screen 'chat' function, which will be monitored by TSSA Staff including the President's Liaison Officer and by members of the Standing Orders Committee.
- (c) If, after discussion on any item, it is proposed and seconded 'That the question be now put' that motion must (if accepted by the Chair) be voted upon without any further discussion and, if carried, the particular item in question must be put to the vote after the mover of any motion involved in that item has replied.
- (d) In the event of a proposal to take 'the previous question', or 'to proceed to the next business', being moved and seconded, it shall (if accepted by the Chair) be treated as an ordinary amendment to the item under discussion, but the speeches of those sponsoring either of these closure propositions must be directed to showing why 'previous questions' or 'next business' is desired. In either instance, before the vote is taken, the holder of the motion shall be allowed the right to reply to the discussion, as in the case of any other amendment.
- (e) 'Previous question' may only be moved when an original motion or a substantive motion is being discussed. 'Next business' may be moved at any time during a debate. If either 'previous question' or 'next business' is carried, the original motion shall be deemed to be disposed of. If 'previous question' is lost, the vote on the original motion shall be taken immediately. If 'next business' is lost, discussion of the original motion shall be resumed.

### (4) Voting Arrangements

- (a) Voting will be conducted using the vote facility built into the Conference software. Tellers and voting clerks will therefore not be required.
- (b) At the end of each vote, the count will be displayed on screen and the President will announce the outcome.
- (c) Each delegate has one vote only. Branches with two delegates will be expected to make their own arrangements to agree the Branch position on votes.  
Votes will only be collected or counted from delegates using the appropriate software.
- (d) Card votes will not be allowed at this Conference.

# Transport Salaried Staffs' Association

## CONFERENCE REGULATIONS AND PROCEDURES

(See also Rules 3 and 10)

(5) **Elections for Offices, Delegations, etc.**

The elections for the various offices and delegations shall be by ballot on voting papers bearing a figure representing the number of votes to which the Branches are entitled at the rate of one for every complete twenty-five members; Branches with less than twenty-five members to be entitled to one vote. In relation to voting for delegates to the Labour Party Annual Conference and similar Labour Party bodies the net voting strength of each Branch will be calculated by excluding members who, under the Rules of the Association, are exempt from payment to the Political Fund. Ballot papers will be circulated to Branches early in April. Votes must be **decided at a Branch meeting and returned by email to reach the Scrutineers and Head Office not later than 3<sup>rd</sup> April.**

(6) **That the Chairperson Leave the Chair**

The procedure by which a delegate may challenge a specific ruling of the Chairperson is by moving the motion 'That the Chairperson leave the Chair'. This motion must be put forward as a procedural motion (see above) and seconded.

The Chairperson will then hand over to the General Secretary or other National Officer who will conduct the vote on that motion without debate.

The motion will require a two-thirds majority of the votes cast to be carried. When the issue in dispute has been resolved, the Chairperson will resume the Chair.

(7) **The Standing Orders Committee** will give special consideration to all matters of urgency and make such recommendations regarding them and for the conduct of business as they may consider necessary. They may advise the suspension or modification of Regulations and Procedures for the working of Conference. They shall examine the credentials (if challenged) of any delegate and report the result to Conference.

(8) **Emergency Motions**

Branches may submit motions on matters that arise too late to have been the subject of a legitimate motion or amendment in the Agenda. There are three criteria which govern the eligibility of emergency motions for acceptance.

- (a) Where a matter arises in time, an emergency motion must be discussed at a properly constituted Branch meeting. If carried by that meeting it must be certified and dated by the Chair and Correspondence Secretary at that meeting.
- (b) Where a matter arises after the last Branch meeting but before the delegates' departure for Conference, an emergency motion must bear the signature of two Branch Officers who should, wherever possible, be the Chair and Correspondence Secretary.
- (c) Where a matter arises after the delegates' departure for Conference, an emergency motion may be submitted bearing the signatures of the Branch delegates. Delegates should bear in mind that such emergency motions should reflect the views of the Branch.

Emergency motions must be submitted to the SOC. In the case of (a) and (b) the motions must be in the hands of the SOC by midday on the Sunday of Conference at the latest. In the case of (c) the motions must be submitted as soon as possible.

SOC has stated that emergency motion should be submitted by midday on [Thursday 25<sup>th</sup> May](#) in order to be debated at Conference. Motions received later will be considered by SOC but will only be debated in exceptional circumstances, Motions not debated will be remitted to the EC.

(9) **Enforced Absence**

Where it is necessary for a delegate to be absent from a particular session of Conference, the delegate is asked to provide the Chair with prior written advice of the reasons for absence and whether the delegate is due to move a motion or amendment which might otherwise fall. This can be done using the Conference 'chat' facility in an earlier session, or by contacting the President's Liaison Officer on [jenksr@tssa.org.uk](mailto:jenksr@tssa.org.uk) or 07876 590 551.

The Chair may allow the motion or amendment on an Order Sheet agreed by Conference to be moved where he/she is satisfied that the absence is legitimate.

The Chair will also be aware that delegates may have temporary technical difficulties and will address any issues that arise as a result flexibly and sympathetically. This may involve deferring items until the delegate is able to re-join the Conference.

(10) **Chair of Conference**

Conference will be chaired by the President of the Association subject to the provisions of Rule 9.3.1.

Transport Salaried Staffs' Association

SUMMARY OF DECISIONS

Item	Item	Item
7.....	24.....	41.....
8.....	25.....	42.....
9.....	26.....	43.....
10.....	27.....	44.....
11.....	28.....	45.....
12.....	29.....	46.....
13.....	30.....	47.....
14.....	31.....	48.....
15.....	32.....	49.....
16.....	33.....	50.....
17.....	34.....	51.....
18.....	35.....	52.....
19.....	36.....	
20.....	37.....	
21.....	38.....	
22.....	39.....	
23.....	40.....	

## AGENDA and ORDER PAPERS

### INDEX

Subject (in alphabetical order)	Item	Order Paper	Page
Anti-Trade Union Laws and Minimum Service Levels	42, 43	C2	34-35
Care Costs	11	B1	13
Disability Awareness and Training	14	B2	14
Dying To Work	47	E1	58
EC Appointments	35, Em6	D3	43-44
EC Report & Accounts	34	D3	43
Enough is Enough	45	E1	56
EU Retained Law Bill and Employee Protection	44	C2	35
'Frozen' State Pensions	7,8	B1	10
Food Labelling	49	E2	59
Hidden Disabilities	15	B2	15
Labour Party	16	B4	17-19
London Freedom Pass	51	E2	61
Menopause	12	B2	14
Merger Talks	29-33	C3	36-39
NHS	10	B1	12
Pension Protection Fund	9	B1	11
Period Products	13	B2	14
Press Freedom	50	E2	60
Race-Pay Disparity	46	E1	57
Rule Alterations	Em3, Em4	R1	45-50
StrikeMap	48	E2	59
Transport Management (Ireland)	28	C1	33
Transport Management (Northern Ireland)	27	C1	33
Transport Management (Train Cancellations/Compensation)	26	C1	32
Transport Policy (EC Reserve Motion)	17	B5	20-22
Transport Policy (Bus Funding)	24	B7	30
Transport Policy (Disabled People)	20	B6	25-26
Transport Policy (Future of Rail Industry)	18	B6	23
Transport Policy (Integration)	21	B6	27
Transport Policy (Transport Policing in Ireland)	25	B7	31
Transport Policy (Ireland's Railways)	19	B6	24
Transport Policy (TfL)	22, 23	B7	28-29
TSSA Communications	37	D5	53
TSSA Democracy	38	D5	53
TSSA Diaries	39	D5	54
TSSA Member Benefits	41	D5	55
TSSA Organisation (Kennedy and Conley Reports)	Em1	D4	51-52
TSSA Organisation (Outcomes of Conference Motions)	40	D5	54
TSSA Strategic Plan		C4	41

# ORDER PAPER

**A**

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

1. Introduction to hybrid Conference.
2. Minutes of 2022 Annual Conference.  
(To be taken as read)

Confirmation

Proposed by.....

Seconded by.....

## QUESTIONS

3. Announcement of Election Results.
4. President's Address.
5. Remembrance of Deceased Colleagues.
6. Stewards' Report on Attendance.

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

<b>7</b>	<b>‘Frozen’ State Pensions (Composite)</b>	
1	That this Conference notes that over half a million UK pensioners who have moved	1
2	overseas suffer from ‘frozen’ UK state pensions - 4% of all recipients of the state pension	2
3	and half the pensioners living overseas.	3
4	Unlike those who remain in the UK or move to some countries, residents of about 100	4
5	countries (mainly in the Commonwealth but including all of Africa) do not receive any	5
6	annual increase in their UK state pension. In practice, this means that their state	6
7	pension decreases in real terms year-on-year, and many of these pensioners suffer	7
8	considerable hardship as a result. This is greatly unjust after these pensioners have	8
9	made the same pension contributions as others in their working lives. This policy causes	9
10	loss of independence, increasing dependency on families and in some cases forces	10
11	people to return to the UK to live alone. It also forms a barrier to emigration which	11
12	discriminates against ethnic minorities and minority communities with cultural links to	12
13	the Commonwealth.	13
14	This policy is covered by bilateral agreements between the UK and the countries	14
15	concerned. Conference notes that the All-Party Parliamentary Group looking into this	15
16	issue found in 2020 that the governments of Australia and Canada, which together have	16
17	about three quarters of the UK ‘frozen’ pensioners as residents, were willing to take	17
18	steps to end this injustice. Conference believes it is likely that other countries would	18
19	also co-operate if the UK Government wished to correct this treatment.	19
20	Conference instructs the EC:	20
21	to call on the Government to open discussions with the countries concerned with a view	21
22	to ending this policy and allowing all UK pensioners to receive equivalent annual pension	22
23	adjustments, and	23
24	to work with the TUC and Labour Party to address this unfair and discriminatory UK	24
25	Government policy.	25
	<i>(EC Support)</i>	
	<b>Retired Members’ Group</b>	Mover .....
	<b>E-Mix</b>	Secunder .....
<b>8</b>	<b>Withdrawn in favour of Composite Item 7</b>	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>9 Pension Protection Fund</b>	
1	That this Conference believes that the Pension Protection Fund (PPF) assets in reality	1
2	are the property of employees of failed employers whose pensions are to be met from	2
3	the PPF, and an insurance asset for employees of other employers that may need	3
4	support from the PPF in future.	4
5	Conference accepts that former employers have made contributions to those funds but	5
6	that does not confer a right for the PPF to divert or allow to be diverted all of their	6
7	assets to uses other than providing pensions, which are deferred income from working	7
8	days.	8
9	Conference therefore opposes any attempt to take surplus funds from the PPF for uses	9
10	other than to provide pensions for those employees, their dependents and ultimately	10
11	the estates of the deceased.	11
12	Conference calls on the Association’s EC to campaign with other relevant bodies to	12
13	protect those resources which were generated by employees’ pension contributions from	13
14	being diverted to other uses, given the status of the PPF is that it will enter into a	14
15	surplus of assets over liabilities in approximately year 2030.	15
	<i>(EC Support)</i>	
	<b>LT Retired</b>	
	Mover .....	
	Secunder .....	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>10 NHS</b>	
1	That this Conference is deeply concerned with the ongoing strategy to privatise the NHS,	1
2	a strategy that began under John Major’s Government with his Private Finance Initiative	2
3	and was further developed by the Tony Blair and Gordon Brown Governments.	3
4	That this Conference notes that in September 2022 the Labour Party set out its 10-year	4
5	plan for the NHS that includes one of the biggest expansions of the NHS workforce in	5
6	history, higher standards for patients, and a new model of care. This plan will ensure	6
7	that: fewer patients need to go to a hospital; resources will be moved to social care,	7
8	GPs, care at home and mental health services; and this will reduce the cost of hospital	8
9	care in the long term. Labour is also committed to doubling the number of medical	9
10	school places, increasing district nurses, nursing and midwifery posts and creating a	10
11	work-force plan for the NHS.	11
12	All this is to be welcomed but the involvement of private organisations in the provision	12
13	of NHS services and finances is to continue.	13
14	The Labour Party’s Manifesto declared in 2019 that ‘Every penny spent on privatisation	14
15	and outsourcing is a penny less spent on patient care. Labour will end and reverse	15
16	privatisation in the NHS in the next Parliament.’ Conference supports that policy and is	16
17	committed to driving privatisation from the NHS and to ensure that private vested	17
18	interests have no role in its administrative and consultative bodies.	18
19	Conference instructs the EC to make the Labour Party aware of our views on	19
20	privatisation within the NHS, and to table an appropriate motion to the next Labour	20
	Party Conference to secure the above aims.	
	<i>(EC Support)</i>	
	<b>Anglia South General</b>	Mover .....
	<b>Scotland Retired</b>	Seconder .....
	Supported by <b>North East General</b>	
	<b>(Amendment accepted)</b>	

# ORDER PAPER

**B1**

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>11 Care Costs</b>	
1	That this Conference notes that women are disproportionately affected by a lack of	1
2	proper affordable childcare and similarly for parents in later life.	2
3	We call on the EC to establish a campaign to ensure companies who are in profit share	3
4	the burden of care costs.	4
5	Conference additionally calls on the EC to negotiate secure agreements for a reasonable	5
6	amount of all carer’s leave.	6
	<i>(EC Support)</i>	
	<b>North East Operations</b>	Mover .....
	<b>Crewe &amp; Cheshire General</b>	Seconder .....
	<b>(Amendment accepted)</b>	



Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>15 Hidden Disabilities</b>	
1	That this Conference recognises that physical disabilities are easy for other people to	1
2	acknowledge and accept. However, there are other types of disabilities that are equally	2
3	debilitating but are ‘Hidden’.	3
4	Globally 1 in 7 of us live with a disability. And of those, 80% are invisible. That is 1	4
5	billion people who are living with a non-visible disability. While some of us experience a	5
6	disability that is visible, many of us have a non-visible impairment or condition. These	6
7	non-visible disabilities, also known as invisible or hidden disabilities are not immediately	7
8	obvious. They can be physical, mental or neurological and include, but are not limited	8
9	to, autism and Asperger syndrome, cognitive impairments such as learning difficulties	9
10	and dementia, as well as mental health conditions and speech, visual impairments or	10
11	hearing loss. They also include respiratory and chronic conditions such as asthma,	11
12	diabetes, chronic pain and sleep disorders when these significantly impact day-to-day	12
13	life. And often, many people experience a combination of both visible and non-visible	13
14	impairments and conditions. Whilst these may not be visible at a glance, they can have	14
15	a devastating impact on people’s lives.	15
16	These disabilities can affect a person’s abilities to go to work, school, socialise and	16
17	more, although the disability creates a challenge for the person who has it, the reality	17
18	of the disability that can be difficult for people to acknowledge or understand. People	18
19	may perceive someone with an invisible disability as being lazy, weak or antisocial. This	19
20	can then lead to other issues such as bullying and harassment, which then can lead to	20
21	depression, and is the start of an endless circle of increased depression. Government	21
22	statistics tell us that 96% of disabilities are invisible, meaning they cannot be seen and	22
23	other people would not usually know about them unless told. There are over 13 million	23
24	people with disabilities living in the UK with an estimate of 4 million in the workplace.	24
25	In our experience often we do not find out about members with these hidden disabilities	25
26	until we are at the disciplinary stage either for poor attendance or poor performance	26
27	Since 2019 the Government eligibility criteria in England were expanded for people with	27
28	a hidden disability including autism to apply for a Blue Badge. By Christmas 2019 over	28
29	12,000 people with hidden disabilities had successfully applied for their Blue Badge. By	29
30	using the ‘Blue Badge’ as an example it shows how many were entitled to recognition of	30
31	a hidden disability, and how many were missing out. Over the years, many of our	31
32	members have lost their jobs or have been given warnings when awareness about their	32
33	disability could have seen management make adjustments and there would have been	33
34	no need for the disciplinary hearing in the first place. Just because you can’t see it,	34
35	doesn’t mean that it is not there!	35
36	Conference calls upon the EC to bring to the attention of the Labour Party, employers,	36
37	and branches information to highlight hidden disabilities in the workplace and to seek to	37
38	develop national campaigns around this issue to increase the awareness of these hidden	38
39	disabilities.	39
	<i>(EC Support)</i>	
	<b>South Wales &amp; Western Retired</b>	
	Mover .....	
	Secunder .....	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

## **Guest Speaker**

**Liam Berney, Industrial Officer, ICTU**



Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

<p><b>16 Labour Party (Continued)</b></p> <p><b>2021 Annual Conference, Minute 69 (Item 68) (Continued)</b></p> <p>b) <i>that Sir Keir Starmer suspended Mr Jeremy Corbyn MP in October 2020, in so doing making Mr Corbyn the only former leader of the Labour Party ever to be suspended, for his statement in response to the publication of the EHRC report on its investigation into anti-Semitism in the Labour Party;</i></p> <p>c) <i>subsequent to Mr Corbyn's reinstatement following a NEC hearing, Sir Keir Starmer undermined the authority and autonomy of the National Executive Committee by withdrawing the whip from Mr Corbyn, for which fourteen members of the NEC, including the Association's representative, signed a letter to the Labour Party General Secretary calling on him to admonish the Labour Leader for his actions;</i></p> <p>d) <i>that Sir Keir Starmer drew criticism for describing the Black Lives Matter movement, which was born from the brutal slaying of George Floyd by Minneapolis law enforcement, as 'a moment', a turn of phrase he later stated that he regretted, but did not apologise for;</i></p> <p>e) <i>that Sir Keir Starmer stated, in an article he wrote for The Mail on Sunday, published on 15th August 2020, that 'My message to the Prime Minister: I don't just want all children back at school next month, I expect them back at school. No ifs, no buts, no equivocation.', a statement which boxed in the Leader of the Opposition and the Parliamentary Labour Party in light of evidence that the opening of schools, colleges and universities had led directly to the second wave of coronavirus and daily cases reaching 58,000 by the beginning of January 2021;</i></p> <p>f) <i>that Sir Keir Starmer and the Shadow Cabinet failed to back the actions of the National Education Union, which held an online meeting on 3rd January which was attended or watched by 400,000 NEU activists and supporters and which called on its members to refuse to work on the ground of health and safety in the face of Government intransigence on schools opening following the Christmas holidays on January 4th 2021;</i></p> <p>g) <i>that Sir Keir Starmer ordered his MPs to abstain on the Covert Human Intelligence Sources Bill (also known as the 'Spycops Bill'), which set out new legal rights for state undercover agents to commit crimes in order to 'maintain economic well-being' or 'prevent disorder', a Bill heavily criticised by Amnesty International;</i></p> <p>h) <i>that Sir Keir Starmer was forced to back down and instruct his MPs to vote against the Overseas Operations Bill, a change in policy from the prior position of abstaining on a Bill which would legalise war crimes and torture by British soldiers serving abroad by introducing a five year 'statute of limitations' on almost all crimes committed overseas, and</i></p> <p>i) <i>that Sir Keir Starmer instructed Labour MPs to vote in favour of the European Union (Future Relationship) Bill, despite personally voting against the Brexit deal put before Parliament in December 2018 and despite the Association's General Secretary calling on Labour MPs to vote against the Bill in an article in The Guardian on 29th December 2020.</i></p> <p style="text-align: right;"><i>(Continued)</i></p>	
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Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

<p><b>16</b></p> <p><b>Labour Party (Continued)</b></p> <p><b>2021 Annual Conference, Minute 69 (Item 68) (Continued)</b></p> <p><i>Conference believes that the current Government has been one of unbridled corruption, shameless cronyism and blithering incompetence since being elected in a landslide General Election victory in 2019. The Covid pandemic has exposed the fault lines which exist in the Government's free-market, neoliberal ideology and that ideology's impotence in effectively protecting society from the ravages of the biggest pandemic this planet has seen in over 100 years. Yet, this Government has rarely been held to account, either inside or outside Parliament, by an Opposition which apparently exists in name only.</i></p> <p><i>Conference further believes that if the Labour Party truly does stand for working people, as it pontificates, then this must start and end with fighting to defend the interests of all working people in this country, whatever their struggles. Conference instructs the Executive Committee to:</i></p> <ul style="list-style-type: none"> <li><i>i. Convey the terms of this motion to the Labour Party, and</i></li> <li><i>ii. To commence a consultation exercise with members on our Association's future relationship with the Labour Party.</i></li> </ul> <p><i>Mover Esther Lathan (LU MATS &amp; Operational Managers)</i></p> <p><i>Seconder Sarah-Jane McDonough (Euston)</i></p>	<p><b>CARRIED</b></p>
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During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

	<b>NB Three extra speeches of three minutes each will be allowed during this debate</b>	
	<b>17 Transport Policy (EC Reserve Motion)</b>	
1	That this Conference reaffirms its commitment to a publicly owned and accountable,	1
2	well funded and properly integrated, public transport system that covers the provision	2
3	of rail, bus and other services across the UK and Ireland.	3
	Conference calls on the Labour Party to include in its General Election Manifesto the key principles for its model of public ownership. These should indicate how it will engage the workforce and our communities in its operation. We believe that the electorate needs to know how public ownership would benefit consumers, that their interests are of genuine concern and that there is democratic accountability for the way in which the industry is managed.	
4	Conference remains opposed to private sector involvement in public transport which, by	4
5	its nature, means that the profit extraction priority threatens and potentially	5
6	undermines the provision of a safe, reliable and regular public transport service	6
7	provided through affordable fares designed to encourage its use at a time of a climate	7
8	emergency.	8
	Conference notes that on 28 February 2023 in Tempi, Greece, a fatal train collision left 57 dead and many more injured. The privatised Greek Railway have been operating passenger services for many years with NO TRAIN CONROL or SIGNALLING SYSTEM in most parts, with systems being inoperable due to cost cutting.	
	Conference expresses its solidarity to the people of Greece, to the workers of the Greek railways, the trade and student unions and the youth who mobilise and strike against this crime. We express our deepest condolences to the families of the victims.	
	The accident took place 5 years after the privatisation of Greek railways, following successive governments sharing the same "vision" for a privatised rail network. The Italian operator "Ferrovie dello Stato" took over the entire national network for a mere 45 million euros, being subsidised by 50 million euros every year.	
	Repeated press releases, warnings and appeals by the railway unionists have been ignored by management, governments and the media, while courts have declared many rail strikes illegal, forcing our Greek colleagues to get back to work amidst the crumbling infrastructure. On 7 February this year, trade unionists in the Greek railways warned specifically about the risk of a major accident, once again being ignored by both government and train company management.	
	The majority of the British media have made no mention that a private operator in Greece has been happily operating trains without a signalling system, because it had been more profitable not to maintain it, pocketing the savings with one hand while grabbing subsidies with the other. The UK media are well aware that stating these facts would lead to conclusions regarding the dangers of privatisation of Britain's public services. It would reveal that governments prioritise the profits of the monopolies against our needs and lives; that governments and privatised sectors see public and workers' safety as a cost, all over the world; that the culprit is not a "human error", but private profit.	
	<i>(Continued)</i>	

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	<b>17 Transport Policy (EC Reserve Motion) (continued)</b>	
	Conference denounces railway privatisations in Britain and calls for a publicly owned railway. We will not stand by and accept conditions imposed by the private operators amounting to sitting on a ticking time bomb. We express our full solidarity with our Greek colleagues, striking over safety. Justice for the victims’ families is fighting against the deadly privatisation policies everywhere.	
9	The climate crisis faced by the UK and Ireland needs to be addressed amidst warnings	9
10	that unless emissions are rapidly restricted by 2030, they could get out of control	10
11	meaning that 2050 targets will be unachievable.	11
12	In 2019, transport was the biggest single emitter of carbon, contributing a quarter (27%)	12
13	of the UK’s domestic greenhouse gas emissions. Yet, within that figure, public transport	13
14	in the form of buses and trains, only contributed 4% - a figure that would reduce further	14
15	if appropriate measures were taken. As such, Conference affirms its support for	15
16	investment in the public transport of the UK and the Republic of Ireland, calling	16
17	for funding that would include fully electrified rail networks and the reinstatement	17
18	of drastically reduced bus routes and their services. Conference also calls for renewed	18
	commitment by Governments in Britain and worldwide to medium- and long-distance rail	
	travel, including support for direct international inter-city and sleeper services and	
	improvements in advance travel planning and booking facilities. These measures will	
	enable rail services to compete effectively with more polluting air travel options.	
19	As such, Conference calls on the EC to campaign with climate groups in support of the	19
20	aspirations of the TUC and rail unions’ sponsored Transport for Quality of Life	20
21	Report, ‘Public Transport fit for the Climate Emergency: More services, More jobs, Less	21
22	emissions’, published in April 2023. Conference also continues to support the aims of ‘A	22
23	Vision for Scotland’s Railways’ and calls for a similar report to be produced for Ireland’s	23
24	public transport system.	24
	Conference notes the fact that Britain is the world’s tenth most congested country and	
	London is Europe’s second most gridlocked city after Moscow. Road traffic continues to	
	grow post-Covid, and experience has shown that large scale construction of expensive	
	and environmentally damaging new roads does not in the main solve congestion; it	
	merely induces more traffic and yet more congestion. In contrast, public transport	
	alternatives of the sort argued for by the TUC report can much more easily cope with	
	increased demand induced by improvements.	
	Conference condemns the UK Government’s announcement in May 2023 that even bigger	
	lorries will be permitted. Conference believes that the Government should be taking	
	steps to reduce lorries numbers and size and instead increase the quantity of freight	
	carried by rail.	
	Conference condemns the UK Government for continuing to cut, delay and undermine	
	the HS2 project, with axing of most of the Eastern Leg and the Golborne Link being	
	followed recently the announcement of a delay to the opening of the link between Old	
	Oak Common and Euston, and a re-design of key parts of the project. It is now clear that	
	those delays and re-designs along with huge uncertainties for contractors will add	
	significantly to the ultimate costs of the project.	
	<i>(Continued)</i>	

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	<p><b>17 Transport Policy (EC Reserve Motion) (continued)</b></p> <p>Conference also condemns the UK Government’s on-going cuts in public transport funding and investment. Conference is concerned that Network Rail’s funding for CP7 (5 years from April 2024) will not be sufficient to maintain safety and reliability at current levels, resulting in long term managed decline and more accidents.</p> <p>Conference welcomes the ending of FirstGroup’s contract to run Transpennine, instead bringing it into public ownership.</p> <p>Conference remains opposed to cuts in public transport funding and investment, including in TfL, Network Rail and the Train Operating Companies, in each of which the UK Government and employers are using the recovery from Covid 19 as an excuse to attack jobs, pay, pensions, conditions and policies. Conference is particularly concerned that ticket office closures and moving workers onto station concourses will lead to members facing a greater level of abuse and assault.</p> <p>Conference calls upon an incoming UK Labour Government to scrap the Williams Shapps Plan for Rail and the Integrated Rail Plan, and instead draft a new plan with the following aims:</p> <ul style="list-style-type: none"> <li>a) To ensure sufficient investment and subsidy to Britain’s national railways in order to modernise and expand rail services, including a rolling programme of electrification;</li> <li>b) To reinstate the HS2 Golborne link, and build a full HS2 ‘eastern leg’ high speed line connecting Leeds, Sheffield and the East Midlands to Birmingham and London Euston without delay, along with a network of modern high-speed lines connecting northern cities in order to create a rail network fit for the 21st Century;</li> <li>c) To bring about a significant transfer of freight from road to rail;</li> <li>d) To ensure the local authorities, the Wales and Scotland Governments and other appropriate public bodies have the means by which they can directly run publicly owned bus services with provision of central financial and operational support for bus services;</li> <li>e) To reinstate the operating grant to Transport for London;</li> <li>f) To immediately end the awarding of any further contracts to run rail passenger services, and work towards an early re-integration of Britain’s railways under public ownership and control.</li> </ul> <p><i>(EC Support)</i></p> <p><b>Executive Committee</b>                      20 minutes      Mover .....</p> <p><b>TfL Central</b>                                      3 minutes      Seconder .....</p> <p>Supported by <b>Anglia South General</b>  <b>North East General</b>  <b>Retired Members’ Group</b></p> <p><b>(Amendments accepted)</b></p>	<p>31</p> <p>32</p> <p>33</p> <p>34</p> <p>35</p> <p>36</p> <p>31</p> <p>32</p> <p>33</p> <p>34</p> <p>35</p> <p>36</p>
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	<b>18 Transport Policy (Future of Rail Industry)</b>	
1	That this Conference notes that, notwithstanding post-Covid disruption to passenger	1
2	services caused by Government-inspired cuts and Government-provoked industrial	2
3	action, rail passenger numbers have continued to recover strongly following the	3
4	pandemic. Current passenger numbers have recovered to usage that is nearly double	4
5	that of 1996. It must also be noted that road traffic levels are now well in excess of pre-	5
6	pandemic levels.	6
7	Conference believes that the Government’s current agenda of cuts to the number and	7
8	quality of rail passenger services coupled with attacks on rail staff jobs along with	8
9	staffs’ pay and conditions threaten to undermine that recovery and ensure that road	9
10	traffic will continue to rise with all the attendant problems of pollution and congestion.	10
11	Conference firmly believes that this Government and future Governments must take a	11
12	long-term view of future transport needs by encouraging more passengers to travel by	12
13	public transport rather than in cars, and more freight to be moved by rail rather than by	13
14	road.	14
15	Conference notes the outstanding success of London’s Elizabeth line, which is seeing	15
16	passenger usage well in excess of that projected, demonstrating that modern rail lines	16
17	are welcomed and used by the public.	17
18	Conference therefore condemns the Government’s continuing cuts to HS2 including the	18
19	reduction in station capacity at London Euston which will limit line capacity and	19
20	preclude expansion of HS2 services in the future, and the removal of the Golborne Link.	20
21	Conference also condemns the apparent abandonment of commitments to link cities	21
22	across northern England with high-speed lines (Northern Powerhouse Rail).	22
23	Conference instructs the EC to continue to press the Labour Party to commit to funding	23
24	a full HS2 ‘eastern leg’ high speed line connecting Leeds, Sheffield and the East Midlands	24
25	to Birmingham and London, along with a network of modern high-speed lines connecting	25
26	northern cities, in order to create a rail network fit for the 21st Century.	26
27	Conference also instructs the EC to work with other rail unions, the TUC and rail users’	27
28	groups to campaign for a positive future for Britain’s railways, perhaps reviving the	28
29	‘Better Rail Campaign’.	29
	<i>(EC Support)</i>	
	<b>North East General</b>	
	Mover .....	
	Secunder .....	

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	<b>19 Transport Policy (Ireland’s Railways)</b>	
1	That this Conference believes the time has come to invest in a trade union report on	1
2	Ireland’s railways North and South.	2
3	Conference notes that four trade unions believed there was a need for a report into	3
4	Scotland’s Railways. The report was to be completed by November 2021. The report,	4
5	commissioned by ASLEF, RMT, TSSA and Unite, was ‘A vision for Scotland’s Railways’.	5
6	Conference believes that the Association should now engage with our sister trade unions	6
7	in Ireland to have a similar report produced.	7
8	Conference asks the Irish Committee to communicate with GMB, NBRU, Unite the Union	8
9	and SIPTU to explore the feasibility of commissioning and publishing such a report which	9
10	would incorporate Translink railways and Iarnród Éireann.	10
	<i>(EC Support)</i>	
	<b>Irish Committee</b>	
	Mover .....	
	Secunder .....	

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	<b>20 Transport Policy (Disabled People)</b>	
1	Conference notes that using public transport is a major issue for disabled people. There	1
2	are barriers to accessing trains, buses, taxis, and any other kind of public transport you	2
3	care to mention.	3
4	Last year the Government set out their plans for making transport more accessible in	4
5	their National Disability Strategy, claiming that they would ‘improve the accessibility’	5
6	but, in reality, they are no better than the rest of the strategy that the courts ruled	6
7	unlawful.	7
8	They said they would transform the accessibility of the railway network; improve the	8
9	accessibility of buses, bus stations, bus stops, taxis, and private hire vehicles; and make	9
10	lifeline ports more accessible for disabled passengers. What they said and what they did	10
11	is like chalk and cheese.	11
12	In January 2022, the Government gave the transport industry a fourth legal exemption	12
13	which means that inaccessible vehicles can be used to replace rail services for another	13
14	nine months. In July they said they were extending the exemption again and allowing	14
15	inaccessible coaches to be used for school transport for disabled children.	15
16	Conference instructs the EC to:	16
17	a) Raise awareness of the difficulties disabled people face when travelling on	17
18	public transport;	18
19	b) Campaign for the end of extensions that allow public transport operators to	19
20	continue using inaccessible vehicles;	20
21	c) Campaign for all publicly owned car parks, including at hospitals, to be free of	21
22	charge for Blue Badge holders, and	22
	d) Ensure that adequate staffing levels to assist people are provided.	
	<i>(EC Support)</i>	
	<b>Disability Working Group</b> Mover .....	
	<b>Midlands Retired</b> Seconder .....	
	Supported by Anglia South General	
	<b>(Amendments A and C accepted)</b>	
		<i>(Continued)</i>

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	<p><b>20 Transport Policy (Disabled People) (Continued)</b></p> <p><b>Amendment B:</b></p> <p><i>To insert between lines 15 and 16 (new paragraphs):</i>  ‘Conference is appalled by this deliberate and cruel policy of consistently ignoring people with disabilities and deferring the assistance that they need. It is a classic example of how society directly limits a person’s ability to engage with society through the limitations constructed carelessly or deliberately by that society: disability as a social construct rather than a medical construct.</p> <p>Conference reiterates its full opposition to all barriers placed in the way of disabled people’s full involvement with work, friends, family and life in general. It is entirely unacceptable for the transport industry to be allowed these seemingly endless and unnecessary exemptions from the equality legislation.’.</p> <p><i>To delete ‘transport;’ in line 18 and substitute ‘transport, and demand that solutions are found and imposed on the transport industry;’.</i></p> <p><i>To delete ‘for’ in line 19 and substitute ‘with the TUC, sister unions, the Labour Party as well as with government for, and insist on,’.</i></p> <p><i>To insert between ‘Campaign’ and ‘for’ in line 21, ‘with NHS managers, local authorities, the Labour Party and Government’.</i></p> <p><i>(EC Support)</i></p>	
	<p><b>Women in Focus</b></p> <p style="text-align: right;">Mover .....</p> <p style="text-align: right;">Seconder .....</p>	



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	<b>22 Transport Policy (TfL) (<i>Composite</i>)</b>	
1	That this Conference notes that, having previously withdrawn TfL's operating grant	1
2	which was worth £700 million per year, the Conservative Government has used the	2
3	decline in fares revenue during the pandemic as a pretext to launch a series of	3
4	vindictive attacks on TfL and the people who work for TfL.	4
5	The blame for TfL's financial problems lies squarely with the Government, which has	5
6	refused to adequately address the fall in revenue caused by the pandemic and changes	6
7	in travel patterns. By forcing TfL to make cuts to public transport services and attack	7
8	staff working conditions, the Government are trying to shift the blame for their	8
9	incompetent economic management onto the Labour Mayor.	9
10	By contrast to the blank cheques handed to privatised train operating companies, the	10
11	loans offered to TfL have come with strings attached - including huge cuts to	11
12	operational spending and an unnecessary independent review of TfL's pension scheme.	12
13	Conference notes that this follows the imposition of a performance related pay scheme	13
14	in 2016 that has seen most TfL staff receive below-inflation pay rises since then, and	14
15	that many staff have not received a consolidated pay rise in that time.	15
16	Conference notes that the changes to the TfL Pension Fund proposed by TfL are likely to	16
17	mean staff paying more for worse pension provision, despite TfL accepting that these	17
18	reforms 'will lead to an unacceptable level of detriment to members' benefits and	18
19	result in options that are significantly less generous than those available in comparable	19
20	public sector schemes'. This will have a serious impact on the ability of TfL and LUL to	20
21	recruit and retain the staff needed to deliver the services that London and the country	21
22	needs.	22
23	Conference further notes that TfL has indicated its intention to review its HR policies,	23
24	seemingly with the goal of reducing them to statutory minimums.	24
25	The Government, the Mayor and TfL management should recognise that sufficient	25
26	properly trained, well-motivated and properly rewarded staff are vital to delivering the	26
27	high-quality public transport system London needs to recover from the pandemic,	27
28	improve air quality and reduce the use of private vehicles.	28
29	Conference renews its instruction to the EC to call on the Government to provide TfL	29
30	with a secure long-term funding settlement that allows TfL to continue to develop	30
31	London's transport as needed, including steps to improve staff pay, terms and conditions	31
32	and to retain or improve pension arrangements.	32
		<i>(Continued)</i>



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	<b>23</b>	<b>Withdrawn for Composite Item 22</b>	
	<b>24</b>	<b>Transport Policy (Bus Funding)</b>	
1		That this Conference notes that the Bus Recovery Grant was extended from September	1
2		2022 until March 2023 and continued to commit to Bus Service Improvement Plans	2
3		(BSIP), even though the actual funding was slow to materialise because of ministerial	3
4		delays.	4
5		Conference also notes that a special promotion of the £2 fare cap for single bus journeys	5
6		in England and outside London was offered between January and March 2023 and	6
7		extended to June 2023 and funded by the Government.	7
8		Whilst welcome, Conference believes this does not mean that enough is being done to	8
9		provide ongoing financial support to maintain bus services, even in urban and inter-	9
10		urban areas, with some routes being cut and withdrawn, despite the fact that greater	10
11		use of public transport was a key commitment to reduce carbon emissions for climate	11
12		change.	12
		Bus operators have welcomed the scheme but unanimously call for longer-term funding	
		and to remove the uncertainty which undermines marketing and planning for a	
		sustainable and efficient bus network.	
13		Conference instructs the EC to bring this to the attention of Bus Focus and the Campaign	13
14		for Better Transport, and to lobby the Department for Transport and the next Labour	14
15		Government to compel bus companies to adequately promote their services as	15
16		alternatives to private transport.	16
		<i>(EC Support)</i>	
		<b>London Bus &amp; Rail Operators</b>	
		Mover .....	
		Secunder .....	
		<b>(Amendment accepted)</b>	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>25 Transport Policy (Transport Policing in Ireland)</b>	
1	That this Conference is concerned there is no dedicated transport police in Ireland.	1
2	Conference believes it is time to have some form of transport police in Ireland North and	2
3	South.	3
4	Translink have engaged with the Policing Service for Northern Ireland to set up a small	4
5	task force of six officers to police its stations and trains on a part time basis. This is to	5
6	be commended by both the company and the police authority.	6
7	Conference notes that, over the past few years, the number of drug-related offences	7
8	occurring on Translink property has increased threefold. This has led to a higher number	8
9	of assaults on staff and a dramatic increase in antisocial behavior.	9
10	We are informed that our brothers and sisters in the Republic are experiencing even	10
11	higher incidents of abuse by outside antisocial elements in the workplace.	11
12	Within Translink the responsibility of monitoring and policing these problems is the	12
13	responsibility of the Railway Inspector Grades, from the initial engagement with an	13
14	offender to evidence gathering and preparing the case for court.	14
15	The sharp increase in anti-social behavior has placed a heavier burden on Station	15
16	Inspectors and staff who are also responsible for the day-to-day operations of a railway,	16
17	plus the administration work required to run the business.	17
18	In the Republic of Ireland there is no such relationship between An Garda Siochana and	18
19	the company. When our colleagues in the Republic call for assistance from An Garda it	19
20	could be quite some time before they respond.	20
21	With all this in mind Conference requests the Irish Committee to make representations	21
22	to the company, An Garda Siochana and the local Government representatives with the	22
23	aim of achieving a better policing strategy on public transport.	23
	<i>(EC Support)</i>	
	<b>Irish Committee</b>	
	Mover .....	
	Secunder .....	

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During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>26 Transport Management (Train Cancellations/Compensation)</b>	
1	That this Conference notes that the railway industry has seen some difficult times	1
2	recently with industrial relation disputes, attacks on conditions of service, potential	2
3	closures of ticket offices as an affront to decent customer service for passengers and	3
4	widespread cancellations due to the shortage of staff and maintenance support.	4
5	Conference is therefore alarmed that timetables can be changed on a day-to-day basis	5
6	and operators can therefore dodge a requirement to pay Delay Repay as compensation	6
7	to passengers as service cuts can be pre-determined.	7
8	Timetables should be consistent and a source of improved planning and be properly	8
9	advertised and not changed except for engineering work or other emergencies and not	9
10	on 24-hour’s notice to disguise staff shortages. Conference notes that the limited	10
	options for advance booking of rail journeys are a significant barrier to encouraging use	
	of rail rather than air travel for short- and medium-length leisure and holiday journeys.	
11	Conference instructs the EC to lobby the Labour Party to renew its commitment to	11
12	nationalisation of the railway industry which is key to promoting reduced carbon	12
13	emissions for climate change and promoting public transport and that the railway	13
14	industry should be user-friendly at point of use and committed to the best customer	14
15	service.	15
	<i>(EC Support)</i>	
	<b>London Bus &amp; Rail Operators</b>	Mover .....
	<b>Retired Members’ Group</b>	Secunder .....
	<b>(Amendment accepted)</b>	

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	<b>27 Transport Management (Northern Ireland)</b>	
1	That this Conference has been made aware that Translink intend to implement the	1
2	closure of a number railway booking offices in their network.	2
3	The company has already closed Newry booking office on the main line between Belfast	3
4	and Dublin. Ticket sales at this station are being carried out by ticket barrier and	4
5	revenue staff there.	5
6	Conference has seen the impact this sort of action by railway companies in England,	6
7	Scotland and Wales has had on our members, the traveling public and local	7
8	communities.	8
9	Conference therefore requests the Irish Committee to engage with Translink to prevent	9
10	further closures and if necessary to enlist the help of sister trade unions to promote a	10
11	campaign to stop this unacceptable business trend.	11
	<i>(EC Support)</i>	
	<b>Irish Committee</b>	
	Mover .....	
	Secunder .....	

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During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>28 Transport Management (Ireland)</b>	
1	That this Conference is deeply concerned at the misuse of ‘Step-up Inspectors’ by Bus	1
2	Éireann in Republic of Ireland and Translink Ulsterbus in the North of Ireland.	2
3	Conference notes that, of the estimated one hundred full-time Inspectors roles within	3
4	Bus Éireann, almost two thirds are covered by Step up Inspectors on a long-term basis.	4
5	A ‘Step-up Inspector’s’ substantial post is usually driving a bus but where there is a	5
6	roster short fall for an Inspector, they will be used to fill the gap short term.	6
7	Conference has been informed that ‘Step-up Inspectors’ have been used to fill full-time	7
8	roles for as long as eighteen months and sometimes longer.	8
9	Both Bus Éireann and Translink Ulsterbus are using this tactic to erode the role of this	9
10	Association’s Inspector grades and to reduce costs on the payroll as ‘Step-up Inspectors’	10
11	are paid at a lower rate than the substantive posts. We must stop this outrageous	11
12	practice now.	12
13	Conference believes that this sharp practice by the companies needs to be halted.	13
14	Where there is a vacancy for an Inspector role the job should be advertised and filled.	14
15	Conference calls on the Irish Committee to commence negotiations with both Bus	15
16	Éireann and Translink Ulsterbus with the aim of eradicating this sharp practice.	16
	<i>(EC Support)</i>	
	<b>Irish Committee</b>	
	Mover .....	
	Seconder .....	

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During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>42 Anti-Trade Union Laws and Minimum Service Levels</b>	
1	Conference notes that the Government’s proposed new anti-trade unions laws, as	1
2	presented to the First Reading in Parliament, would have the following impacts:	2
3	a) A regime of fines and sackings for daring to take action against bosses and the	3
4	government;	4
5	b) These would apply directly to health, fire and rescue, education, transport,	5
6	border security, decommissioning of nuclear installations and management of	6
7	radioactive waste and spent fuel;	7
8	c) A union could be sued for damages, and workers be sacked when taking	8
9	industrial action following a legal ballot for industrial action;	9
10	d) Requires the employer to maintain a service level as stated in a minimum	10
11	service level specification;	11
12	e) It empowers the employer to select the names of employees who must work up	12
13	to the 4 <sup>th</sup> day before strike action takes place;	13
14	f) It requires the union to ensure that their members that are listed by the	14
15	employer work on the strike day, effectively compelling the union to tell their	15
16	members to break the strike, and	16
17	g) It removes the right of a union member to take strike action if they are listed by	17
18	an employer as required to support a minimum service level specification.	18
19	Conference condemns the Government’s blatant attack on the right to strike.	19
20	Conference instructs the EC to do all within its power to join with other unions and	20
21	campaigns to mobilise resistance against this bill.	21
	<i>(EC Support)</i>	
	<b>Network Rail London South</b>	
	Mover .....	
	Secunder .....	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>43 Anti-Trade Union Laws and Minimum Service Levels</b>	
1	That this Conference condemns the Government’s authoritarian approach to resolving	1
2	industrial disputes in the rail industry by seeking to limit the right to strike and its	2
3	effectiveness, rather than talking to rail unions and negotiating settlements. Conference	3
4	especially condemns the proposals for minimum service levels in what the Government	4
5	has identified as key public services including rail.	5
6	Conference notes that the DfT’s own impact assessment of this measure highlights the	6
7	risk that minimum service levels plans could increase the frequency of strikes and	7
8	industrial action short of a strike. It is notable that Andrew Gilligan, former transport	8
9	adviser to Boris Johnson, has chosen to highlight the risks of there being more action	9
10	short of strikes including a refusal to work overtime or take on additional duties that	10
11	keep the railways running, contradicting Tory Party Chair Jake Berry who suggested that	11
12	minimum service levels would make rail chaos a thing of the past. Conference believes	12
13	that any minimum service levels in the rail industry dictated by law would probably be	13
14	unworkable.	14
15	Conference agrees with the view of the TUC and others that minimum service levels are	15
16	unlawful.	16
17	Conference instructs the EC to:	17
18	a) campaign with rail unions and the TUC against the imposition of minimum	18
19	service levels in the rail industry, and	19
20	b) should minimum service levels become law, prepare appropriate contingency	20
21	strategies to be pursued in the event of industrial disputes in order to minimise	21
22	their impact on the effectiveness of industrial action.	22
	<i>(EC Support)</i>	
	<b>North East General</b>	
		Mover .....
		Secunder .....

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>44 EU Retained Law Bill and Employee Protections</b>	
1	That this Conference is alarmed by the bill being pushed through Parliament that will	1
2	seek to remove 4000 laws associated with the EU without Parliamentary scrutiny. The	2
3	removal of many of those laws will affect huge swathes of life in the UK but of	3
4	particular concern is the potential removal of specific protections for employees who	4
5	become pregnant, with maternal - and paternal - rights under threat.	5
6	This Conference instructs the EC to use all means at its disposal to ensure that all	6
7	proposed changes to the law receive full Parliamentary scrutiny by our elected	7
8	representatives. If any work-based rights are lost, the EC should demand of Government	8
9	that those protections are replaced in UK legislation immediately. The EC is also	9
10	instructed to campaign to persuade the Labour Party to adopt such protections as a	10
11	major plank of policy along with any other employee protections that will be required	11
12	after the passage of the EU Retained Law Bill.	12
	<i>(EC Support)</i>	
	<b>Women in Focus</b>	
	Mover .....	
	Secunder .....	





**Closed Session - TSSA members and staff only**

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>31 Merger Talks</b>	
1	That this Conference is greatly concerned at the amount of Association time, funds, and	1
2	members' good will wasted on the efforts by the EC and former General Secretary to seek	2
3	a merger with the USA-based IBB union, throughout 2021 and 2022, which many members	3
4	never believed was likely to produce a credible, reliable, or appropriately funded solution	4
5	to the finances and future of the Association. Conference is also disappointed at the lack	5
6	of an adequate explanation to the membership why this overly optimistic plan foundered	6
7	and what the full and detailed reasons were, and would be pleased to be informed on the	7
8	discussions with the IBB that took place, together with the relevant additional costs to	8
9	the Association of the time spent and travel costs incurred.	9
10	Conference instructs the EC to explain the reasons for their selection of the GMB union	10
11	for a new merger plan, a union which has a poor reputation in many regards, rather than	11
12	with other unions, and to provide full information on what is involved with this plan, the	12
13	future structure of the TSSA segment within it, and to submit the plan for full	13
14	consideration by the branches and entire membership before any merger is agreed.	14
15	These considerations should also apply to any other merger proposal, if the GMB	15
16	proposed merger also fails.	16
	<i>(EC Support)</i>	
	<b>Kent</b>	
	Mover .....	
	Secunder .....	



**Closed Session - TSSA members and staff only**

Conference Regulations and Standing Orders will be suspended for this item.

**EC Information Paper:  
TSSA Strategic Plan 2023 to 2025  
Initial direction of travel**

The Interim General Secretary will make a presentation and there will be an open discussion for comments, questions and answers.

**Closed Session - TSSA members and staff only**

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During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

**Guest Speaker**

**Baroness Helena Kennedy KC**

**Closed Session - TSSA members and staff only**

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

**Appeal: Manuel Cortes**

**Appeal: Luke Chester**





<b>Closed Session - TSSA members and staff only</b>
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Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

	<b>NB Three extra speeches of two minutes each will be allowed during this debate</b>	
	<b>Em3 Rule Alteration</b>	
1	<i>Preface: To clarify the role of the General Secretary, as recommended in the Report by</i>	1
2	<i>Baroness Kennedy KC</i>	2
3	<b>Rule 12 GENERAL SECRETARY AND STAFF</b>	3
4	<b>12.1 GENERAL SECRETARY</b>	4
	<i>To delete entire Rule 12.1(a) and substitute:</i>	
	<b>'General Secretary</b>	
	(a) There shall be a General Secretary, who shall be responsible and accountable to the Executive Committee and for assisting the Executive Committee with the carrying out of its duties as set out in Rule 9	
	(b) The General Secretary shall at all times adhere to the General Secretary Code of Conduct (to be published as Guidance Note G).	
	(c) The General Secretary shall immediately join TSSA should that individual not be a member when declared elected. The General Secretary shall be a TSSA member and remain a member throughout their term of office.	
	(d) The General Secretary shall have the right to speak on any business at delegate conferences and Executive Committee meetings but may not vote.	
	<b>Duties of the General Secretary</b>	
	(e) The duties of the General Secretary shall be:	
	(1) to advise on policy decisions to be taken by delegate conferences;	
	(2) to advise the Executive Committee on its decision making;	
	(3) to ensure that the decisions of delegate conferences and the Executive Committee are properly recorded;	
	(4) to ensure implementation of policy decisions of delegate conferences and the decisions of the Executive Committee;	
	(5) to pay particular attention to ensuring that TSSA policies relating to good governance, culture, values and ethics are implemented and complied with;	
	(6) to work under the direction of the Executive Committee to ensure the efficient and effective day-to-day management and administration of the TSSA and the direction of its paid staff, including overseeing the stewardship of TSSA's property, finances and other assets;	
	(7) to be the principal representative of TSSA to employers, relevant industry organisations, Governments, political parties, other trade union bodies, and as directed by the Executive Committee;	
	(8) to be the principal spokesperson for TSSA to the media;	
	(9) where practicable, to attend all TSSA delegate conferences, and all meetings of the Executive Committee;	
	(10) to carry out other duties as determined by the Executive Committee.	
	<i>(Continued)</i>	
:		

**Closed Session - TSSA members and staff only**

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<p><b>Em3</b></p>	<p><b>Rule Alteration (Continued)</b></p> <p>(f) At frequencies that the Executive Committee shall from time to time determine, the General Secretary shall provide reports to the Executive Committee regarding the following:</p> <ol style="list-style-type: none"> <li>(1) TSSA’s culture, values, ethics and governance;</li> <li>(2) TSSA finances and relevant financial matters, TSSA properties, and TSSA assets;</li> <li>(3) Staffing matters, including policies and procedures, turnover, recruitment, resignations, retirements and dismissals, any settlement agreements, training, development and succession planning, grievances, disciplinary matters, pay and conditions, health, safety, welfare and wellbeing, staff structures and reorganisations, pensions, and employee relations;</li> <li>(4) Equality, diversity and inclusion matters;</li> <li>(5) The state of TSSA’s member organisation including the effectiveness and functioning of Branches, Divisional Councils and SOGs, and the effectiveness and functioning of TSSA staff representatives;</li> <li>(6) The progress in implementing the decisions and policies of TSSA delegate conferences and the Executive Committee;</li> <li>(7) The overall industrial relations position in the employers and industries within which TSSA organises, including pay settlements and pension developments.</li> </ol> <p>(g) The General Secretary shall present an annual budget to the Executive Committee for approval.’</p> <p><b>End of General Secretary’s office</b> To renumber existing Rule 12.1(b) as 12.1(h)</p> <p><i>(EC Supprt)</i></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 35%;"><b>Executive Committee</b></td> <td style="width: 20%;">10 minutes</td> <td style="width: 45%;">Mover .....</td> </tr> <tr> <td><b>North East General</b></td> <td>2 minutes</td> <td>Seconder .....</td> </tr> </table> <p>Supported by Disability Working Group Retired Members’ Group Women in Focus</p> <p><b>(Amendment A accepted Amendments B and C withdrawn in support of amended motion)</b></p>	<b>Executive Committee</b>	10 minutes	Mover .....	<b>North East General</b>	2 minutes	Seconder .....
<b>Executive Committee</b>	10 minutes	Mover .....					
<b>North East General</b>	2 minutes	Seconder .....					

<b>Closed Session - TSSA members and staff only</b>
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Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

	<b>NB One extra speeches of two minutes will be allowed during this debate</b>	
	<b>Em4 Rule Alteration</b>	
1	<i>Preface: To broaden the field of candidates for election to the post of the General</i>	1
2	<i>Secretary, as recommended in the Report by Baroness Kennedy KC</i>	2
3	<b>Rule 12 GENERAL SECRETARY AND STAFF</b>	3
4	<b>12.2 ELECTION OF GENERAL SECRETARY</b>	4
5	<i>To delete entire Rule 12.2 and substitute:</i>	5
6	<b>'12.2 ELECTION OF GENERAL SECRETARY</b>	6
7	(a) If the General Secretary's position becomes or is due to become vacant, the	7
8	Executive Committee shall order an election, specifying the dates of the call for	8
9	nominations and close of nominations.	9
	<b>Nominations</b>	
	(b) The Executive Committee and each Branch shall have the right to nominate only one candidate for election.	
	(c) To be eligible to be nominated to stand for election, an individual must be either a member of TSSA or a member of a trade union affiliated to either the Trades Union Congress or the Irish Congress of Trade Unions.	
	<b>Eligibility to Stand for Election</b>	
	(d) An individual shall only be eligible to stand for the position of General Secretary if:	
	(1) that individual is nominated by the Executive Committee, or that individual is nominated by at least five Branches from at least two different Divisional Council areas;	
	(2) on the date that nominations close that individual has at least five years aggregated membership of TSSA and/or one or more unions affiliated to the Trades Union Congress or the Irish Congress of Trade Unions;	
	(3) by the date that nominations close Head Office has received a written communication indicating the individual's willingness to accept nomination to stand for the position of General Secretary.	
	(e) Individuals shall not be eligible to stand for the position of General Secretary if on the date that nominations close:	
	(1) that individual's subscriptions to their trade union is more than twelve weeks in arrears;	
	(2) that individual is a Retired or Honorary member of the TSSA as defined in Guidance Note A, or if that individual has an equivalent status in another trade union.	
	<b>Election Procedures</b>	
	(f) If on the date that nominations close there is more than one valid nomination, there shall be an individual vote of members. Each member shall have one vote. The candidate obtaining the highest number of votes shall be declared elected.	
	<i>(Continued)</i>	

**Closed Session - TSSA members and staff only**

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

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<p><b>Em4</b></p>	<p><b>Rule Alteration (Continued)</b></p> <p>(g) Subject to this Rule, Rule 11.3 shall apply to the conduct of the election and;</p> <p style="margin-left: 20px;">(1) the period between the call for nominations and the close of nominations shall not exceed six weeks and;</p> <p style="margin-left: 20px;">(2) ballot packs under Rule 11.3(e) shall be sent out within six weeks of the close of nominations and;</p> <p style="margin-left: 20px;">(3) the period over which the ballot is held shall not exceed four weeks.</p> <p>(h) A member shall not be eligible to receive a ballot pack or to vote in the election for General Secretary if, on the date the ballot packs are sent out, a member is either:</p> <p style="margin-left: 20px;">(1) an Honorary member, as defined in Guidance Note A;</p> <p style="margin-left: 20px;">(2) a member whose subscriptions are twelve weeks or more in arrears.</p> <p>(i) The General Secretary shall hold office for a period of five years and shall be eligible for re-election subject to the provisions set out in these Rules. The General Secretary shall take office from the date the vacancy exists, or immediately if the vacancy already exists.’.</p> <p><i>(EC Support)</i></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 35%;"><b>Executive Committee</b></td> <td style="width: 20%;">10 minutes</td> <td style="width: 45%;">Mover .....</td> </tr> <tr> <td><b>North East General</b></td> <td>2 minutes</td> <td>Seconder .....</td> </tr> </table> <p>Supported by <b>Retired Members’ Group</b></p> <p><b>(Amendment A accepted Amendments B withdrawn in support of amended motion)</b></p>	<b>Executive Committee</b>	10 minutes	Mover .....	<b>North East General</b>	2 minutes	Seconder .....
<b>Executive Committee</b>	10 minutes	Mover .....					
<b>North East General</b>	2 minutes	Seconder .....					





# ORDER PAPER

**D5**

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>37 TSSA Communications</b>	
1	That this Conference instructs the EC, as a matter of urgency, to address the distinct	1
2	lack of communication within the Association. There is a lack of communication at all	2
3	levels from the top downwards. All communication should be rolled out to members and	3
4	transparency is key. Communication is paramount to recruiting and retaining an	4
5	informed membership.	5
	<i>(EC Support)</i>	
	<b>Crewe &amp; Cheshire General</b>	
	Mover .....	
	Secunder .....	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>38 TSSA Democracy</b>	
1	Conference has serious concerns about the lack of transparency in which several of the	1
2	union’s recent operations have been conducted. A lack of insight into the conduct and	2
3	aims of the association has barred the ability of the membership to make informed	3
4	decisions on union business, and interrogate the decisions made about the future of our	4
5	Association.	5
6	Two merger propositions have recently been put to the members, yet information	6
7	around the origins of the mergers and the conditions under which they would be	7
8	completed have been at best incomplete, opening a possibility for the membership to	8
9	question the intentions behind them. Major changes to the Association such as these	9
10	must be undertaken with full transparency for the members.	10
11	Conference welcomes the reflection on behaviours within the union offered by the	11
12	inquiries of Baroness Helena Kennedy KC and Professor Hazel Conley being undertaken	12
	into our practice and culture. Conference acknowledges the openness with which the EC	
	has dealt with their findings and believes that this approach must continue. It is integral	
	for the future of the Association that the recommendations of these reports are	
	implemented in full, within sight of the membership, to ensure that the Association is	
	able to restore its integrity and reputation within the trade union movement.	
16	Whilst Conference appreciates the need for a level of confidentiality in certain	16
17	situations to allow the Association to operate from the best position possible, it is vital	17
18	that the membership has sight of detail integral to the operations of the union.	18
19	Conference instructs the EC to conduct a review of communication with branches and	19
20	SOGs, making sure that branches and SOGs are given an input, in order to improve the	20
21	approach taken to distributing information, and so that the appropriate levels of detail	21
22	are available to allow the membership to make informed decisions about the future of	22
	the Association.	
	<i>(EC Support)</i>	
	<b>FutureTSSA</b>	Mover .....
	<b>Crewe &amp; Cheshire General</b>	Seconder .....
	<b>(Amendments accepted)</b>	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<p><b>39 TSSA Diaries</b></p> <p>1 That this Conference commends the EC for the improvement in the quality of the                  2 Association diaries for 2022 and 2023 compared with the 2021 diary, which has made                  3 them far more user friendly, and a fitting advertisement for the Association. <span style="float: right;">1 2 3</span></p> <p>4 However, Conference notes with regret the late issue of the 2023 diaries, which many                  5 members did not receive until after the start of the year, which caused difficulties for                  6 members who rely on the Association diary to plan their engagements. Conference                  7 instructs the EC to ensure that diaries for future years are received by members not                  8 later than 1st November in the previous year. <span style="float: right;">4 5 6 7 8</span></p> <p><i>(EC Support)</i></p> <p><b>Midlands Retired</b> <span style="float: right;">Mover .....</span></p> <p><span style="float: right;">Seconder .....</span></p>	
	<p><b>40 TSSA Organisation (Outcomes of Conference Motions)</b></p> <p>1 That this Conference is concerned that Motion 40, passed at 2022 Annual Conference                  2 (Minute 43), appears to have been completely ignored by the EC until very recently (see                  TSSA Support Services circular of 3 March 2023 with a limited response so far on motions                  3 passed at Annual Conference in 2022 only), even though they <span style="float: right;">1 2 3</span></p> <p>4 accepted the criticisms in the motion, thereby implying acceptance of their past                  5 failures. Even if this was not clearly stated by the General Secretary’s reply, it was                  6 reasonably expected that they would duly explain their failure to fulfil the instructions                  7 in all the motions passed for many years, and especially concerning their apparent lack                  8 of action on four motions about the Labour Party passed at 2021 Annual Conference.                  9 Also implicitly expected was that they would resume providing the former quarterly                  10 reports on progress with previous motions passed at Annual Conference. Conference                  11 therefore instructs the EC, as previously, to carry out the terms of the successful                  motion including the progress with motions passed, at least, at both 2020 and 2021                  Annual Conferences as well as in 2022, even those opposed by the EC.. <span style="float: right;">4 5 6 7 8 9 10 11</span></p> <p><i>(EC Support)</i></p> <p><b>Kent</b> <span style="float: right;">Mover .....</span></p> <p><span style="float: right;">Seconder .....</span></p> <p><b>(Amendment accepted)</b></p>	

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During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>41 TSSA Member Benefits</b>	
1	That this Conference notes the shambolic and reactionary policies and actions of the	1
2	Coalition and the Conservative governments over recent years, but more particularly in	2
3	2022, with their disregard for the effects on working and retired people of their policies	3
4	that are solely designed to benefit their own richer supporters.	4
5	Conference notes that trade unions are at the forefront of the fight to protect working	5
6	and retired people and that in particular that Association industrial action plans are	6
7	designed to protect all members as well as the travelling public.	7
8	Conference recognises that the Association has specific Benevolent and Provident	8
9	Benefit Funds. In the Association's Return to the UK Certification Officer dated 31 <sup>st</sup>	9
10	December 2021, the amounts set aside for grants in these funds totalled about £2.8	10
11	million. Grants that could be available to provide financial assistance for members who	11
12	are suffering from the effects of government inaction in the current cost of living crisis,	12
13	as well as in other circumstances. These funds should be used to provide financial aid	13
14	designed to help a member and their family at the time of financial crisis.	14
15	Conference is concerned that the payment rates for awards from the funds are very	15
16	modest and believes that at a time of runaway inflation considerably greater awards are	16
17	required. Conference therefore instructs the EC to review the levels of awards and	17
18	benefits and where possible to increase them to a level that is in line with the real costs	18
19	that members and their families are incurring. Conference notes, however, that the	19
	Retirement Benefit could act as a disincentive to members remaining in the union as	
	Retired Members, and urges the EC to keep this in mind when reviewing benefits.	
	<i>(EC Support)</i>	
	<b>London &amp; Southern Retired</b>	Mover .....
	<b>Retired Members' Group</b>	Seconder .....
	<b>(Amendment accepted)</b>	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>45 Enough is Enough</b>	
1	That this Conference notes the foundation of Enough is Enough, a campaign to fight the	1
2	cost of living crisis. Enough is Enough was founded by trade unions and community	2
3	organisations determined to push back against the misery forced on millions by rising	3
4	bills, low wages, food poverty, shoddy housing - and a society run only for a wealthy	4
5	elite.	5
6	Conference notes Enough is Enough's five demands:	6
7	a) A real pay rise;	7
8	b) Slash energy bills;	8
9	c) End food poverty;	9
10	d) Decent homes for all, and	10
11	e) Tax the rich.	11
12	Conference notes that Enough Is Enough actions so far have included holding rallies	12
13	across Britain, forming community groups, organising picket line solidarity and taking	13
14	action against the companies and individuals profiting from this crisis. Conference notes	14
15	that Enough is Enough is supported by CWU, RMT, FBU, UCU, Tribune, ACORN, Fans	15
16	Supporting Foodbanks, Right to Food Campaign, Zarah Sultana MP and Ian Byrne MP.	16
17	Conference instructs the EC to support and affiliate the Association to Enough Is Enough,	17
18	and to promote Enough Is Enough activities to members.	18
	<i>(EC Support)</i>	
	<b>TfL Central</b>	
		Mover .....
		Secunder .....

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>46 Race-Pay Disparity</b>	
1	This Conference acknowledges the work being done by Network Rail and TfL around	1
2	reducing the race-pay disparity, since publishing their ethnicity figures. Conference	2
3	notes that there is still a lot of work to be done within both these companies and that	3
4	whilst their 2021 reports show a slight increase in the recruitment of black and ethnic	4
5	minorities, there remained a significant gap in terms of pay differentials, with the gaps	5
6	growing as you moved up through pay bands.	6
7	Conference calls on the EC to press for all employers to publish their ethnicity figures,	7
8	and for the Association to work together with other Unions and the TUC to share good	8
9	practices on tackling issues of race-pay disparity. Conference also calls on the EC to	9
10	publicly challenge employers to publish their ethnicity figures and to work with	10
11	recognised unions to develop strategies to address issues around the employment and	11
12	reward of black and ethnic minority workers. Conference also calls on the Government	12
13	to legislate to make it mandatory for all companies to publish their ethnicity figures and	13
14	address identified pay disparities.	14
	<i>(EC Support)</i>	
	<b>E-Mix</b>	
	Mover .....	
	Secunder .....	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>47 Dying To Work</b>	
1	That this Conference notes that, if you are told that you have a terminal illness, the	1
2	effect is devastating on you and your family.	2
3	In some cases, it is unlikely that the person would be able to work again. However, in	3
4	other cases, a person may decide they do not want to work anymore and would rather	4
5	spend the remaining time with the family and friends and getting their affairs in order.	5
6	However, a lot of workers with a terminally ill diagnosis may decide they want to	6
7	continue work as long as they can and this helps them to cope with their illness.	7
8	If a worker with a terminal illness loses their job, they lose their income. They can also	8
9	lose any death or in-service payments they have earned through a lifetime of work, but	9
10	which are only payable to those that die while still in employment.	10
11	Conference instructs the EC to encourage employers to sign up to the ‘Dying To Work’	11
12	campaign from the TUC and encourage employers to adopt a charter, which would say-	12
13	a) Employers recognise that terminal illnesses require support and understanding,	13
14	and not additional and avoidable stress and worry;	14
15	b) Terminally ill workers will be secure in the knowledge that their employer will	15
16	support them following the diagnosis, and employers recognise that safe and	16
17	reasonable work can help maintain dignity, offer a valuable distraction and can	17
18	be therapeutic in itself;	18
19	c) Employers will provide their employees with the security of work, peace of mind	19
20	and the right to choose the best course of action for themselves and their	20
21	families, which helps them through this challenging period with dignity and	21
22	without undue financial stress.	22
23	d) Employers support the TUC’s ‘Dying to Work’ campaign, so all employees	23
24	battling terminal illness have adequate employment protection and have their	24
25	death in service benefits protected for the loved ones they leave behind, and	25
	e) Bring this to the attention of the Labour Party for inclusion in their next General Election Manifesto..	
	<i>(EC Support)</i>	
	<b>Disability Working Group</b>	Mover .....
	<b>Lancs &amp; Cumbria General</b>	Secunder .....
	<b>(Amendment accepted)</b>	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>48 StrikeMap</b>	
1	That this Conference congratulates StrikeMap for initiating the first coordinated record	1
2	of strike action throughout the UK. Launched in 2020, StrikeMap does not claim to be an	2
3	official account of all strike action across the country as it mostly provides details of	3
4	industrial action reported to it. StrikeMap is a tool that enables others to support those	4
5	engaged in industrial activity and it has a national/regional network of trade union	5
6	activists.	6
	Conference notes that the rapid growth of Strike Maps’ regional and local support groups has led to information on strikes being circulated through their WhatsApp networks enabling peoples to join picket lines, raise money for those on strike and to promote their case.	
7	StrikeMap is independent of any one union, party or candidate. Its affiliates include	7
8	Trades Councils, the National Education Union, the Bakers, Food and Allied Workers’	8
9	Union and the Campaign for Trade Union Freedom. Conference instructs the EC to	9
10	affiliate to StrikeMap and to encourage branches and SOGs to do likewise.	10
	<i>(EC Support)</i>	
	<b>Scotland Retired</b>	Mover .....
	<b>Anglia South General</b>	Secunder .....
	<b>(Amendment accepted)</b>	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>49 Food Labelling</b>	
1	That this Conference notes that supermarkets and other retailers are profiteering from	1
2	the abolition of ‘best by’ and ‘sell by’ labelling on perishable produce. Conference	2
3	rejects the proposition that this eliminates food waste, as on the BBC internet page	3
4	<a href="https://www.bbc.co.uk/news/business-63212669">https://www.bbc.co.uk/news/business-63212669</a> , which shows that since the end of	4
5	such labelling, food prices have risen substantially for reasons not linked to any increase	5
6	in costs. The absence of this labelling is, in reality, enabling the sale of such produce at	6
7	the ongoing full price when it has been costed in advance to allow for discounted sale at	7
8	the dates indicated.	8
9	Conference observes that selling perishable food at full prices penalises those on lower	9
10	incomes, whose quality of life can depend on acquiring edible food at the lowest	10
11	possible cost. Conference recognises it is an absent skill in many people to judge	11
12	whether packaged produce is fit for consumption, and rejects the return of ‘caveat	12
13	emtor’, the legal term for ‘buyer beware’ when buying food.	13
14	Conference calls on the Association to join with other bodies representing consumer	14
15	welfare and the interests of lower income groups, to campaign actively for the return of	15
16	date-relevant food labelling.	16
	<i>(EC Support)</i>	
	<b>LT Retired</b>	
	Mover .....	
	Secunder .....	

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech ‘against’ of three minutes’ duration as detailed in Conference Regulation (2).

	<b>50 Press Freedom</b>	
1	That this conference recognises that the website Wikileaks exposed war crimes	1
2	committed by the USA. This led to Julian Assange being held in prison by the UK	2
3	government and the threat of extradition to the USA.	3
4	Conference believes that the prosecution of Julian Assange is a threat to press freedom	4
5	everywhere. He has won journalistic awards and his cause is supported by press freedom	5
6	organisations around the world including Reporters Without Borders, PEN International,	6
7	Freedom of the Press Foundation, and the Committee to Protect Journalists.	7
8	Julian Assange did not ‘put lives at risk’ and a 2013 Pentagon study could not identify a	8
9	single instance of anyone killed as a result of being named by Wikileaks. Julian Assange	9
10	worked with traditional news outlets to redact the documents and reduce harm.	10
11	Conference opposes Julian Assange being extradited to the United States, condemns his	11
12	cruel treatment in prison and calls for his immediate release from jail. Conference	12
	therefore instructs the EC to pass on the terms of this motion to the Conservative	
	Government, the Labour Party and the TUC.	
	<i>(EC Remit/ Oppose)</i>	
	<b>Anglia South General</b>	Mover .....
	<b>Kent</b>	Seconder .....
	<b>(Amendment accepted)</b>	



Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

Em2 Climate Change Emergency		
1	That this Conference welcomes the publication of the IPCC 6 <sup>th</sup> Assessment synthesis	1
2	report on 20 <sup>th</sup> March which emphasizes that <b>even a small increase in temperature has</b>	2
3	<b>far-reaching and severe impacts</b> on both the average climate and extreme weather	3
4	events. These consequences have a significant impact on our food, water, homes,	4
5	health, economy, and natural environment. The 'experiment' we're conducting with our	5
6	planet is unparalleled, and it poses a danger to us all.	6
7	We further note the report's conclusions that we are nowhere near doing enough to	7
8	avoid catastrophic effects, let alone achieve the goals of the Paris Agreement, but that	8
9	we have the solutions readily available to address this issue: efficiency, clean energy,	9
10	regenerative agriculture, and green infrastructure, which not only mitigate climate	10
11	change, but also improve resilience, accelerate the transition to a clean energy future,	11
12	and address health, equity, justice, and economic concerns.	12
13	We welcome and endorse the UN General Secretary's call that, 'It's crucial to act	13
14	quickly' and 'to massively fast-track climate efforts by every country and every sector	14
15	and on every timeframe. Specifically, leaders of developed countries must commit to	15
16	reaching net-zero as close as possible to 2040, the limit they should all aim to respect.	16
17	This can be done. Some have already set a target as early as 2035.'	17
18	This Conference, recognising the urgency of the situation, agrees to support the UK	18
19	committing to amend the UK's Climate Change Act to achieve net-zero by no later than	19
20	2040, and to plan and legislate for 'just transition' arrangements to achieve that.	20
21	We also condemn the UK Government's revised net-zero strategy published on March	21
22	30 <sup>th</sup> (following last year's court ruling that its previous version was unlawful), which still	22
23	doesn't meet legal targets for reducing UK emissions, let alone the deeper cuts that	23
24	Prime Minister Rishi Sunak promised at international climate talks just four months	24
25	previously, and relies on continuing fossil fuel burning with unproven at scale and on the	25
26	limited evidence incredibly expensive carbon capture technology.	26
27	We call on the EC to lobby the TUC, Labour Party and UK Government to adopt this new	27
28	2040 net-zero target together with 'a just transition' legislation and a pragmatic	28
29	approach that:	29
	1. protects vital UK industries and interests and doesn't simply export carbon	
	emissions and jobs to other countries;	
	2. opposes solutions which continue fossil fuel burning, including Carbon Capture	
	and Storage;	
	3. challenges false solutions including biofuels and hydrogen, and	
	4. submit appropriate motions to adopt these commitments to the next TUC and	
	Labour Party conferences and to Regional TUC conferences.	
	Conference also calls on the EC to:	
	a) engage members, staff and reps in the work of the Campaign Against Climate	
	Change Trade Union Group (CACCTU) and Greener Jobs Alliance linking climate	
	and food justice, especially with the cost of living crisis, and in knocking back	
	the false solutions which are prevalent in the trade union movement;	
	b) provide training for reps and organisers to build climate justice and adaptation	
	demands into our industrial bargaining, and	
	<i>(Continued)</i>	

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	<p><b>Em2 Climate Change Emergency (continued)</b></p> <p>c) ensure that TSSA leads by example in sustainable travel plans which means ensuring locations particularly for larger meetings such as conferences can be accessed by rail and sea travel rather than aviation.</p> <p><b>North East General</b> Mover .....</p> <p><b>London South &amp; West General</b> Seconder .....</p> <p>Supported by <b>Women in Focus</b></p> <p><b>(Amendment accepted)</b></p>	
	<p><b>Em5 Illegal Migration Bill</b></p> <p>1 That this Conference deplores the Tory Illegal Migration Bill passing unamended through 2 the Commons Second Reading on 12<sup>th</sup> March 2023.</p> <p>3 Conference notes that this bill targets the most vulnerable people in our society and is 4 being used by this Tory government to scapegoat migrants in the face of a rebellion 5 against the cost-of-living crisis. Conference calls on Labour to oppose the Illegal 6 Migration Bill, recognising that this bill unamended could put the UK in breach of both 7 domestic and international law and expose migrants to serious harm.</p> <p>8 Conference notes that migrants benefit our economy and are essential for our NHS and 9 other public services functioning properly. Conference notes that the change that is 10 required is to provide safe routes for migrants and allow them the right to work, from 11 which we will all benefit.</p> <p>12 Conference notes that the UK is still considered one of the most important global voices 13 on human rights, and the UN Refugee Agency has publicly stated, on 22<sup>nd</sup> March, that 14 this bill represents a very real threat to the entire system of international refugee law.</p> <p>15 Conference applauds the Association’s response to the racist bill with the mobilisation 16 led by TSSA E-Mix on the March Against Racism demonstration on 18<sup>th</sup> March, and calls on 17 our EC to continue to support mobilisations from the TUC, Stand Up To Racism and 18 similar initiatives in response to those that seek to divide us.</p> <p><b>Network Rail London South</b> Mover .....</p> <p>Seconder .....</p>	<p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18</p>

# ORDER PAPER

G1

Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

	<b>52 Rule Alterations</b>	
1	That this Conference, having duly passed the several Resolutions which involve	1
2	alterations to the Rules of the Association, hereby instructs the EC to give effect to all	2
3	such Resolutions by making the authorised amendments to the Rules affected (including	3
4	such re-numbering and verbal correcting as may be necessary) and to have the same	4
5	registered in accordance with statutory requirements - also to produce a sufficient	5
6	number of printed copies of the amended Rules to be made available to each member	6
7	on request; the revised Rules to come into operation forthwith, except where otherwise	7
8	provided for.	8
	<i>(EC Support)</i>	
	<b>Executive Committee</b>	
	Mover .....	
	Secunder .....	

**NOMINATION RESULTS (Agenda Item 3)**

**ELECTION OF STANDING ORDERS COMMITTEE 2023**  
(Five required)

<b>Nominee</b>	<b>Branch</b>	<b>Nominated by</b>
ANDY BAIN	NETWORK RAIL NORTH LONDON	Anglia South General, Euston, Kent, London Bus & Rail Operators, LT Retired, Network Rail North London, North East General
LUKE HOWARD	LT RETIRED	Anglia South General, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, LT Retired, Midlands Retired, Network Rail North London, North East General
JOE KAVANAGH	MIDLANDS GENERAL	Anglia South General, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, LT Retired, Network Rail North London, North East General
PAULINE McARDLE	LANCS & CUMBRIA GENERAL	Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, Network Rail North London, North East General
CHERYL O'BRIEN	WALES No. 1	London & Southern Retired, Wales No.1

All of the above have been elected unopposed.

**NOMINATION RESULTS (Agenda Item 3)**

**ELECTION OF SCRUTINEERS 2023**  
(Two required)

<b>Nominee</b>	<b>Branch</b>	<b>Nominated by</b>
KIERAN CROWE	MIDLANDS GENERAL	Anglia South General, London Bus & Rail Operators, LT Retired, North East General, Network Rail North London
STEVE FLOYD	LONDON BUS & RAIL OPERATORS	Anglia South General, London Bus & Rail Operators, London & Southern Retired, LT Retired, North East General, Network Rail North London
CHERYL O'BRIEN	WALES No. 1	Wales No. 1

### NOMINATION RESULTS (Agenda Item 3)

#### ELECTION OF DELEGATION TO THE TRADE UNION CONGRESS 2023 (Three delegates required)

Nominee	Branch	Nominated by
FRANK ELLIS	LANCS & CUMBRIA GENERAL	Lancs & Cumbria General
SARAH-JANE McDONOUGH	EUSTON	Anglia South General, BTP Staff, Euston, Kent, London & Southern Retired, London Bus & Rail Operators, LT Retired, Network Rail North London, North East General, Retired Members' Group
FLISS PREMUR	LONDON SOUTH & WEST GENERAL	Network Rail North London, North East General, Women in Focus
SIMON TURP	SOUTHEASTERN METRO	FutureTSSA

Subject to the results of the elections for President and General Secretary, Sarah-Jane McDonough and Fliss Premru have been elected under Rule 11.2(e), and there will be an election for the remaining place on the delegation.

### NOMINATION RESULTS (Agenda Item 3)

#### ELECTION OF DELEGATION TO THE TUC WOMEN'S CONGRESS 2024 (Five delegates required)

Nominee	Branch	Nominated by
ANDI FOX	NORTH EAST OPERATIONS	Lancs & Cumbria General, North East General
NICOLA JUKES	NORTH EAST OPERATIONS	London & Southern Retired, North East Operations
SARAH-JANE McDONOUGH	EUSTON	Anglia South General, BTP Staff, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, Network Rail North London, North East General, Retired Members Group
FLISS PREMRO	LONDON SOUTH & WEST GENERAL	Lancs & Cumbria General, Network Rail North London, North East General

The above delegates have been elected unopposed.  
There will be an additional call for nominations for one delegate

**NOMINATION RESULTS (Agenda Item 3)**

**ELECTION OF DELEGATION TO LABOUR PARTY CONFERENCE 2023**  
(Three delegates required)

<b>Nominee</b>	<b>Branch</b>	<b>Nominated by</b>
PAUL BEADLE	EUSTON	Anglia South General, Euston, Kent, London & Southern Retired, London Bus & Rail Operators, LT Retired, Network Rail North London, Retired Members' Group
ANDI FOX	NORTH EAST OPERATIONS	London & Southern Retired, North East General, North East Operations, Wales No. 1, Women in Focus
HILARY HOSKING	ANGLIA No. 3	Anglia No. 3, Euston, Kent, London Bus & Rail Operators, LT Retired, Network Rail North London, Retired Members' Group
DAVE MERRETT	NORTH EAST GENERAL	North East General
JILL MURDOCH	NORTH EAST GENERAL	Anglia South General, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, Network Rail North London, North East General, Retired Members' Group, TfL Central, Women in Focus
FLISS PREMU	LONDON SOUTH & WEST GENERAL	Lancs & Cumbria General
SHARON SIMMONDS	TfL CENTRAL	TfL Central, Women in Focus

**NOMINATION RESULTS (Agenda Item 3)**

**ELECTION OF DELEGATION TO LABOUR PARTY WOMEN'S CONFERENCE 2023**  
(Two delegates required)

<b>Nominee</b>	<b>Branch</b>	<b>Nominated by</b>
HILARY HOSKING	ANGLIA No. 3	Anglia No 3, Anglia South General, Euston, Kent, Retired Members' Group
PAULINE McARDLE	LANCS & CUMBRIA GENERAL	Anglia South General, Lancs & Cumbria General, Network Rail North London, North East General, Women in Focus
JILL MURDOCH	NORTH EAST GENERAL	London Bus & Rail Operators, Network Rail North London, North East General, TfL Central
CATH MURPHY	CREWE & CHESHIRE GENERAL	Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators
FLISS PREMU	LONDON SOUTH & WEST GENERAL	Women in Focus

## GLOSSARY

ASLEF	Associated Society of Locomotive Engineers and Firemen
BSIP	Bus Service Improvement Plans
CWU	Communication Workers Union
Covid	Coronavirus Disease 2019
DfT	Department for Transport
EC	Executive Committee
EU	European Union
FBU	Fire Brigades Union
GMB	General Municipal and Boilermakers Union
GP	General Practitioner
HR	Human Resources
HS2	High Speed 2 (Railway)
H&S	Health and Safety
IBB	International Brotherhood of Boilermakers
ICTU	Irish Congress of Trade Unions
KC	King's Council
LUL	London Underground Limited
MP	Member of Parliament
MSP	Member of Scottish Parliament
NBRU	National Bus and Rail Union (Ireland)
NHS	National Health Service
NI	National Insurance
PEN	Poets, Playwrights, Editors, Essayists, Novelists Union
PPF	Pension Protection Fund
RMT	Rail, Marine and Transport Union
SIPTU	Services, Industrial, Professional and Technical Union (Ireland),
SOG	Self Organised Group
TfL	Transport for London
TSSA	Transport Salaried Staffs Association
TUC	Trades Union Congress
UCU	University and College Union
UK	United Kingdom
USA	United States of America
WiF	Women in Focus