



www.tssa.org.uk

Tel: 020 7387 2101

Fax: 020 7383 0656

Email: [enquiries@tssa.org.uk](mailto:enquiries@tssa.org.uk)

# 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)

## **Preliminary Agenda & Programme of General Arrangements**

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)**

---

## 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	12.40 pm Adjournment for Lunch	12.40 pm Adjournment for Lunch
2.30 pm Conference Commences	2.30 pm Conference Resumes	2.30 pm Conference Resumes
5.30 pm Adjournment	5.30 pm Adjournment	5.30pm Conference Concludes

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
-----------------------	------------

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

### INDEX

---

Subject	Item
Anti-Trade Union Laws and Minimum Service Levels	42, 43
Care Costs	11
Disability Awareness and Training	14
Dying To Work	47
EC Appointment of Auditors	35
EC Report & Accounts	34
EC Reserve Motion on Transport Policy	17
Enough is Enough	45
EU Retained Law Bill and Employee Protection	44
'Frozen' State Pensions	7,8
Food Labelling	49
Hidden Disabilities	15
Labour Party	16
London Freedom Pass	51
Menopause	12
Merger Talks	29, 30, 31, 32, 33
NHS	10
Pension Protection Fund	9
Period Products	13
Press Freedom	50
Race-Pay Disparity	46
Rule Alteration	36
StrikeMap	48
Transport Management (Ireland)	28
Transport Management (Northern Ireland)	27
Transport Management (Train Cancellations/Compensation)	26
Transport Policy (Bus Funding)	24
Transport Policy (Disabled People)	20
Transport Policy (Future of Rail Industry)	18
Transport Policy (Integration)	21
Transport Policy (Transport Policing in Ireland)	25
Transport Policy (Ireland's Railways)	19
Transport Policy (TfL)	22, 23
TSSA Communications	37
TSSA Democracy	38
TSSA Diaries	39
TSSA Members Benefits	41
TSSA Organisation (Outcomes of Conference Motions)	40

AGENDA

1. Introduction to online 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.





AGENDA

	<p><b>11 Care Costs</b></p> <p>1 That this Conference notes that women are disproportionately affected by a lack of 2 proper affordable childcare and similarly for parents in later life.</p> <p>3 We call on the EC to establish a campaign to ensure companies who are in profit share 4 the burden of care costs.</p> <p>5 Conference additionally calls on the EC to negotiate secure agreements for a reasonable 6 amount of paid child care and carer’s leave.</p> <p><b>North East Operations</b> Mover .....</p> <p>Seconder .....</p>	<p>1 2 3 4 5 6</p>
	<p><b>12 Menopause</b></p> <p>1 That this Conference wishes to raise awareness and improve knowledge about 2 menopausal symptoms.</p> <p>3 Conference instructs the EC to educate Association reps and liaise with employers in a 4 joint effort to create a knowledge base amongst reps and managers about the 5 menopause, its effects and wide ranging symptoms. The purpose is to support and help 6 affected working women with some joined up thinking.</p> <p><b>North East Operations</b> Mover .....</p> <p>Seconder .....</p>	<p>1 2 3 4 5 6</p>
	<p><b>13 Period Products (Free Provision) (Scotland) Act 2021</b></p> <p>1 That this Conference welcomes the introduction of the Period Products (Free Provision) 2 (Scotland) Act 2021, and the progressive cross-party work of Monica Lennon MSP.</p> <p>3 Section 3 of the Act ensures that: ‘Specified public service bodies [are] to ensure period 4 products obtainable free of charge by persons in their premises’.</p> <p>5 Conference calls on the EC to work with H&amp;S reps and others to encourage all employers 6 to facilitate the spirit of this act and assist employees throughout the UK with easy 7 access and preferably free provisions where they can do so.</p> <p><b>West of Scotland General</b> Mover .....</p> <p>Seconder .....</p>	<p>1 2 3 4 5 6 7</p>
	<p><b>14 Disability Awareness and Training</b></p> <p>1 That this Conference notes that disability is a major impediment to accessing 2 employment. Conference instructs the EC to review the effectiveness of the training 3 given to staff representatives representing members where disability may affect their 4 case. Conference instructs the EC to review the services provided to members with 5 disabilities.</p> <p><b>Lancs &amp; Cumbria General</b> Mover .....</p> <p>Seconder .....</p>	<p>1 2 3 4 5</p>





<p><b>16 Labour Party (Continued)</b></p> <p><b>2021 Annual Conference, Minute 69 (Item 68) (Continued)</b></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><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 style="text-align: right;"><i>(Continued)</i></p>	
--	--

AGENDA

<b>16</b>	<p><b>Labour Party (Continued)</b></p> <p><b>2021 Annual Conference, Minute 69 (Item 68) (Continued)</b></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 style="text-align: right;"><b><i>CARRIED</i></b></p>	
<b>17</b>	<p><b>EC Reserve Motion on Transport Policy</b></p> <p><i>The EC will be issuing a circular to Branches and SOGs in April 2023 at which time Branches and SOGs will be advised of the terms of the EC motion.</i></p> <p><b>Executive Committee</b></p> <p style="text-align: right;">Mover .....</p> <p style="text-align: right;">Seconder .....</p>	

AGENDA

<b>18</b>	<b>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
	<b>North East General</b>	
	Mover .....	
	Seconder .....	

AGENDA

<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
	<b>Irish Committee</b>	
	Mover .....	
	Seconder .....	
<b>20 Transport Policy (Disabled People)</b>		
1	Conference notes that using public transport is a major issue for disabled members.	1
2	There are barriers to accessing trains, buses, taxis, and any other kind of public	2
3	transport you 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, and	20
21	c) Campaign for all publicly owned car parks, including at hospitals, to be free of	21
22	charge for Blue Badge holders.	22
	<b>Disability Working Group</b>	
	Mover .....	
	Seconder .....	

AGENDA

	<b>21 Transport Policy (Integration)</b>	
1	That this Conference instructs the EC to try to improve connectivity between different	1
2	modes of public transport, for the benefit of users of all ages. This includes the	2
3	following:	3
4	a) Better integration of buses, trains and trams;	4
5	b) The retention of as many booking offices and travel offices as possible. This is	5
6	especially important to people with access needs and to those without internet	6
7	or the use of smartphones, and	7
8	c) The provision of as many as possible, printed bus, train and tram timetables,	8
9	which are vital for planning your journey in advance, especially for users with	9
10	access requirements.	10
	<b>Crewe &amp; Cheshire General</b>	
	Mover .....	
	Seconder .....	
	<b>22 Transport Policy (TfL) (Composite)</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
	<i>(Continued)</i>	



AGENDA

	<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
	<b>Irish Committee</b>	
	Mover .....	
	Seconder .....	



AGENDA

	<p><b>28 Transport Management (Ireland)</b></p> <p>1 That this Conference is deeply concerned at the misuse of ‘Step-up Inspectors’ by Bus  2 Éireann in Republic of Ireland and Translink Ulsterbus in the North of Ireland.  3 Conference notes that, of the estimated one hundred full-time Inspectors roles within  4 Bus Éireann, almost two thirds are covered by Step up Inspectors on a long-term basis.</p> <p>5 A ‘Step-up Inspector’s’ substantial post is usually driving a bus but where there is a  6 roster short fall for an Inspector, they will be used to fill the gap short term.</p> <p>7 Conference has been informed that ‘Step-up Inspectors’ have been used to fill full-time  8 roles for as long as eighteen months and sometimes longer.</p> <p>9 Both Bus Éireann and Translink Ulsterbus are using this tactic to erode the role of this  10 Association’s Inspector grades and to reduce costs on the payroll as ‘Step-up Inspectors’  11 are paid at a lower rate than the substantive posts. We must stop this outrageous  12 practice now.</p> <p>13 Conference believes that this sharp practice by the companies needs to be halted.  14 Where there is a vacancy for an Inspector role the job should be advertised and filled.</p> <p>15 Conference calls on the Irish Committee to commence negotiations with both Bus  16 Éireann and Translink Ulsterbus with the aim of eradicating this sharp practice.</p> <p><b>Irish Committee</b> Mover .....</p> <p>Seconder .....</p>	<p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16</p>
	<p><b>29 Merger Talks</b></p> <p>1 That this Conference instructs the EC to call a Special Delegate Conference to consider,  2 and possibly approve, merger proposals and that these must include approaches to other  3 suitable UK based trade unions.</p> <p><b>Network Rail North London</b> Mover .....</p> <p>Seconder .....</p>	<p>1 2 3</p>

AGENDA

<b>30 Merger Talks</b>		
1	That this Conference notes that;	1
2	a) The proposed merger with IBB failed with circular 53/22;	2
3	b) It was said by the EC that a merger with a British Trades Union was not possible	3
4	during the debate on the IBB Merger;	4
5	c) Several previous attempts to merge with British trade unions have failed, and	5
6	d) A letter from the Interim General Secretary to all members says that the	6
7	Association is now in merger negotiations with the GMB.	7
8	Conference Instructs the EC:	8
9	i. To halt merger negotiations with immediate effect;	9
10	ii. To provide the financial information so that the members can make an informed	10
11	decision on the Association's future, and to produce a clear statement on the	11
12	future ownership of all the association's assets;	12
13	iii. To produce an estimate of the number of likely redundancies among the	13
14	employed staff of the association likely to arise as a result of the merger, and	14
15	iv. To demonstrate to the membership the benefits to them of a potential merger.	15
	<b>Lancs &amp; Cumbria General</b>	
	Mover .....	
	Seconder .....	
<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 US-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
	<b>Kent</b>	
	Mover .....	
	Seconder .....	









AGENDA

	<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
	<b>Network Rail London South</b>	
	Mover .....	
	Secunder .....	

AGENDA

<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
	<b>North East General</b>	
	Mover .....	
	Seconder .....	
<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
	<b>Women in Focus</b>	
	Mover .....	
	Seconder .....	



AGENDA

	<p><b>47 Dying To Work</b></p> <p>1 That this Conference notes that, if you are told that you have a terminal illness, the 2 effect is devastating on you and your family. 1 2</p> <p>3 In some cases, it is unlikely that the person would be able to work again. However, in 4 other cases, a person may decide they do not want to work anymore and would rather 5 spend the remaining time with the family and friends and getting their affairs in order. 3 4 5</p> <p>6 However, a lot of workers with a terminally ill diagnosis may decide they want to 7 continue work as long as they can and this helps them to cope with their illness. 6 7</p> <p>8 If a worker with a terminal illness loses their job, they lose their income. They can also 9 lose any death or in-service payments they have earned through a lifetime of work, but 10 which are only payable to those that die while still in employment. 8 9 10</p> <p>11 Conference instructs the EC to encourage employers to sign up to the ‘Dying To Work’ 12 campaign from the TUC and encourage employers to adopt a charter, which would say- 11 12</p> <p>13 a) Employers recognise that terminal illnesses require support and understanding, 14 and not additional and avoidable stress and worry; 13 14</p> <p>15 b) Terminally ill workers will be secure in the knowledge that their employer will 16 support them following the diagnosis, and employers recognise that safe and 17 reasonable work can help maintain dignity, offer a valuable distraction and can 18 be therapeutic in itself; 15 16 17 18</p> <p>19 c) Employers will provide their employees with the security of work, peace of mind 20 and the right to choose the best course of action for themselves and their 21 families, which helps them through this challenging period with dignity and 22 without undue financial stress. 19 20 21 22</p> <p>23 d) Employers support the TUC’s ‘Dying to Work’ campaign, so all employees 24 battling terminal illness have adequate employment protection and have their 25 death in service benefits protected for the loved ones they leave behind. 23 24 25</p> <p><b>Disability Working Group</b> Mover .....</p> <p>Seconder .....</p>	
	<p><b>48 StrikeMap</b></p> <p>1 That this Conference congratulates StrikeMap for initiating the first coordinated record 2 of strike action throughout the UK. Launched in 2020, StrikeMap does not claim to be an 3 official account of all strike action across the country as it mostly provides details of 4 industrial action reported to it. StrikeMap is a tool that enables others to support those 5 engaged in industrial activity and it has a national/regional network of trade union 6 activists. 1 2 3 4 5 6</p> <p>7 StrikeMap is independent of any one union, party or candidate. Its affiliates include 8 Trades Councils, the National Education Union, the Bakers, Food and Allied Workers’ 9 Union and the Campaign for Trade Union Freedom. Conference instructs the EC to 10 affiliate to StrikeMap and to encourage branches and SOGs to do likewise. 7 8 9 10</p> <p><b>Scotland Retired</b> Mover .....</p> <p>Seconder .....</p>	

AGENDA

<p><b>49 Food Labelling</b></p> <p>1 That this Conference notes that supermarkets and other retailers are profiteering from  2 the abolition of ‘best by’ and ‘sell by’ labelling on perishable produce. Conference  3 rejects the proposition that this eliminates food waste, as on the BBC internet page  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  5 such labelling, food prices have risen substantially for reasons not linked to any increase  6 in costs. The absence of this labelling is, in reality, enabling the sale of such produce at  7 the ongoing full price when it has been costed in advance to allow for discounted sale at  8 the dates indicated.</p> <p>9 Conference observes that selling perishable food at full prices penalises those on lower  10 incomes, whose quality of life can depend on acquiring edible food at the lowest  11 possible cost. Conference recognises it is an absent skill in many people to judge  12 whether packaged produce is fit for consumption, and rejects the return of ‘caveat  13 emptor’, the legal term for ‘buyer beware’ when buying food.</p> <p>14 Conference calls on the Association to join with other bodies representing consumer  15 welfare and the interests of lower income groups, to campaign actively for the return of  16 date-relevant food labelling.</p> <p><b>LT Retired</b></p> <p style="text-align: right;">Mover .....</p> <p style="text-align: right;">Seconder .....</p>	<p>1 2 3 4 5 6 7 8</p> <p>9 10 11 12 13</p> <p>14 15 16</p>
<p><b>50 Press Freedom</b></p> <p>1 That this conference recognises that the website Wikileaks exposed war crimes  2 committed by the USA. This led to Julian Assange being held in prison by the UK  3 government and the threat of extradition to the USA.</p> <p>4 Conference believes that the prosecution of Julian Assange is a threat to press freedom  5 everywhere. He has won journalistic awards and his cause is supported by press freedom  6 organisations around the world including Reporters Without Borders, PEN International,  7 Freedom of the Press Foundation, and the Committee to Protect Journalists.</p> <p>8 Julian Assange did not ‘put lives at risk’ and a 2013 Pentagon study could not identify a  9 single instance of anyone killed as a result of being named by Wikileaks. Julian Assange  10 worked with traditional news outlets to redact the documents and reduce harm.</p> <p>11 Conference opposes Julian Assange being extradited to the United States, condemns his  12 cruel treatment in prison and calls for his immediate release from jail.</p> <p><b>Anglia South General</b></p> <p style="text-align: right;">Mover .....</p> <p style="text-align: right;">Seconder .....</p>	<p>1 2 3</p> <p>4 5 6 7</p> <p>8 9 10</p> <p>11 12</p>



**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
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
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
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 PREMRU	TfL CENTRAL	Network Rail North London, North East General, Women in Focus
SIMON TURP	SOUTHEASTERN METRO	FutureTSSA

All of the above have been elected unopposed.

### 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 PREMUR	TfL CENTRAL	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	TfL CENTRAL	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	TfL CENTRAL	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
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
US	United States
USA	United States of America
WiF	Women in Focus