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ANNUAL DELEGATE CONFERENCE

to be held at

Radisson Blu
Meridian Gate, Bute Terrace,
Cardiff CF10 2FL

and via:

Zoom and Changelab Software

Saturday 1 June to Monday 3 June 2024 (inclusive)

Preliminary Agenda & Programme of General Arrangements

Saturday, 1 June,
Conference opens

Melissa Heywood, President
Presiding

ADMISSION TO THE CONFERENCE can be obtained only by
arrangement with TSSA at 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

in Cardiff and
via Zoom and ChangeLab Software

1 to 3 June 2024 (inclusive)

General Daily Arrangements

All Timings are Provisional

Saturday 1 June	Sunday 2 June	Monday 3 June
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 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
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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 3rd 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 Wednesday 22th 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 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	Item
7.....	24.....	41.....	58.....
8.....	25.....	42.....	59.....
9.....	26.....	43.....	60.....
10.....	27.....	44.....	61.....
11.....	28.....	45.....	62.....
12.....	29.....	46.....	63.....
13.....	30.....	47.....	64.....
14.....	31.....	48.....	65.....
15.....	32.....	49.....	66.....
16.....	33.....	50.....	67.....
17.....	34.....	51.....	68.....
18.....	35.....	52.....	69.....
19.....	36.....	53.....	70.....
20.....	37.....	54.....	71.....
21.....	38.....	55.....	72.....
22.....	39.....	56.....	73.....
23.....	40.....	57.....	

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AGENDA

1. Introduction to online Conference.
2. Minutes of 2023 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

7 Health & Disability White Paper		
1	That this Conference expresses its concerns regarding the proposals contained in	1
2	the White Paper entitled 'Transforming Support: The Health and Disability White	2
3	Paper' published in March 2023, which sets out reforms which the Government	3
4	claims will help more disabled people and people with health conditions to	4
5	start, stay and succeed in work and have a better experience of the benefits	5
6	system.	6
7	Conference believes that barriers to more disabled people getting employment	7
8	do not lie with disabled people themselves but with society - including	8
9	inaccessible transport, poor employer attitudes, inadequate flexible working	9
10	and the failure of employers to make reasonable adjustments.	10
11	Conference believes that whilst there are many disabled people that would like	11
12	to work at some point in the future, many more do not feel that the nature and	12
13	extent of their disability or health condition enables them to undertake	13
14	employment.	14
15	Conference opposes the introduction of a system geared to driving disabled	15
16	claimants into seeking and applying for jobs enforced by a benefit sanctions	16
17	regime.	17
18	Conference believes that the introduction of new 'work coaches' - unqualified	18
19	staff that will have the authority to decide on the ability of another person to	19
20	work - is a retrograde step.	20
21	Conference believes that those disabled people who can work need support to	21
22	do so, backed up by the provision of reasonable adjustments by employers.	22
23	However, those disabled people who cannot work or can only work limited hours	23
24	must be adequately protected from unfair sanctions.	24
25	Conference instructs the EC to:	25
26	(a) work with DWG, disabled people and disabled organisations to engage with	26
27	employers to improve opportunities for disabled people to be employed	27
28	along with the material conditions within which disabled people are	28
29	employed;	29
30	(b) call upon an incoming Labour government to introduce new employment	30
31	programmes targeted at disabled people having consulted with and	31
32	involved disabled people and disabled people's organisations in their	32
33	formulation and implementation.	33
<div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div>Disability Working Group</div> <div>Mover</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div></div> <div>Seconder</div> </div>		

AGENDA

8	NHS	
1	That this Conference has growing concerns over the National Health Service, the	1
2	jewellery industry in the reforming Attlee Labour Government's crown.	2
3	Our once proud NHS has been decimated by years of underfunding and	3
4	privatisation, both directly and by stealth. The disgraceful shambolic awarding	4
5	of contracts throughout Covid for safety equipment not fit for purpose is a	5
6	national disgrace.	6
7	A returning Labour government must have saving the NHS high on its priority	7
8	list, must move away from failed public private partnerships and must bring the	8
9	NHS wholly in house.	9
10	Conference instructs the EC to bring the terms of this motion to the notice of	10
11	the Labour Party	11
	Southeastern Metro	
	Mover	
	Seconders	
9	Women's Health	
1	That this Conference notes that many women suffer from heavy prolonged	1
2	periods and about 1 in 10 suffer endometriosis, the second most common	2
3	gynaecological condition in the UK.	3
4	For those women who work on board trains and station platforms the need to	4
5	frequently change sanitary products is often hampered because there is no easy	5
6	access to toilets and washing facilities. Women workers often have to use public	6
7	toilets.	7
8	Conference notes that, despite the rail industry's desire to increase diversity in	8
9	a largely male dominated sector, companies do not have any policies in place	9
10	that allow women to take time off during their periods. Absence and attendance	10
11	policies have few or zero allowances for this. Some women find it impossible to	11
12	attend due to heavy flooding and pain.	12
13	Conference calls upon the EC:	13
14	(a) to campaign for women to have period dignity at work;	14
15	(b) to work with employers to introduce policies that do not penalise women	15
16	who have to take time off due to symptoms of endometriosis or	16
17	prolonged heavy periods, and	17
18	(c) to include these in issues in future pay claims.	18
	North East Operations	
	Mover	
	Seconders	

AGENDA

	10 Sexual Harassment	1
1	That this Conference endorses the EC Report.	
	Executive Committee	
	Mover	
	Seconded	
	11 Volunteers' Rights	
1	That this Conference notes that volunteers play a significant role in the UK	1
2	economy. This is even more so due to governments' cutbacks in various budgets	2
3	which affect our local facilities, such as libraries and health services, and also	3
4	with the increased number of foodbanks.	4
5	Conference observes that many volunteers are required:	5
6	(a) to make themselves available (the sole voluntary choice), after which	6
7	they are instructed where to report, when, and which times to be in	7
8	post.	8
9	(b) to undertake training (more than just site-related Health & Safety),	9
10	including safeguarding criteria for vulnerable visitors, and	10
11	(c) in some cases, to wear an obligatory uniform and name badge while on	11
12	duty, which to the untrained eye may make the volunteer hard to	12
13	distinguish from an employee.	13
14	Conference is concerned that volunteers have fewer rights than a paid person	14
15	working for the same organisation. While unpaid in a working environment, they	15
16	may be denied access to grievance procedures and/or disciplinary rights for	16
17	adverse events. Although volunteers may have recourse to remedies using	17
18	Human Rights or Equality law, the mechanisms for this are cumbersome and	18
19	expensive, and no effective substitute for the sort of redress that has to be	19
20	offered to paid workers.	20
21	This Conference therefore instructs the EC to work with bodies such as but not	21
22	limited to the National Pensioners' Convention and the National Council for	22
23	Voluntary Organisations, to support development of a pan-UK Volunteers'	23
24	Charter. This Charter should establish and describe rights for all who offer their	24
25	services as a volunteer, regardless of age and location, and to publicise the	25
26	existence of such a Charter with a view to obtaining maximum sign-up from	26
	organisations making use of volunteers.	
	Retired Members' Group	
	Mover	
	Seconded	

AGENDA

	<p>12 Better Democracy</p> <p>1 That this Conference believes that: 1</p> <p>2 (a) election results are determined by those who do not vote, and democracy is 2</p> <p>3 not served by those in publicly elected office who have no or insufficient 3</p> <p>4 experience of the 'real world', and that these aspects must change for a 4</p> <p>5 fairer Society. 5</p> <p>6 (b) voting in public elections should be one of either compulsory voting or a 6</p> <p>7 minimum of 66% of the electorate to cast votes for the result to be valid. If a 7</p> <p>8 minimum turnout is not reached, no candidate is elected, and the contest to 8</p> <p>9 be re-run in a year's time. 9</p> <p>10 (c) each ballot paper should have two extra options - a 'no vote' for those who 10</p> <p>11 do not wish to express a political or voting capacity, and 'none of the above' 11</p> <p>12 for those who would vote but no candidate represents their aspirations. 12</p> <p>13 (d) voting should be a practical alternative to 'first past the post', such as but 13</p> <p>14 not limited to single transferable vote. 14</p> <p>15 (e) for referenda, a minimum turnout of not less than fifty percent should be 15</p> <p>16 specified in the enabling legislation for each such event. If that level of 16</p> <p>17 voting is not achieved, the referendum should be null and void, and the 17</p> <p>18 relevant decision to be taken by the governing authority which determined 18</p> <p>19 such a referendum should take place. 19</p> <p>20 (f) no-one should be eligible to stand for elected public office without having 20</p> <p>21 first experienced five years of continuous or accumulated 'real world' 21</p> <p>22 interaction, for the substantive parts of each relevant week, from one or 22</p> <p>22 more of being in 22</p> <p>23 1. employment or an employer in an organisation dealing with the public, 23</p> <p>24 2. registered unemployment, 24</p> <p>25 3. a recognised caring responsibility role, or 25</p> <p>26 4. a recognised disability situation, 26</p> <p>27 all of these with fair allowance for sickness, leave, gap year(s) and training. 27</p> <p>28 (g) no-one should serve in public elected office for more than twenty continuous 28</p> <p>29 or accumulated years; when twenty years is reached, they must stand down 29</p> <p>30 and accumulate a new continuous or accumulated five-year period of 'real 30</p> <p>31 world' experience before becoming eligible to stand again for elected public 31</p> <p>32 office. 32</p> <p>33 (h) no-one should serve in elected public office after they are older than ten 33</p> <p>34 years past the State Retirement Age. 34</p> <p>35 Conference instructs the Association to pursue these better democracy 35</p> <p>36 objectives with all relevant bodies and political contacts, and to report annually 36</p> <p>37 to the membership on whom has been contacted, when that took place and the 37</p> <p>38 outcomes of those events. 38</p> <p>LT Retired</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Seconder</p>	
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AGENDA

	<p>13 Labour Party</p> <p>1 That this Conference is appalled at the current leadership of the Labour Party, 2 and with Starmer's subversion of adherence to the party's pledges on policies, 3 that he agreed to support when he was elected leader in 2020, and his erosion 4 of policy principles that the Labour Party had supported until then. These 5 failings include:</p> <ul style="list-style-type: none"> 6 (a) threatened or actual removal of the party whip from MPs who stood on 7 unions' official picket lines including those of rail workers; 8 (b) no firm commitment to overturn Tory industrial relations legislation 9 undermining trade unions; 10 (c) no pledges to consistently oppose privatisations, nor for early 11 commitment to renationalise the railways or take them back into public 12 ownership; 13 (d) no pledges to plan for trade embargoes or boycotts of the worst states 14 because of their appalling human rights records; 15 (e) not least his unpopular refusal to support a call for general ceasefire in 16 the ongoing Israel and Palestine war, a call supported by so many other 17 democratic states, and 18 (f) the leadership's continuing expulsion of local parties and members for 19 maintaining socialist policies, or who criticise or condemn party policies 20 being overturned, and those who support Palestinian independence with 21 opposition to Zionism, on the false grounds that this is antisemitism, 22 while he and too many other MPs still remain supporters of Labour 22 Friends of Israel. <p>23 The expulsions of so many long-serving members plus the tens of thousands who 24 have left the party because of Starmer's leadership or his rejection of 25 established party policies, and the imposition of electoral candidates by the 26 party leadership instead of those elected by local parties, is an unacceptable 27 overall standard to merit our ongoing support.</p> <p>28 Conference therefore instructs the EC to withdraw our union's affiliation to The 29 Labour Party forthwith, until such time as the party resurrects the former and 30 established policies and replaces Starmer with a credible leader.</p> <p>Kent</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Seconder</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p> <p>26</p> <p>27</p> <p>28</p> <p>29</p> <p>30</p>
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AGENDA

<p>14</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p>	<p>Resignation Honours List</p> <p>That this Conference notes that between 2016 and December 2023 there have been resignation honours lists equating to 45 life peers, created by 4 Prime Ministers none of whom have served a full term of office.</p> <p>Conference considers that the Prime Minister’s resignation Honours list should be abolished to prevent cronyism and patronage.</p> <p>Conference instructs the EC to bring this motion to the attention of the Labour Party.</p> <p>Midlands Retired</p> <p>Mover</p> <p>Seconder</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p>
<p>15</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p>	<p>Housing</p> <p>That this Conference welcomes the Labour Party’s Plan for Housing. This aims to deal with many of the problems created or failed to be resolved by successive governments since the Thatcher era. Their failure to adequately invest in social housing, inadequate building regulations, housing associations that failed to maintain good quality repairs and services, whilst pushing up rents and service charges, the greed of building companies to maximise profit, poor new build quality, bad decisions by the independent Bank of England, are just a few of the reasons why we have a housing crisis.</p> <p>Conference notes that Labour intends to tackle some, but not all of these issues, but it is disappointed that the housing plan fails to mention anything about supportive infrastructure in the proposed new communities. Transport, health, education, support for young and elderly people have to be part of the plan and not left to the market economy. Conference instructs the EC to make the Labour Party aware that building houses is not an end in itself and that housing has to be part of a community with an infrastructure to meet the needs of all its residents.</p> <p>Anglia South General</p> <p>Mover</p> <p>Seconder</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p>

AGENDA

16 Migrant Voice		
1	That this Conference notes the impact of current Government policy on those	1
2	families who wish to call the United Kingdom their home, and the financial	2
3	hardship such people face when applying to renew their visas.	3
4	Conference supports the work of Migrant Voice in solidarity. Migrant Voice is an	4
5	organisation which educates and supports fellow migrants, giving them the	5
6	confidence and the skills to campaign on migrant causes.	6
7	When the same cost applies to each member of a family from 1 year old to 100	7
8	years old, families are often faced with the most difficult decision of which	8
9	family member may have to forgo their visa renewal due to the financial burden	9
10	of a one cost per person visa system.	10
11	Conference supports Migrant Voice and its current focus on policies including:	11
12	(a) rights and protection for EU migrants during and after Brexit, including	12
13	problems arising from the EU Settlement Scheme;	13
14	(b) development of post-Brexit immigration policy, including the impact of	14
15	Nationality and Borders Bill;	15
16	(c) rising cost of migration to the UK, and	16
17	(d) lack of regular status for undocumented migrants.	17
18	Conference calls on the EC and Association to support Migrant Voice in their	18
19	campaign and to lobby the Labour Party to reconsider their support for the	19
20	current Government's appalling rise to minimum salary threshold for visa	20
21	applicants.	21
<div style="display: flex; justify-content: space-between;"> <div>West of Scotland General</div> <div>Mover</div> </div> <div style="display: flex; justify-content: flex-end; margin-top: 10px;"> <div>Seconder</div> </div>		
17 Migrant workers		
1	That this Conference occasionally sees this issue highlighted in the media.	1
2	Conference wishes the Association to link with the NHS and relevant charities to	2
3	help care workers find new employment if their former employer is no longer	3
4	operating. This cessation of business restricts displaced carers from overseas to	4
5	just 60 days to find new employment, which in trying times for employment can	5
6	be impossible to achieve, risking deportation. Conference calls on the EC to	6
7	campaign for visa extensions in such cases.	7
<div style="display: flex; justify-content: space-between;"> <div>E-Mix Reloaded</div> <div>Mover</div> </div> <div style="display: flex; justify-content: flex-end; margin-top: 10px;"> <div>Seconder</div> </div>		

AGENDA

<div>18</div> <div>Palestine</div> <div> <div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> </div>	<p>Conference notes and supports the case brought by South Africa to the International Court of Justice, that Israel is committing genocide against the Palestinians, in the wake of Hamas's 7 October attack.</p> <p>Conference condemns the Tory Government's complicity in this genocide as an ally of Israel and demands that Labour shows support for the South African case.</p> <p>Conference instructs the EC to mobilise member support for protests and demonstrations called for by Palestine Solidarity Campaign, Stop the War Coalition, and others.</p> <p>Network Rail London South</p> <p>Mover</p> <p>Seconder</p>	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div>
<div>19</div> <div>Palestine</div> <div> <div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div> <div>11</div> <div>12</div> <div>13</div> <div>14</div> <div>15</div> <div>16</div> <div>17</div> <div>18</div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> <div>24</div> </div>	<p>That this Conference notes the reporting of over 27,000 deaths in the Israel and Palestine region. Conference mourns the loss of life on both sides of the border but condemns the decisions of the state of Israel to wreak indiscriminate war against Palestine.</p> <p>Whilst Conference recognises the need for Israel to protect its citizens, and condemns the actions of Hamas on 7th October 2023, Conference is appalled at the actions taken by the state of Israel to instigate a humanitarian disaster in Palestine. By limiting vital resources such as water, food, fuel and medical aid into the country whilst displacing civilians into cramped conditions, the state of Israel has condemned a generation of Palestinians to deprivation and instability.</p> <p>Conference believes that suffering in the region must stop, and that the only path to peace is through a total and immediate ceasefire. Conference is concerned that the stance of the Labour Party of support for a sustainable ceasefire not only risks the Party losing the confidence of voters, but more importantly endanger the lives of civilians in Gaza.</p> <p>Further, Conference is concerned that the Government felt able to use military force in Yemen without seeking the will of Parliament and believes that this sets a dangerous precedent for future conflicts.</p> <p>Conference instructs the EC to support calls to make Labour Party policy for an immediate ceasefire in the region.</p> <p>Conference further asks that the EC encourages Branches, SOGs and Divisional Councils to affiliate to the Palestine Solidarity Campaign, or if already affiliated, to make a donation.</p> <p>FutureTSSA</p> <p>Mover</p> <p>Seconder</p>	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div> <div>11</div> <div>12</div> <div>13</div> <div>14</div> <div>15</div> <div>16</div> <div>17</div> <div>18</div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> <div>24</div>

AGENDA

20	Net Zero	
1	That this Conference condemns the announcement by Rishi Sunak on 20 th	1
2	September 2023 that many of the targets for reducing emissions to achieve net	2
3	zero by 2050 would be put back, without any scientific evidence to back his	3
4	assertion that the legal deadline would still be met.	4
5	Conference recognises that delay in achieving the emissions targets	5
6	recommended in the Sixth Carbon Budget produced by the independent	6
7	Committee on Climate Change will increase costs for the British	7
8	public. Conference therefore calls on the Labour Party to commit to restoring	8
9	the targets within the first 100 days of the Labour Government.	9
10	Conference instructs the EC to bring the contents of this resolution to the notice	10
11	of the Leader of the Labour Party and the Shadow Energy and Net Zero	11
12	Secretary.	12
	Midlands Retired	
	Mover	
	Seconder	
21	Climate Justice	
1	That this Conference notes that:	1
2	(a) the UN Secretary General has said we are in a new era of global boiling with	2
3	unprecedented extreme weather impacting every part of the globe with	3
4	increasing frequency;	4
5	(b) the International Energy Agency (IEA) states that to stay below the Paris	5
6	Climate Agreement of 1.5oC fossil fuel use must reduce by 25% this decade	6
7	and we cannot develop any new fossil fuel sites;	7
8	(c) the working class in the U.K. and globally are already being impacted by the	8
9	terrible consequences of climate change, through loss of lives, livelihoods,	9
10	food, access to water, housing and accommodation, forced migration,	10
11	unbearable working conditions and an intolerable burden on emergency	11
12	services, and	12
13	(d) the UK Government is doing little to safeguard workers or people from the	13
14	impacts of climate change and, far from it, is advancing a narrative that	14
15	seeks to make a virtue of weakening its commitments.	15
16	Conference believes:	16
17	1. we need a rapid transition away from oil and gas to prevent catastrophic	17
18	climate breakdown;	18
19	2. failing to take urgent measures to transition away from fossil fuels puts	19
20	jobs at risk from sudden climate events or their economic consequences	20
21	and foregoes opportunities to build in a timely way the larger skilled	21
22	workforce needed across the whole economy without which	22
23	decarbonisation cannot happen;	23
	(Continued)	

AGENDA

	21 Climate Justice (<i>continued</i>)	
24	3. inequality and declining standards of living for working class people are	24
25	explicitly locked into a fossil-fuelled market economy and austerity	25
26	policies;	26
27	4. the costs of transition to a decarbonised economy and society must not fall	27
28	on those least able to pay;	28
29	5. transition policies must be generated by state investment;	29
30	6. we must resist attempts aimed at using climate to divide working people;	30
31	this only serves elites and distracts us from our common interest in jobs	31
32	and a secure future;	32
33	7. political posturing on net zero policies does not help our class and we must	33
34	fight for policies that address climate change and environmental	34
35	degradation rooted in economic and social justice;	35
36	8. trade unions and workers in all sectors are central to transition plans, and	36
37	9. workers in other countries are our allies.	37
38	Conference asks the EC to promote TSSA's progressive climate policies to	38
39	members, to work with other unions and to lobby the government and Labour	39
40	Party for:	40
41	a. policies to address climate change and environmental degradation that	41
42	are in the interests of workers and communities, and a plan for the forms	42
43	of bargaining and industrial action to achieve them;	43
44	b. negotiated transition plans that guarantee protection for all workers in all	44
45	sectors of the economy including across all equality strands, and as a	45
46	minimum should cover jobs, wages, pensions, training and skills and trade	46
47	union rights;	47
48	c. public ownership of key sectors such as energy, water, transport, mail,	48
49	broadband, education, health and social care;	49
50	d. a fair and progressive taxation system, accessing the wealth of one of the	50
51	world's richest countries without asking working people to pay for a crisis	51
52	they did not create;	52
53	e. a National Climate Service to plan, coordinate, fund and ensure	53
54	education/ training for the workforce necessary to undertake the rapid	54
55	and wide scale transformation to a decarbonised economy;	55
56	f. workers and their unions being directly and immediately engaged with	56
57	government in designing and defining what the decarbonised industries	57
58	and their workforces of the future look like, and	58
59	g. solutions to the climate crisis that are in the interests of workers and	59
60	communities, not capital.	60
61	Further, Conference agrees to build combines within and across sectors, at the	61
62	level of Branches as well as nationally and globally, to develop common	62
63	industrial strategies that contribute to a 'whole economy' approach to	63
64	decarbonisation, including engagement with community and climate justice	64
65	groups.	65
	London South & West General	
	Mover	
	Seconder	

AGENDA

<p>22</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p>	<p>TSSA Membership</p> <p>That this Conference notes trade union membership declined nationally in 2023 and the active participation in trades unions has continued to decline.</p> <p>Conference instructs the EC to review how it delivers professional services to members and how well members are served by the professional staff of the Association.</p> <p>Conference instructs the EC to assess the effectiveness of the staff representative system within companies that we have recognition agreements with and to encourage staff representatives to participate in Branches, Self-Organised Groups, and other lay Trades Union organisations.</p> <p>Conference instructs the EC to look at how the Association serves members in grades for which the Association is not recognised and members who work for businesses with which we do not have a recognition agreement.</p> <p>Lancs & Cumbria General</p> <p>Mover</p> <p>Seconders</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p>
<p>23</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p>	<p>TSSA Campaigning</p> <p>That this Conference demands that the Association works closely with other rail unions in the lead up to annual pay awards and before responding to major negative announcements that could result in industrial action.</p> <p>Where industrial action by any rail union is likely, the Association will work positively towards cooperation on demands and response tactics to employers and the Government, and this will include a collective approach to resist the implementation of Minimum Service Levels.</p> <p>Network Rail North London</p> <p>Mover</p> <p>Seconders</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p>

AGENDA

	<p>24 TSSA Campaigning</p> <p>1 That this Conference notes that the Association was slow to respond to the 2 proposal to close ticket offices in the summer of 2023, while our sister union 3 RMT began a well organised campaign quickly. Conference instructs the EC to 4 review that campaign, considering both how efficiently Head Office responded 5 to the threats to our members and the ability of Branches, staff representatives 6 and other lay members to respond to such campaigns in the future.</p> <p>Lancs & Cumbria General Mover</p> <p>Seconder</p>	<p>1 2 3 4 5 6</p>
	<p>25 TSSA Campaigning</p> <p>1 That this Conference notes the success of the campaign against the programme 2 of rail ticket office closures, announced by the Government and rail operators in 3 Summer 2023 and withdrawn in the Autumn. Conference notes that the 4 campaign involved a wide range of retired people's groups, disability campaigns, 5 rail users' organisations and transport campaigners as well as trade unions and 6 Trades Councils. Mass leafletting by a broad spectrum of participants resulted in 7 over three quarters of a million responses to the formal 'consultations' and 8 made the planned closures untenable.</p> <p>9 Conference notes that, despite this setback, Government pressure on the train 10 operators to find ways of reducing staff levels on stations continues. As shown 11 with the recent proposals for LNER, these are likely to follow the 'digital first' 12 approach which, while apparently offering reduced fares for many, will mean 13 significantly greater expense, inconvenience and barriers to travel for those 14 without good internet access. This 'digital exclusion' risks exacerbating existing 15 patterns of discrimination and disadvantage against elderly, disabled and poor 16 people, and is a focus for campaigns by the National Pensioners' Convention, 17 the Digital Poverty Alliance and many others.</p> <p>18 Continued vigilance and unity among the rail unions, and alliances with rail user 19 groups and those facing digital exclusion, remain essential both to defend jobs 20 and to ensure that rail services become accessible and affordable to all.</p> <p>21 Conference calls on the EC and all parts of the union to build on the ticket 22 office campaign by working to build effective campaigning partnerships within 23 and outside the trade union movement.</p> <p>Retired Members' Group Mover</p> <p>Seconder</p>	<p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23</p>

AGENDA

	26 TSSA Code of Corporate Governance	
1	That this Conference notes the endorsement by the 2007 Annual Conference of	1
2	the EC Report on Corporate Governance.	2
3	Conference notes the findings of the Conley and Kennedy Reports published in	3
4	2023 and believes that the TSSA Code of Corporate Governance has not been	4
5	adhered to over a long period despite it being long-standing Conference policy.	5
6	Conference believes that this policy should now be reviewed. Conference	6
7	therefore instructs the EC to:	7
8	(a) carry out a review of all aspects of the TSSA Code of Corporate	8
9	Governance to ensure that it is fit for purpose and that it takes account	9
10	of recent revelations and developments;	10
11	(b) consult on the review with Branches, Divisional Councils and SOGs;	11
12	(c) table proposals for a revised Code of Corporate Governance to the 2025	12
13	Annual Conference.	13
	North East General	
	Mover	
	Seconder	
	Minute 77 at 2007 Annual Conference read:	
	TSSA Corporate Governance	
	<i>That this Conference endorses the EC's report. Conference congratulates the EC and all those involved in the preparation of the Corporate Governance Report, but recognises that this is part of an ongoing process of openness, improving the Association's efficiency and making members more aware of our internal democracy. Conference therefore looks forward to further developments by the EC and members based on their experiences. Conference calls on members to promote the Association's Governance policy within the trade union and labour movement as and when appropriate.</i>	
	CARRIED	
	<i>The 2007 EC Report On Corporate Governance is attached as an Annex to this Agenda</i>	

AGENDA

<p>27 TSSA Executive Committee</p> <p>1 That this Conference has growing concerns of EC members not attending EC 2 meetings.</p> <p>3 The Executive Committee is the governing body of the union. It is there to offer 4 guidance and leadership, to determine the direction that this Association takes 5 both politically and industrially and to manage the finances of the Association. 6 There is no more vital role you can undertake as a lay member.</p> <p>7 Conference understands that unforeseen circumstances may keep EC members 8 away from EC meetings (illness, bereavement etc) but these should be at a 9 minimum. An EC member is elected, by their own choice, to serve - and this is 10 what they should do.</p> <p>11 Conference believes that this issue is now so serious that the following actions 12 must be taken: 13 (a) a full disclosure of EC members' attendance be given to Branches each year, 14 with an explanation for non-attendance; 15 (b) the membership of a Division be given the opportunity to recall an EC 16 member after so many meetings missed through non illness-related reasons, 17 at a point determined by the EC, and 18 (c) ultimately the EC and President must be given the power to remove non- 19 attending EC members.</p> <p>20 Conference instructs the EC to discuss this matter with a report to Branches no 21 later than December 2024.</p> <p>Southeastern Metro Mover Seconders</p>		<p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21</p>
<p>28 TSSA Executive Committee</p> <p>1 That this Conference recognises the work that the members of the EC undertake 2 on behalf of our members. They do this on a voluntary basis without reward or 3 recompense.</p> <p>4 It is illogical that Divisional Council Officers and Branch Officers receive 5 payment for duties carried out on behalf of the Association, yet EC members do 6 not.</p> <p>7 Conference resolves that all EC members should be paid an honorarium, one 8 payment of £250 the week prior to TSSA Conference with a further payment of 9 £250 paid in December. This would be in recognition of the work they do 10 attending EC meetings alongside associated business.</p> <p>North East Operations Mover Seconders</p>		<p>1 2 3 4 5 6 7 8 9 10</p>

AGENDA

<p>29</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p>	<p>TSSA Organisation - Self Organised Groups</p> <p>That this Conference condemns the decision of the EC on 6 December 2023 to derecognise the Association’s Self Organised Group (SOG) for women - ‘Women in Focus’ (WiF) - which Conference believes is a clear abuse of power.</p> <p>Conference is appalled that the EC decision was made without any warning to WiF that its inaction could possibly lead to derecognition and in the absence of any attempt by the EC member that had responsibility for liaison with WiF to encourage or assist WiF to comply with EC requests.</p> <p>Conference is further appalled that the EC decided to abolish (derecognise) the very TSSA organisation - WiF - that recently exposed the abuses of power, sexual misconduct and misogyny perpetrated by past senior TSSA officials.</p> <p>Conference firmly believes that any differences between the EC and WiF were ones that could and should have been resolved by dialogue without resorting without warning to the ultimate sanction.</p> <p>Conference therefore censures the EC and requires immediate reinstatement of WiF as the SOG for women in TSSA.</p> <p>Disability Working Group</p> <p>Mover</p> <p>Secunder</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p>
<p>30</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p>	<p>TSSA Organisation - Self Organised Groups</p> <p>That this Conference is disappointed with the way the Women in Focus Self Organised group was summarily derecognised earlier this year.</p> <p>This group has been working for female TSSA members for 25 years with many going onto leading positions within the Association.</p> <p>As the Association purports itself to be all inclusive and equality is a paramount issue, it seems bizarre that the EC choose to take this course of action.</p> <p>Conference calls upon the EC to reverse their actions and reinstate the Women in Focus Self Organised Group forthwith.</p> <p>Anglia No. 3</p> <p>Mover</p> <p>Secunder</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p>

AGENDA

31 TSSA Organisation - Self Organised Groups		
1	That this Conference notes that the talents, expertise and lived experiences of	1
2	our SOG members should be included at every level.	2
3	There should be no more decisions or conversations at the negotiation table	3
4	about us, without us.	4
5	Equality is at the heart of our union which makes us stronger when we stand	5
6	together.	6
7	It's time for action not words.	7
8	Conference instructs the EC to:-	8
9	(a) Work with our Equality and Education team to develop bespoke training in	9
10	order to build involvement and confidence and so retain membership;	10
11	(b) Monitor progress made in increasing the representation of SOGs at every	11
12	level, and	12
13	(c) Invite a member of each SOG to EC meetings when practicable.	13
14	The Association must include this diversity at all levels and negotiations.	14
	Crewe & Cheshire General	
	Mover	
	Seconder	
32 TSSA Organisation - Staff		
1	That this Conference wishes to reaffirm its solidarity with TSSA staff.	1
	TfL Central	
	Mover	
	Seconder	

AGENDA

	33 TSSA Communications	
1	That this Conference instructs the EC to introduce a working party with the	1
2	purpose of developing a web-based Branch management system which assists	2
3	with the effective communications and management of Branches, Divisional	3
4	Councils and SOGs. Provisions should also be made to allow for workplace	4
5	representatives to communicate with their constituents.	5
6	Conference believes that the system should allow appropriate access to	6
7	membership details and facilitate direct communication with members via	7
8	methods such as email, SMS, and post.	8
9	Conference hopes that a Branch management system will address a problem	9
10	which Branch and SOG secretaries have long suffered: being unable to	10
11	effectively communicate and engage with their members. A centralised system	11
12	will ensure only the most up to date details are used and will ensure compliance	12
13	with the GDPR regulations.	13
	FutureTSSA	
	Mover	
	Seconder	

AGENDA

34 TSSA Communications		
1	That this Conference notes that many services provided by Government, its	1
2	agencies and many commercial concerns are increasingly only available	2
3	online/over the internet and that elderly and people in reduced finances often	3
4	cannot afford internet access and are unable to obtain these services.	4
5	Conference also notes that Association information is increasingly only	5
6	circulated via the internet/online. The General Secretary election hustings, the	6
7	ordering information for the 2024 diary and the EC's review of the rule book	7
8	working party were only announced on line and via email.	8
9	Conference recognises that the Covid pandemic required a major shift away	9
10	from using post to using email to members, Branches, SOGs and Divisional	10
11	Councils. Conference accepts that there are significant and increasing costs of	11
12	printing/postal operations and that the shift to circulation via email and the	12
13	website has created operational and administrative gains.	13
14	Conference is however concerned that the move from postal circulation to	14
15	online disadvantages some small, but not insignificant, groups within the	15
16	Association. Particularly affected are more elderly members who may not be	16
17	able to afford the financial commitment that IT and internet access in the home	17
18	require. In addition, smaller, perhaps more geographically widespread, Branches	18
19	may not have ready access to printing and postage facilities for circulation of	19
20	papers.	20
21	Conference instructs the EC to re-institute an appropriate postal mailing service	21
22	of circulars, notices and other documents to those members and groups, who	22
23	cannot receive such information online and enable them to notify Head Office of	23
24	a permanent request for printed materials to ensure that at all times all	24
25	members receive the information they require, either online, or via post.	25
London & Southern Retired		
Mover		
Seconder		
35 TSSA Communications		
1	That this Conference instructs the EC to ensure that any information sent to	1
2	members with an email address is also sent hard copy, by post to all members	2
3	who do not have a valid email address. This is to ensure that all information	3
4	reaches 100% of the membership.	4
Crewe & Cheshire General		
Mover		
Seconder		

AGENDA

	36 Rule Alteration	
1	<i>Preface: to raise the threshold for Subscriptions Band 2, allowing more</i>	1
2	<i>members to pay the reduced Band 1 rate,</i>	2
3	Rule 4 MEMBERS	3
4	4.3 Subscriptions	4
5	4.3.1 Subscription rates	5
6	Clause (c)	6
7	<i>To delete '2018' in line 1 and substitute '2024'.</i>	7
8	Clause (d)	8
9	<i>To delete '£20,000' in line 4 and substitute '£22,000'.</i>	9
10	<i>To delete '£20,001' in line 5 and substitute '£22,001'.</i>	10
11	<i>To delete '€25,000' in line 9 and substitute '€27,000'.</i>	11
12	<i>To delete '€25,001' in line 10 and substitute '€27,001'.</i>	12
	Crewe & Cheshire General	
	Mover	
	Seconder	

AGENDA

	37 Rule Alteration	
1	<i>Preface: to introduce a category of Life membership, whereby a Retired</i>	1
2	<i>Member can pay a one-off subscription fee to remain a member for life</i>	2
3	Rule 4 MEMBERS	3
4	4.3 Subscriptions	4
5	4.3.1 Subscription rates	5
6	Clause (c)	6
7	<i>To insert between ‘members’ and ‘shall’ in line 1, ‘(other than Life Members)’.</i>	7
8	New Clause (e)	8
9	<i>To insert new Clause:</i>	9
10	‘(e) Life Members shall pay a one-off subscription of £250 (€300 for Life	10
11	Members resident in the Republic of Ireland), adjusted where appropriate	11
12	under sub clause (j) of this Rule 4.3.1.’.	12
13	<i>To re-letter subsequent clauses.</i>	13
14	Guidance Note A: MEMBERSHIP	14
15	Section 1 Types of Members	15
16	<i>To insert between ‘members’ in line 5 and ‘Honorary’ in line 6 (new line):</i>	16
17	‘Life members’	17
18	New Clause 1.4	18
19	<i>To insert new Clause:</i>	19
20	‘1.4 Life Members	20
21	Life Members are Retired Members who have paid the one-off subscription	21
22	specified in Rule 4.3.1. They have the same rights and benefits as Retired	22
23	Members, as set out in Sections 1.2 and 1.3 of this Guidance Note A, except	23
24	that they are not entitled to Retirement Benefit.’.	24
25	<i>To renumber subsequent clauses.</i>	25
	LT Retired	
	Mover	
	Seconder	

AGENDA

	38 Rule Alteration	
1	<i>Preface: to mandate that all TSSA members should have access to union</i>	1
2	<i>meetings and conferences as far as is practicable.</i>	2
3	Rule 4 MEMBERS	3
4	4.4 Members' Entitlements	4
5	New Clause 4.4.5	5
6	<i>To insert after clause 4.4.4 (new Clause):</i>	6
7	'4.4.5 Accessibility	7
8	TSSA is committed to equalities, and particularly to ensuring that all	8
9	members have the opportunity where practicable to participate in TSSA	9
10	meetings and activities. Therefore all TSSA meetings but particularly	10
11	meetings of Branches, Self-Organised Groups, Annual and Special Delegate	11
12	Conferences, and the Executive Committee shall be as far as reasonably	12
13	practical be fully accessible, both in terms of physical presence and online	13
14	participation, and all such arrangements shall be suitable and sufficient in	14
15	terms of allowing maximum participation.'.	15
16	<i>To renumber succeeding clauses.</i>	16
	Disability Working Group	
	Mover	
	Second	

AGENDA

	39 Rule Alteration	
1	<i>Preface: to detail procedures for the suspension and derecognition of SOGs</i>	1
2	Rule 8 Self Organised Groups	2
3	<i>To delete 'or derecognise' in line 1.</i>	3
4	8.5 Funding	4
5	<i>To delete all after 'Rules.' in line 12 and substitute (new Clause):</i>	5
6	'8.6 WITHDRAWAL OF RECOGNITION	6
7	In the event that a SOG does not comply with the Rules or policies as	7
8	determined by Annual Conference or the Executive Committee, the	8
9	Executive Committee shall have the power to withdraw formal recognition	9
10	from any SOG.	10
11	The Executive Committee shall only withdraw recognition after having	11
12	consulted with the SOG members in question and having allowed the SOG a	12
13	reasonable opportunity to remedy any issue or problem identified by the	13
14	Executive Committee. The Executive Committee may suspend a SOG prior to	14
15	withdrawal of recognition should there be a serious breach of TSSA Rules or	15
16	policies.	16
17	If a SOG is derecognised it shall forfeit all and any claims to its Funds, books	17
18	and other property, all of which shall be handed over to the Head Office,	18
19	and in default, TSSA may take proceedings for recovery of the Funds, books	19
20	or other property held by any such SOG or its named contacts.'	20
	Disability Working Group	
	Mover	
	Seconder	

AGENDA

40 Rule Alteration		
1	<i>Preface: to add Procedure for Derecognition of Self Organised Groups into the</i>	1
2	<i>Rule.</i>	2
3	Rule 8 SELF ORGANISED GROUPS	3
4	8.2 Procedure for Recognition	4
5	<i>To insert at end of Clause title, 'AND DERECOGNITION'</i>	5
6	<i>To insert '(a)' at beginning of first line of clause.</i>	6
7	<i>To change '(a)', '(b)', '(c)', '(d)' on sub clauses to '(i)', '(ii)', '(iii)', '(iv)'</i>	7
8	<i>respectively.</i>	8
9	<i>To add at end (new Clause):</i>	9
10	'(b) The Executive Committee has the right to dismiss officers of a SOG or to	10
11	derecognise a SOG only after an initial suspension that allows time for an	11
12	investigation. Such suspension may take place only if gross misconduct has	12
13	been identified, such as promotion of racism or misogyny etc,	13
14	misappropriation of TSSA funds, actions likely to bring the TSSA into	14
15	disrepute etc.'	15
	North East General	
	Mover	
	Seconder	
41 Rule Alteration		
1	Preface: to allow SOGs to participate in internal TSSA elections for the	1
2	purposes of endorsing or campaigning.	2
3	Rule 8 SELF ORGANISED GROUPS	3
4	8.4 Elections	4
5	<i>To delete 'not' in line 1.</i>	5
6	<i>To delete 'positions.' In line 1 and substitute 'positions by means of endorsing</i>	6
7	<i>or campaigning on behalf of candidates.'</i>	7
	FutureTSSA	
	Mover	
	Seconder	

AGENDA

	42 Rule Alteration	
1	<i>Preface: To give equality of tenure within the Executive Committee, by</i>	1
2	<i>bringing the positions of President and Treasurer in line with the other EC</i>	2
3	<i>members.</i>	3
4	Rule 9 EXECUTIVE COMMITTEE	4
5	9.2 Election of President, Treasurer and Executive Committee	5
6	Clause (a)	6
7	<i>To delete ‘nominated.’ in line 5 and substitute ‘nominated to a maximum of six</i>	7
8	<i>years.’.</i>	8
9	<i>To delete ‘(other than the President or Treasurer)’ in line 15.</i>	9
10	<i>To delete ‘(other than in the capacity of President and Treasurer)’ in lines 16</i>	10
11	<i>and 17.</i>	11
	Wales No. 1	
	Mover	
	Seconder	

AGENDA

	43 Rule Alteration	
1	<i>Preface: to make the Assistant General Secretary an elected position, and to</i>	1
2	<i>define the role and responsibilities of the Assistant General Secretary.</i>	2
3	Rule 11 ELECTIONS, DELEGATIONS, ETC	3
4	11.1 TSSA Scrutineers	4
5	Clause (c)	5
6	Sub-clause (1)	6
7	<i>To insert between ‘Secretary,’ and ‘Trustees,’ in line 3 , ‘Assistant General</i>	7
8	<i>Secretary,’.</i>	8
9	Sub-clause (2)	9
10	<i>To insert between ‘Committee’ and ‘and’ in line 3, ‘ , Assistant General</i>	10
11	<i>Secretary’.</i>	11
12	Rule 12 GENERAL SECRETARY AND STAFF	12
13	<i>To change title of Rule to ‘12 GENERAL SECRETARY, ASSISTANT GENERAL</i>	13
14	<i>SECRETARY and STAFF’</i>	14
15	<i>New Clause 12.2</i>	15
16	<i>To insert (new Clause):</i>	16
17	‘12.2 Assistant General Secretary	17
18	(a) There shall be an Assistant General Secretary, who shall be responsible	18
19	and accountable to the Executive Committee and the General Secretary, and	19
20	for assisting the Executive Committee with the carrying out of its duties as	20
21	set out in Rule 9, and the General secretary as set out in Rule 12.2.	21
22	(b) The Assistant General Secretary shall immediately join TSSA should that	22
23	individual not be a member when declared elected. The Assistant General	23
24	Secretary shall be a TSSA member and remain a member throughout their	24
25	term of office.	25
26	<i>Duties of the Assistant General Secretary</i>	26
27	(c) The Assistant General Secretary shall undertake duties as delegated by	27
28	the General Secretary and the Executive committee.	28
29	<i>End of Assistant General Secretary’s Office</i>	29
30	(d) The Assistant General Secretary shall hold office unless dismissed from	30
31	office by the Executive Committee under the provisions of Rule 9.1(f) and	31
32	shall receive such remuneration as the Executive Committee shall decide.	32
33	The Assistant General Secretary shall give 3 months’ notice of resignation.	33
34	The Assistant General Secretary shall receive 3 months’ notice or pay in lieu	34
35	of notice if dismissed.’.	35
36	<i>To renumber subsequent clauses.</i>	36
	<i>(Continued)</i>	

AGENDA

	43 Rule Alteration <i>(continued)</i>	
37	Rule 12 GENERAL SECRETARY AND STAFF	37
38	(Existing) 12.2 Election of General Secretary	38
39	<i>To change title of Clause to '12.3 ELECTION OF GENERAL SECRETARY AND</i>	39
40	ASSISTANT GENERAL SECRETARY'	40
41	Sub-Clause (a)	41
42	<i>To Insert between 'Secretary's' and 'position' in line 1, 'or Assistant General</i>	42
43	<i>Secretary's'.</i>	43
44	Sub-Clause (d)	44
45	<i>To insert between 'Secretary' and 'if' in line 1, 'or Assistant General</i>	45
46	<i>Secretary'.</i>	46
47	Sub-Clause (e)	47
48	<i>To insert between 'Secretary' and 'if' in line 1, 'or Assistant General</i>	48
49	<i>Secretary'.</i>	49
50	Sub-Clause (h)	50
51	<i>To insert between 'Secretary' and 'if' in line 2, 'or Assistant General</i>	51
52	<i>Secretary'.</i>	52
53	New sub-Clause (j)	53
54	<i>To Insert after clause (i) (new sub-Clause):</i>	54
55	'(j) The Assistant General Secretary shall hold office for a period of five years	55
56	and shall be eligible for re-election subject to the provisions set out in these	56
57	Rules. The Assistant General Secretary shall take office from the date the	57
58	vacancy exists, or immediately if the vacancy already exists.'	58
	FutureTSSA	
	Mover	
	Secorder	

AGENDA

	44 Rule Alteration	
1	<i>Preface: To reinstate a process of seeking and publicising ‘Expressions of</i>	1
2	<i>Interest’ prior to calling for nominations in elections for the General Secretary</i>	2
3	<i>and EC positions.</i>	3
4	Rule 11 ELECTIONS, DELEGATIONS ETC	4
5	11.3 Elections - General Rules	5
6	<i>Procedure and Important Dates</i>	6
7	Clause (a)	7
8	<i>To insert between ‘nominated.’ In line 1 and ‘The’ in line 2 (new paragraphs):</i>	8
9	<i>‘For elections for the General Secretary, President, Treasurer and EC seats,</i>	9
10	<i>the Executive Committee shall invite expressions of interest by publishing a</i>	10
11	<i>written invitation to members to indicate their interest in standing for the</i>	11
12	<i>election. This shall be published at least four weeks before the date of the</i>	12
13	<i>call for nominations and state a closing date two working days before that</i>	13
14	<i>date.</i>	14
15	For elections for the General Secretary, any process conducted by the	15
16	Executive Committee to seek candidates outside TSSA membership will state	16
17	that applicants’ names and trade unions will be published with the call for	17
18	nominations. The timing of this process will allow these applicants’ details	18
19	to be published in this way.’.	19
20	<i>To delete ‘nominations.’ In line 3 and substitute ‘nominations, which shall</i>	20
21	<i>include the names and Branches (or Trade Unions, if appropriate) of all those</i>	21
22	<i>who have expressed interest in being nominated or responded to any appeal for</i>	22
23	<i>candidates from outside the TSSA.’.</i>	23
24	<i>Candidate’s Consent</i>	24
25	Clause (b)	25
26	<i>To delete all between ‘Head Office’ in line 1 and ‘election.’ in line 2 and</i>	26
27	<i>substitute ‘and Scrutineers, a written or electronic communication indicating</i>	27
28	<i>the candidate’s willingness to accept nomination and to indicate for which’.</i>	28
	London Bus & Rail Operators	
	Mover	
	Seconders	

AGENDA

	45 Rule Alteration	
1	<i>Preface: to clarify the provisions relating to candidates' statements.</i>	1
2	Rule 11 ELECTIONS, DELEGATIONS ETC	2
3	11.3 Elections - General Rules	3
4	<i>Candidate's Statement</i>	4
5	Clause (c)	5
6	<i>To insert between 'views' and 'not' in line 2, 'both of which are'</i>	6
7	<i>To insert between 'particulars' and 'shall' in line 5, ', which can be presented</i>	7
8	<i>as a list of bullet points,'.</i>	8
9	<i>To delete all between 'shall' in line 5 and 'excluding' in line 11 and substitute</i>	9
10	<i>'contain:</i>	10
11	(i) A list of union positions held currently or in the past;	11
12	(ii) A list of current or past union activities (conferences or courses	12
13	attended, committee or campaigning involvement not covered by (i) and	13
14	similar activities and events), and	14
15	(iii) Length of membership of TSSA or other unions'.	15
	London Bus & Rail Operators	
	Mover	
	Seconder	

AGENDA

46 Rule Alteration		
1	<i>Preface: To replace the unfair first past the post with a fair preferential</i>	1
2	<i>voting system for the majority of TSSA elections</i>	2
3	Rule 11 ELECTIONS	3
4	11.3 Elections - General Rules	4
5	Sub-Clause (e)	5
6	<i>To insert between 'Rule 11.1(c).' in line 5 and 'A' in line 6, (new paragraph):</i>	6
7	'Voting shall be by preferential ballot. The votes shall be totalled and the	7
8	candidate receiving more than half of the votes so apportioned shall be	8
9	declared elected. If no candidate reaches this total on the count of first	9
10	preference votes, the candidate or candidates with the lowest number of	10
11	votes shall be excluded and a redistribution of votes shall take place	11
12	according to preferences indicated on the ballot paper until a candidate has	12
13	more than 50 per cent.'.	13
14	11.4 Conference Elections	14
15	Sub-Clause (a)	15
16	<i>To insert between '(d)' and 'and' in line 1, ', Rule 11.3 (e)'.</i>	16
	TfL Central	
	Mover	
	Seconders	
47 Rule Alteration		
1	<i>Preface: to ensure fair access to TSSA Communications during elections</i>	1
2	Rule 11 ELECTIONS, DELEGATIONS ETC	2
3	11.3 Elections - General Rules	3
4	New Clause (g)	4
5	<i>To add at end (new Clause):</i>	5
6	' <i>Use of TSSA Communications</i>	6
7	(g) The Executive Committee shall ensure full and equal access to any use of	7
8	TSSA Communication tools for all candidates once a call for nominations has	8
9	been made and up to the close of poll.'.	9
	Lancs & Cumbria General	
	Mover	
	Seconders	

AGENDA

48 Rule Alteration		
1	<i>Preface: for all Association election candidates to have fair and equal access to</i>	1
2	<i>members, and add mandatory publication of ‘expressions of interest’ into our</i>	2
3	<i>election processes</i>	3
4	Rule 11 ELECTIONS, DELEGATIONS, ETC	4
5	11.4 Conference Elections	5
6	Clause (a)	6
7	<i>To insert between ‘Elections’ in line 2 and ‘Close’ in line 3 (new paragraphs):</i>	7
8	‘All Association members shall be able to see a notice of expressions of interest	8
9	from candidates intending to stand for elections to be voted upon for Annual	9
10	Conference and other vacant positions. These expressions shall be published in	10
11	paper and electronic form, to enable Branches and where appropriate SOGs, to	11
12	determine which, if any, of the declared candidates they are able to support.	12
13	This notice shall be issued at least four weeks prior to the closing date for	13
14	formal nominations.	14
15	Where external candidates are eligible to stand for elected positions within the	15
16	Association, their names shall only be published with declarations of interest as	16
17	described above.	17
18	All candidates for elected positions shall have equal access to communications	18
19	with all relevant Association members regarding the election process.’.	19
20	<i>To renumber subsequent clauses.</i>	20
	LT Retired	
	Mover	
	Seconders	
49 EC Reports and Accounts		
1	That this Conference adopts the Report and Financial Statements for 2023.	1
	Executive Committee	
	Mover	
	Seconders	
50 Appointment of Auditors		
1	That this Conference endorses the EC’s recommendation for the appointment	1
2	of Hays McIntyre as Auditors.	2
	Executive Committee	
	Mover	
	Seconders	

AGENDA

51	<p>TSSA Guidance Note G - General Secretary Code of Conduct</p> <p><i>The EC will be issuing a circular to Branches and SOGs in April 2024 at which time Branches and SOGs will be advised of the terms of the EC motion.</i></p> <p>Executive Committee</p> <p>Mover</p> <p>Second</p>	
52	<p>EC Reserve Motion on TSSA Strategic Plan</p> <p><i>The EC will be issuing a circular to Branches and SOGs in April 2024 at which time Branches and SOGs will be advised of the terms of the EC motion.</i></p> <p>Executive Committee</p> <p>Mover</p> <p>Second</p>	
53	<p>TSSA Strategic Plan</p> <p>1 That this Conference is deeply concerned that many of the Association's</p> <p>2 Branches and some Divisional Councils are not operating to best advantage and</p> <p>3 very few members are engaged in the Association's democratic</p> <p>4 structure. Conference is also concerned that without input from retired</p> <p>5 members, we would be seriously challenged. Conference, therefore, instructs</p> <p>6 the EC to consult Branches, SOGs and Divisional Councils and seek their views on</p> <p>7 how best to engage more members and to ensure that we have the best</p> <p>8 structure to move us forward. This should include seeking information on the</p> <p>9 age and gender of their officers, members' ability to attend meetings,</p> <p>10 frequency of meetings, and the number that attend. In addition, their means</p> <p>11 of communicating details of meetings and passing information to members and</p> <p>12 how often this takes place. In addition, members shall be asked why they do or</p> <p>13 do not, attend meetings.</p> <p>14 A Strategic Plan based on the consultation, that will be evaluated every six</p> <p>15 months by the EC, shall have the objective of making the Association viable in</p> <p>16 three years. This Plan shall be provided in sufficient time for Branches and SOGS</p> <p>17 for amendment and approval at the 2025 Annual Conference.</p> <p>Anglia South General</p> <p>Mover</p> <p>Second</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p>

AGENDA

54 Rule Alteration		
1	<i>Preface: to enable Conference to call an early election of the General</i>	1
2	<i>Secretary</i>	2
3	Rule 12 GENERAL SECRETARY	3
4	12.2 Election of General Secretary	4
5	Clause (a)	5
6	<i>To insert after ‘nominations.’ in line 3 (new paragraph):</i>	6
7	<i>‘Annual Delegate Conference or a Special Delegate Conference can instruct the</i>	7
8	<i>Executive Committee to call a General Secretary election prior to the normal 5</i>	8
9	<i>year term of office. There must be a two thirds majority in support of the</i>	9
10	<i>resolution and if passed the election must be held within 6 months from the</i>	10
11	<i>date the resolution passed.’.</i>	11
	Network Rail London South	
	Mover	
	Seconder	
55 Rule Alteration		
1	<i>Preface: to remove the EC right to nominate for General Secretary</i>	1
2	Rule 12 GENERAL SECRETARY	2
3	12.2 Election of General Secretary	3
4	Clause (b)	4
5	<i>To delete all before ‘each Branch’ in line 1.</i>	5
	Network Rail London South	
	Mover	
	Seconder	

AGENDA

56 Rule Alteration		
1	<i>Preface: to clarify that any EC member can stand for election as General</i>	1
2	<i>Secretary or campaign in the election without contravening the EC's Code of</i>	2
3	<i>Collective Responsibility.</i>	3
4	Rule 12 GENERAL SECRETARY	4
5	12.2 Election of General Secretary	5
6	New Clause (d)	6
7	<i>To insert new clause:</i>	7
8	<i>‘Participation by Executive Committee members</i>	8
9	<i>(d) Any member of the Executive Committee, including the President and</i>	9
10	<i>Treasurer, may recuse themselves from any decision of the Executive</i>	10
11	<i>Committee to nominate a candidate for General Secretary, and such a</i>	11
12	<i>member will then be free to stand themselves or to express support for any</i>	12
13	<i>candidate in the election.’.</i>	13
14	<i>To reletter subsequent clauses.</i>	14
	Retired Members’ Group	
	Mover	
	Seconders	
57 Rule Alteration		
1	<i>Preface: to ensure transparency around the EC process for nominating a</i>	1
2	<i>candidate for General Secretary.</i>	2
3	Rule 12 GENERAL SECRETARY	3
4	12.2 Election of General Secretary	4
5	New Clause (d)	5
6	<i>To insert new clause:</i>	6
7	<i>‘Transparency of Executive Committee nomination process</i>	7
8	<i>(d) If the Executive Committee seeks applicants for the EC nomination, the</i>	8
9	<i>names and Branches or trade unions (as appropriate) of the applicants will</i>	9
10	<i>be published with the call for nominations.</i>	10
11	<i>If the Executive Committee conducts a shortlisting process before deciding a</i>	11
12	<i>nomination, the names and Branches or trade unions of the shortlisted</i>	12
13	<i>applicants will be published.’.</i>	13
14	<i>To reletter subsequent clauses.</i>	14
	Retired Members’ Group	
	Mover	
	Seconders	

AGENDA

	58 Rule Alteration	
1	<i>Preface: to amend the Rule governing the election of the General Secretary in</i>	1
2	<i>order to allow Executive Committee members to stand for General Secretary</i>	2
3	<i>without having to resign their positions in circumstances where the Executive</i>	3
4	<i>Committee has nominated another individual, and to ensure fairness by</i>	4
5	<i>preventing TSSA funds and resources being applied in support of any candidate</i>	5
6	<i>for General Secretary.</i>	6
7	Rule 12 Elections	7
8	12.2 ELECTION OF GENERAL SECRETARY	8
9	Sub-Clause (d)	9
10	<i>To add at end of Clause (d) (new paragraph):</i>	10
11	‘A member of the Executive Committee that satisfies the above criteria may	11
12	stand for the position of General Secretary regardless of whether or not that	12
13	individual has been nominated by the Executive Committee.’.	13
14	New sub-Clause (j)	14
15	<i>To add new Clause (j):</i>	15
16	‘(j) No TSSA funds or other TSSA resources shall be used by any candidate or	16
17	by any candidate’s supporters in the promotion of their nomination or	17
18	candidacy, other than that required for the official circulation of the	18
19	candidate’s election statement. Similarly, no TSSA funds or other TSSA	19
20	resources shall be used by any candidates or any candidate’s supporters in	20
21	denigrating any other candidates.’.	21
	North East General	
	Mover	
	Seconder	

AGENDA

59 Rule Alteration		
1	<i>Preface: to change the eligibility of individuals to stand for election to the</i>	1
2	<i>position of General Secretary to just those that are either TSSA members, or</i>	2
3	<i>permanent employees of TSSA.</i>	3
4	RULE 12 GENERAL SECRETARY	4
5	RULE 12.2 ELECTION OF GENERAL SECRETARY	5
6	Sub-Clause (d)	6
7	New sub-Clause (4)	7
8	<i>To insert after clause 12.2(d)(3) (new sub-Clause):</i>	8
9	‘(4) on the date that nominations close, that individual is a member of TSSA	9
10	or is employed by TSSA in a permanent position.’.	10
11	<i>To renumber subsequent sub-Clauses.</i>	11
<div style="display: flex; justify-content: space-between;"> London South & West General Mover </div> <div style="display: flex; justify-content: space-between;"> Seconders </div>		
60 Rule Alteration		
1	<i>Preface: to ensure fair and transparent elections</i>	1
2	Rule 12 GENERAL SECRETARY	2
3	12.2 Election of General Secretary	3
4	New Clause (g)	4
5	<i>To insert before existing Clause (g) (new clause):</i>	5
6	‘(g) No TSSA resources, including staff time and official TSSA and EC	6
7	communication, shall be used in support of any candidate after the	7
8	distribution of the candidates’ statements and biographies, as in Rule 11.3.	8
9	Members of staff and EC members may indicate support for any particular	9
10	candidate, in their own time and using their own resources, and shall suffer	10
11	no negative consequence as a result of this.’.	11
12	<i>To reletter subsequent clauses.</i>	12
<div style="display: flex; justify-content: space-between;"> Network Rail North London Mover </div> <div style="display: flex; justify-content: space-between;"> Seconders </div>		
61 EC Reserve Motion on Transport Policy		
<i>The EC will be issuing a circular to Branches and SOGs in April 2024 at which time Branches and SOGs will be advised of the terms of the EC motion.</i>		
<div style="display: flex; justify-content: space-between;"> Executive Committee Mover </div> <div style="display: flex; justify-content: space-between;"> Seconders </div>		

AGENDA

62 Transport Policy		
1	That this Conference condemns the UK Government's decision to abandon the	1
2	construction of HS2 beyond Phase 1, putting the section of Phase 1 between Old	2
3	Oak Common and Euston in London in doubt, and - should the line be eventually	3
4	constructed to Euston - reducing the HS2 station from fourteen to just six	4
5	platforms.	5
6	Conference is appalled that the cancellation of Phase 2a of HS2 from	6
7	Birmingham to just north of Crewe will not only fail to provide the much needed	7
8	additional capacity to relieve the congested section of the West Coast Main Line	8
9	between Stafford and Colwich Junction which is likely to be full by 2025, but	9
10	will actually decrease capacity because HS2 trains will not be capable of	10
11	matching the speeds on this section of the Class 390 tilting trains currently	11
12	operating inter-city services.	12
13	The West Coast Main Line is the most important rail route for freight in the	13
14	country with strong prospects for growth, and Conference is especially	14
15	concerned that the Government's decisions will not only stop more freight from	15
16	running on rail but will reduce it.	16
17	Conference also condemns the Government's attempt to sabotage future	17
18	decisions to reinstate the HS2 project in full by quickly selling off land and	18
19	property already acquired in what many are referring to as a 'fire sale'.	19
20	Conference further condemns the promises by Transport Secretary Mark Harper	20
21	to spend £25.2 billion - 70% of the savings from the cancellation of HS2 north of	21
22	Birmingham - on roads. Conference believes that this decision, the fact that the	22
23	government has delayed bringing forward legislation to create Great British	23
24	Railways (GBR) because it is prioritising legislation on autonomous cars, and the	24
25	constant Government narrative about stopping the 'war on motorists' are	25
26	symptomatic of an administration that is avidly anti-public transport and pro-	26
27	car.	27
28	Conference calls upon an incoming Labour government to reverse the current	28
29	Government's disastrous decisions, prioritise public transport, and commit to	29
30	building HS2 in full.	30
31	Conference instructs the EC to:	31
32	(a) launch a major campaign to promote the rail industry and public transport,	32
33	seeking to involve the TUC, other rail and transport unions, political parties,	33
34	and other stakeholders, and	34
35	(b) consider suitable motions for submission to both the Labour Party and TUC	35
36	Conferences seeking support and endorsement of such a campaign.	36
North East General		
Mover		
Seconders		

AGENDA

<p>63</p>	<p>Transport Policy - Overseas Ownership</p> <p>That this Conference, mindful of and solidly supporting existing Association policy to bring buses and rail transport into public ownership at the earliest opportunities, expresses concern that, until that stage is reached, substantial money from passengers, freight consignors and taxpayers is being exported unchallenged from our nations to line the pockets of absentee shareholders, and/or to fund improvements in other countries' transport infrastructures.</p> <p>Conference condemns all such export of income from transport operations and their allied businesses, and requires the EC to act in a constructive and prompt manner with other relevant bodies to promote and ultimately secure significant retention of fares and charges, and taxes supporting passenger and freight transport for the benefits of our sovereignties and of our transport operations, and also to seek the consent of the Irish Committee in the Republic of Ireland to exercise this objective there.</p> <p>LT Retired</p> <p>Mover</p> <p>Seconder</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p>
<p>64</p>	<p>Transport Policy - Wales</p> <p>That this Conference notes the good work achieved by the Welsh Labour Government. However, it considers that the 20 mph speed limit on roads in Wales, replacing the previous 30 mph, has had a negative effect on the economy and public road transport as bus services, despite retiming of most routes, are being delayed on average by 8% each journey. A maximum speed of 20 mph in certain areas including hospitals, schools and universities must remain but 30 mph should be the limit in most other locations until meaningful consultation has taken place with the people of Wales to accept, or not, the policy of 20 mph.</p> <p>If a similar major change is proposed in future, then a full explanation of the proposals should be given to all affected by the change.</p> <p>Conference instructs the EC to bring this motion to the attention of the Welsh Government for their urgent consideration and necessary action.</p> <p>South East Wales General</p> <p>Mover</p> <p>Seconder</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p>

AGENDA

<p>1</p>	<p>65 Women in Transport</p> <p>That this Conference endorses the EC Report.</p> <p>Executive Committee</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Seconder</p>	<p>1</p>
<p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15</p>	<p>66 Transport Management - Diversity</p> <p>That this Conference agrees that work opportunities in the industries we represent are not always the equality we seek and support. The Association recognises a lack of diversity in the selection of suppliers and contractors in the rail industry.</p> <p>Conference notes that a significant number of high-value contracts have been awarded to predominantly white male organisations and individuals, with little to no engagement with local communities or diverse backgrounds. This is recognised as a systemic problem in many industries, including construction and government procurement.</p> <p>Conference occasionally sees this issue highlighted in the media, such as with Covid PPE contracts, but in the rail industry the issue is often hidden, particularly with HS2 and major improvement projects.</p> <p>Conference therefore calls on the EC to work with E-Mix Reloaded to develop strategies to address these inequalities of opportunity, and to work with others to ensure contracting and supplying becomes wholly blind to prejudice.</p> <p>E-Mix Reloaded</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Seconder</p>	<p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15</p>

AGENDA

	67 Transport Management - Train Fares	
1	That this Conference supports the report 'A fare future for fares and ticketing	1
2	reform' published by the Campaign for Better Transport (CBT) in October 2022.	2
3	Conference notes that since privatisation, rail fares have risen above inflation in	3
4	real terms whilst the fuel duty rate remains frozen.	4
5	Fares have evolved into a complex system of charging, full of inconsistency. No	5
6	wonder the public are confused about the best offers available especially when	6
7	there are high 'walk-up' fares, peak hour or other restrictions and mileage rates	7
8	that vary wildly depending on which train operator or area provides your	8
9	service.	9
10	Conference instructs the EC to support the CBT campaign and to lobby the next	10
11	Labour Government to include fares reform as part of its commitment to the	11
12	railway industry.	12
13	Conference re-affirms its commitment to promoting public transport that is	13
14	user-friendly at point of use and best practice for customer service. This is key	14
15	to promoting reduced carbon emissions for climate change.	15
	London Bus & Rail Operators	
	Mover	
	Seconder	

AGENDA

	68 Transport Management - Rail Timetables	
1	That this Conference notes that, in 2014, Network Rail published its final	1
2	printed version of the National Rail timetable book for sale at the cost of £18. It	2
3	is still available to download for free at home but printing it would require huge	3
4	amounts of paper with hundreds of unwieldy pages. Also a few train operating	4
5	companies (TOCs) still produce small timetables for their own services only, but	5
6	often requiring multiple booklets even for local or short journeys only. These	6
7	are often not available at all except at major stations or else new stocks run out	7
8	quickly. Some TOCs produce nothing or only individual route leaflets.	8
9	Also since the Covid epidemic, station printed departure sheets have gradually	9
10	disappeared without replacements. The industry's general response was that it	10
11	was all too expensive to produce and print, but was all on the internet, ignoring	11
12	that many passengers do not have the internet at home, or do not possess smart	12
13	phones. In any case the internet often fails or reception in some areas is	13
14	unavailable. Departure screens only show direct services within the next couple	14
15	of hours with no clues about the possible connections which were shown on	15
16	departure sheets.	16
17	Conference abhors the loss of all these useful sources of information for	17
18	passengers, and does not accept that the costs involved were expensive	18
19	compared to the costs of running the railways. Conference instructs the EC to	19
20	seek the restoration of public timetable books and station departure sheets with	20
21	Network Rail and the Rail Delivery Group, and to campaign widely for their	21
	revival.	
	Kent	
	Mover	
	Seconder	

AGENDA

	69 Transport Management - Network Rail	
1	Conference notes that Network Rail's Control Period 7 (CP7) settlement from	1
2	the Government falls short of the requirements to safely manage and control	2
3	our rail infrastructure whilst maintaining high levels of train performance.	3
4	Conference notes that in CP6 Network Rail, under the leadership of Andrew	4
5	Haines, introduced a devolved organisation structure which was supported by	5
6	the DFT, with the Government at the time considering a model of vertical	6
7	integration as the new form of privatised structure. The introduction of this	7
8	organisation structure was specially designed to remove many national	8
9	requirements and to enable independent strategies from each region.	9
10	Now with the combination of a lack of national strategy and Network Rail's	10
11	acceptance of a managed decline for the maintenance of our infrastructure we	11
12	are starting to see very real consequences for our infrastructure to be safely	12
13	renewed and enhanced.	13
14	Conference condemns Network Rail's decision to disband 75% of its capacity for	14
15	High Output track maintenance renewals, with the proposed complete removal	15
16	of the High Output track relaying system and massive reduction of Ballast	16
17	cleaning machines, along with the 481 competent employees that were required	17
18	to plan and operate the machines. This has happened as a direct result of	18
19	Network Rail's refusal to maintain a national strategy and plan to fully utilise	19
20	the machines and to provide the access required to make this efficient.	20
21	Conference condemns Network Rail's release via redundancy of critical skills and	21
22	competencies through successive major reorganisation changes including	22
23	Modernising Maintenance and Modernising Management.	23
24	Conference notes that in the drive to justify massive headcount reduction in	24
25	Network Rail, the company has sought to initiate reductions in maintenance	25
26	inspections without the risk assessments or justifications in place to establish	26
27	this safely.	27
28	Conference also notes that many engineering and assurance standards and	28
29	processes, that are being relaxed in the name of efficiency and to enable	29
30	devolution, are at risk of losing controls that were learnt from past rail	30
31	disasters.	31
32	Conference notes the disastrously poor performance which has been made worse	32
33	through these changes and notes that this can only be made worse by under	33
34	investment in maintenance through CP7.	34
35	Conference instructs the EC to continue to support Association members in	35
36	Network Rail to seek to reverse the managed decline of maintenance of our rail	36
37	infrastructure and to ensure that any campaigns called for by our Association	37
38	representatives to protect jobs and safety are considered and suitably	38
39	supported.	39
	Network Rail London South	
	Mover	
	Seconder	

AGENDA

	70 Transport Management - Bus Funding	
1	That this Conference notes that the £2 bus fare cap was extended yet again	1
2	until the end of November 2024, and the regional funding for Bus Service	2
3	Improvement Plans is empowering local authorities outside London to utilise	3
4	that money as part of the 'Bus Back Better Strategy' to improve bus services.	4
5	Conference notes that the funding for the extension of the bus fare cap was	5
6	diverted from HS2, and that the Prime Minister's declaration of the so-called	6
7	'War on Motorists' seems to fly in the face of improvements for public transport.	7
8	These included attacks on the use of bus lanes and other priority measures	8
9	which help buses in the traffic flow with increasing congestion on the roads.	9
10	Conference believes that buses need to be efficient and reliable to access	10
11	employment, education and other vital services and to help combat climate	11
12	change.	12
13	Conference notes that the continuation of short-term fixes does not address the	13
14	long-term aims of bus industry and stifles investment. Conference believes that	14
15	a long-term, sustainable settlement is required. This may include a different	15
16	level of cap and better integration with Town and City integrated fare schemes.	16
17	Conference instructs the EC to support Bus Focus and the Campaign for Better	17
18	Transport and to lobby the next Labour Government to ensure long-term funding	18
19	support for bus companies, and for local authorities to adequately promote their	19
20	services as alternatives to private transport.	20
	London Bus & Rail Operators	
	Mover	
	Seconders	

AGENDA

	71 Transport Management - Scotland	
1	That this Conference believes that a cohesive, efficient, and expanded railway	1
2	is key to improving lower carbon transport and working towards net zero in	2
3	Scotland.	3
4	In recent years, the rail sector has been beleaguered by events such as the	4
5	pandemic, extreme weather and technical issues. Conference is concerned that	5
6	cuts to services will have a negative effect on the resurgence of passenger	6
7	numbers.	7
8	Conference opposes the cutting of intercity stops and maintains that stops at	8
9	Carstairs, Motherwell and Stirling should be preserved.	9
10	Conference asks for support for the Campaign for North East Rail (CNER) to bring	10
11	back train links, passenger and freight, for sustainable services in North East of	11
12	Scotland, such as Dyce to Ellon, and links to Peterhead and Fraserburgh.	12
13	Conference calls upon the EC to lobby the Scottish Government to open	13
14	discussions with the train operating companies with a view to preserving stops	14
15	at Carstairs, Motherwell and Stirling, and to work with the Labour Party and	15
16	other campaign groups, such as Aberdeen Chamber of Commerce and CNER, to	16
17	encourage new railway routes which will connect significant centres and bring	17
18	people onto public transport and goods onto rail.	18
	West of Scotland General	
	Mover	
	Seconder	

AGENDA

72 Transport Management - London Underground		
1	That this Conference notes that the London Underground is designated a place	1
2	of business and not a public space. This means that LUL's legal obligation to	2
3	keep its air pollution under control falls under the Health & Safety Executive's	3
4	(HSE) Workplace Exposure Limits (WELs).	4
5	Unlike the streets above it, there is no obligation to meet the World Health	5
6	Organisation's (WHO) limits, which are much stricter. Therefore, while the	6
7	Mayor of London taxes cars to clean the air of London, Londoners are	7
8	encouraged to leave their cars at home and travel on London's filthy	8
9	Underground system.	9
10	In October 2022, a paper published by a team of academics from the University	10
11	of Surrey on the characteristics of particulate matter (dust) suspended in the air	11
12	of the Underground, recommended that the HSE should develop working	12
13	exposure limits for ultra-fine particulates (UFP).	13
14	Two months later, in December 2022, a paper published by a team from the	14
15	University of Cambridge found that, due to the magnetic nature of 're-	15
16	suspended and aged' iron particulates in the air of the Underground that all	16
17	previous sampling had under-estimated the amount of UFP in suspension. This is	17
18	because they had attached themselves to fine and coarse particulates.	18
19	Exposure to UFP in the air has been linked to health risks associated with	19
20	asthma, brain damage, dementia, lung cancer, cardio-vascular diseases and	20
21	reduced cognitive ability. In particular, magnetite particulate matter has been	21
22	linked to Alzheimer's.	22
23	Conference calls on the EC to lobby politicians to change the law that allows	23
24	LUL to absolve itself from responsibility to keep the air that we breathe in its	24
25	system at levels that are conducive to good public health.	25
26	We also call on the EC to highlight and support the conclusions of academic	26
27	research in this area. This would be to the benefit of all those who work long	27
28	hours and travel daily within the public transport system.	28
Underground No. 1		
	Mover	
	Seconder	

AGENDA

	73 Rule Alterations	
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	2
3	to all such Resolutions by making the authorised amendments to the Rules	3
4	affected (including such re-numbering and verbal correcting as may be	4
5	necessary) and to have the same registered in accordance with statutory	5
6	requirements - also to produce a sufficient number of printed copies of the	6
7	amended Rules to be made available to each member on request; the revised	7
8	Rules to come into operation forthwith, except where otherwise provided for.	8
	Executive Committee	
	Mover	
	Seconder	

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF STANDING ORDERS COMMITTEE 2024-5 (Five required)

Nominee	Branch	Nominated by
ANDY BAIN	NETWORK RAIL NORTH LONDON	Anglia No. 3, Anglia South General, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Scotland Retired, West Scotland General
LUKE HOWARD	LT RETIRED	Anglia No. 3, Anglia South General, Crewe & Cheshire General, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, London South West & General, LT Retired, Midlands Retired, Network Rail North London, North East General, TfL Central, Scotland Retired, West Scotland General
JOE KAVANAGH	MIDLANDS GENERAL	Anglia No. 3, Anglia South General, Crewe & Cheshire General, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Scotland Retired, West Scotland General
PAULINE McARDLE	LANCS & CUMBRIA GENERAL	Anglia No. 3, Crewe & Cheshire General, Kent, Lancs & Cumbria General, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Scotland Retired, West Scotland General
CATH MURPHY	CREWE & CHESHIRE GENERAL	Anglia South General, Crewe & Cheshire General, Lancs & Cumbria General, London South West & General, North East General, Scotland Retired, West Scotland General
CHERYL O'BRIEN	WALES No. 1	London & Southern Retired, London Bus & Rail Operators, LT Retired, Wales No. 1

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF SCRUTINEERS 2024-5 (Two required)

Nominee	Branch	Nominated by
STEVE COE	NORTH EAST GENERAL	Anglia No. 3, Anglia South General, Crewe & Cheshire General, Kent, Lancs & Cumbria General, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Scotland Retired
STEVE FLOYD	LONDON BUS & RAIL OPERATORS	Anglia No. 3, Anglia South General, Crewe & Cheshire General, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, North East Operations, Scotland Retired, West Scotland General
CHERYL O'BRIEN	WALES No. 1	London & Southern Retired, North East Operations, TfL Central

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF TRUSTEES 2024-7 (Two required)

Nominee	Branch	Nominated by
MARIOS ALEXANDROU	LU MATS & OPERATING MANAGERS	Anglia No. 3, Anglia South General, Crewe & Cheshire General, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, London South West & General, LU MATS & Operating Managers, Network Rail North London, North East General, Scotland Retired, Underground No. 1
CHERYL O'BRIEN	WALES No.1	Belfast Managers, London & Southern Retired, LT Retired, North East Operations, South East Wales, TfL Central, Wales No. 1, West Scotland General
MALCOLM WALLACE	ANGLIA SOUTH GENERAL	Anglia No. 3, Anglia South General, Crewe & Cheshire General, Kent, Lancs & Cumbria General, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Scotland Retired, TfL Central, West Scotland General

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE TRADE UNION CONGRESS 2024 (Three delegates required)

Nominee	Branch	Nominated by
DAVE BARNES	NETWORK RAIL SOUTH LONDON	Anglia South General, London South West & General, LT Retired, Network Rail North London, North East General, Retired Members' Group
NEIL BURTON	NORTH EAST OPERATIONS	North East Operations
STEVE COE	NORTH EAST GENERAL	Crewe & Cheshire General, Disability Working Group, Kent, Lancs & Cumbria General, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Retired Members' Group
FRANK ELLIS	LANCS & CUMBRIA GENERAL	Crewe & Cheshire General, Lancs & Cumbria General
MAEDOC ELLIS	NR LONDON & ANGLIA SOUTH	Future TSSA
ANDI FOX	NORTH EAST OPERATIONS	London & Southern Retired, Wales No. 1
HILARY HOSKING	ANGLIA No. 3	Anglia South General, Disability Working Group, Kent
CHERYL O'BRIEN	WALES No.1	London & Southern Retired, South East Wales, Wales No. 1
FLISS PREMUR	LONDON SW & GENERAL	Disability Working Group, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Retired Members' Group
JUDITH RODGERS	NORTH EAST OPERATIONS	North East Operations
ETHAN SHARMA	TFL CENTRAL	Future TSSA
SIMON TURP	SOUTHEASTERN METRO	Future TSSA, Southeastern Metro

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE TUC WOMEN'S CONGRESS 2025 (Five delegates required)

Nominee	Branch	Nominated by
ANDI FOX	NORTH EAST OPERATIONS	Anglia South General, London & Southern Retired, Wales No. 1
CHERYL O'BRIEN	WALES No.1	Anglia South General, London & Southern Retired, SE Wales, Wales No. 1
JUDITH RODGERS	NORTH EAST OPERATIONS	North East Operations
LYNSEY WARD	NORTH EAST OPERATIONS	Anglia South General, London & Southern Retired, North East Operations

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 2024 (Three delegates required)

Nominee	Branch	Nominated by
CHRIS CLARK	TFL CENTRAL	TfL Central
JILL MURDOCH	NORTH EAST GENERAL	Anglia South General, Crewe & Cheshire General, Disability Working Group, Kent, Lancs & Cumbria General, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Retired Members' Group, TfL Central
FLISS PREMU	LONDON SW & GENERAL	Crewe & Cheshire General, Disability Working Group, Kent, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, Retired Members' Group
SHARON SIMMONDS	TFL CENTRAL	Crewe & Cheshire General, Disability Working Group, Kent, Lancs & Cumbria General, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Retired Members' Group, TfL Central
SIMON TURP	SOUTHEASTERN METRO	Anglia South General, Future TSSA, Southeastern Metro

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO LABOUR PARTY WOMEN'S CONFERENCE 2024 (Two delegates required)

Nominee	Branch	Nominated by
CATH MURPHY	CREWE & CHESHIRE GENERAL	Anglia South General, Crewe & Cheshire General, Disability Working Group, Kent, Lancs & Cumbria General, London Bus & Rail Operators, London South West & General, LT Retired, Network Rail North London, North East General, Retired Members' Group
HILARY HOSKING	ANGLIA No. 3	Kent, London South West & General, Network Rail North London, North East General

The above delegates have been elected unopposed.

ANNEX (Agenda Item 26)

EC REPORT ON CORPORATE GOVERNANCE As endorsed by TSSA Annual Conference 2007

Introduction

This Code arises from the carrying of Item 28 at the 2005 Annual Delegate Conference. It is designed to clarify the main principles of governance and to help the Association, its employees, activists and members understand the decision-making, accountability and the work of the various decision making bodies of the Association. After the Code has been in operation for some 18 months, the EC intends to carry out a major and open review of its effectiveness, so that they can refine it to better meet the Association's needs.

The 2006 Annual Delegate Conference subsequently agreed that the TSSA's Code of Governance be based upon the Nolan Principles as they would apply to holders of TSSA office, who would be expected to adhere to them. Underlying each of these is the additional principle of equality - that of ensuring equity, diversity and equality of treatment for all members and sections of the wider community in which the Association operates.

The Nolan Principles

The Nolan Committee (the Committee on Standards in Public Life 1995) set out 'Seven Principles of Public Life' which it believes should apply to all in the public service. These are contained within the following headings (see Appendix for further detail):

- *Selflessness*
- *Integrity*
- *Objectivity*
- *Accountability*
- *Openness*
- *Honesty*
- *Leadership*

TSSA Vision

To be a trade union growing in size and influence by being held in high regard by the membership, with a high level of loyalty and activism.

TSSA Mission Statement

The Association's mission is to be regarded by our members as the best trade union. This will be through the:

- *excellence of our services and representatives;*
- *effectiveness of our workplace organisation, and*
- *the positive influence we have upon employers and government in pursuit of trade union aims and values.*

(Continued)

ANNEX (Agenda Item 26)

EC REPORT ON CORPORATE GOVERNANCE As endorsed by TSSA Annual Conference 2007

TSSA Values

The Association's values are necessary to ensure we provide outstanding member service and maintain our independence. TSSA and those who represent it will:

- *act with integrity and principle;*
- *work together;*
- *operate in an open, democratic and representative manner;*
- *strive for excellence, and*
- *make things happen and set the agenda.*

(the TSSA Vision, Mission Statement and Values were adopted by the EC in 2000)

What is 'governance'?

Governance can be defined as the systems and processes concerned with ensuring the overall direction, effectiveness, supervision and accountability of an organisation.

In TSSA, the EC takes ultimate responsibility for the governance of the Association. However, governance is not a role for the EC alone. More, it is the way the EC works with members, volunteers, the General Secretary and staff, and other stakeholders to ensure the Association is effectively and properly run and meets the needs of the members.

Compliance

The Code is based on the principle of 'comply or explain'. This means that it is not a legal or regulatory requirement but should be effected by reference to the TSSA Rule Book and policies. The EC will make a statement in the TSSA Annual Report on the extent to which the Code has been complied with.

Where there have been failures to comply with any specific part of the Code this will be recorded and alongside the reasons for non-compliance.

A member should observe the Association's Code of Governance whenever they:

- *conduct the business of the Association;*
- *conduct the business of the office to which they have been appointed or elected, or*
- *act as a representative of the Association.*

Where a member acts as a representative of the Association on any other body, they should, when acting for that other body, comply with TSSA's Code of Governance, except and insofar as it conflicts with any other lawful obligations to which that other body may be subject.

In this Code, "member" includes a member who is elected or appointed to any office within the Association, any elected or appointed paid official, any member of any Branch, Divisional Council or of any other recognised grouping within the Association.

(Continued)

ANNEX (Agenda Item 26)

EC REPORT ON CORPORATE GOVERNANCE As endorsed by TSSA Annual Conference 2007

General Obligations

A member should:

- *promote equality by not discriminating against any person, and*
- *treat others with respect.*

A member should not:

- *disclose information given to them in confidence by anyone, or information acquired which they believe is of a confidential nature, without the consent of a person authorised to give it, or unless they are required by law to do so.*
- *prevent another person from gaining access to information to which that person is entitled by law;*
- *infringe any requirements of data protection legislation, nor*
- *do anything which compromises or which is likely to compromise the impartiality of those who work for, or on behalf of, the Association.*

A member should not in their official capacity, or any other circumstance, conduct themselves in a manner that could reasonably be regarded as bringing their office or Association into disrepute.

A member:

- *should not in their official capacity, or any other circumstance, use their position as a member improperly to confer on or secure for themselves or any other person, an advantage or disadvantage, and*
- *should, when using or authorising the use by others of the resources of the Association act in accordance with the Association's Rules, policies and procedures.*

A member should when reaching decisions have due regard to any relevant and competent advice provided to them by the Association's paid staff.

Leadership

The TSSA is led and controlled by an EC elected from the Divisional Council areas, along with a President and Treasurer elected from the entire membership. An effective EC collectively ensures delivery of its objects, sets its strategic direction and upholds its values.

The EC should focus on the strategic direction of the Association, and avoid becoming involved in day to day operational decisions and matters.

Where EC members do become involved in operational matters, for example as a Company Council Rep, they should separate their strategic and operational roles.

The EC has, and should accept, ultimate and collective responsibility for directing the affairs of the Association, ensuring it is solvent, well-run, and delivering the outcomes for which it has been set up. The EC "Code of Collective Responsibility" is attached as Appendix B.

(Continued)

ANNEX (Agenda Item 26)

EC REPORT ON CORPORATE GOVERNANCE As endorsed by TSSA Annual Conference 2007

The EC should have a statement of its strategic and leadership roles, and of key functions which cannot be delegated. These should include as a minimum:

- *ensuring compliance with the objects, purposes and values of the Association, and with its Rule Book;*
- *setting or approving policies, plans and budgets to achieve those objectives, and monitoring performance against them;*
- *ensuring the solvency, financial strength and good performance of the Association;*
- *ensuring that the Association complies with all relevant laws, regulations and requirements of its regulators, and*
- *agreeing or ratifying all policies and decisions on matters including those which might create significant risk to the Association, financial or otherwise.*

The EC should ensure that the Association's vision, mission and values and activities remain true to its objects.

EC members are bound by an overriding duty, individually and collectively, to act reasonably at all times in the interests of the Association and of its present and future members.

EC members should ensure that they remain independent, and do not come under the control of any other organisation or individual.

General Secretary and Executive Committee

The General Secretary has responsibility for maintaining a clear division of responsibilities between the EC and the staff.

The General Secretary should provide an effective link between the EC and staff, informing and implementing the strategic decisions of the EC.

EC members should not seek to become directly involved in decisions that have been properly delegated to staff. Instead, they should hold staff to account through the General Secretary.

The EC should make proper arrangements for the appraisal and remuneration of the General Secretary.

- *The EC should ensure that formal arrangements are set up for the regular appraisal and personal development of the General Secretary.*
- *The EC should ensure that there is a formal mechanism for setting the remuneration of the General Secretary, which should be ratified by the EC.*
- *The remuneration package for the General Secretary should:*
 - *be adequate to attract and retain the quality of staff required, but no more, and*
 - *be openly disclosed in the Association's accounts, including pension and other benefits.*
- *The EC should seek independent expert or professional advice when required concerning sensitive matters relating to the General Secretary's employment.*

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Internal controls

The EC should maintain and annually review the Association's system of internal controls, performance reporting, policies and procedures. The EC should ensure that there is a system for the regular review of the effectiveness of its internal controls, through the operation of its internal audit policy first agreed in September 2006.

Managing risk

The EC should act prudently to protect the assets and property of the Association, and ensure that they are used to deliver the TSSA's objectives. The EC should regularly review the risks to which the Association is subject, and take action to mitigate risks identified.

The EC should avoid undertaking activities that might place at undue risk (including political and financial risk) the Association's members, activists, the EC itself, staff, property, assets or reputation.

The EC should obtain advice from professional advisors or others on all relevant matters where there may be material risk to the Association.

The EC should take ultimate responsibility for dealing with and managing conflicts that may arise within the Association. This includes conflicts arising between EC members, staff, the General Secretary, members or activists and harassment as defined in the Association's harassment policy adopted in January 2007.

Whistle Blowing

The EC will have a whistle blowing policy and procedures to allow confidential reporting of matters of concern, such as misconduct, misuse of funds, mismanagement, and risks to the Association or to people connected with it. The policy and procedures will:

- be accessible and open to all staff, EC members and activists of the Association;
- assure people who raise concerns in good faith that they need have no fear of reprisals or other adverse consequences;
- ensure that all concerns raised will be properly assessed and investigated in a way that is fair to the whistleblower and others involved;
- provide for appropriate action to be taken where a concern is shown to be well founded, and
- ensure that reasonable care will be taken to preserve anonymity where appropriate.

Executive Committee Performance

EC members should understand their duties and responsibilities as set out in the role descriptions adopted in January 2007 and issued to them on election or appointment.

The role descriptions statement, as a minimum, include:

- upholding the values of the Association;
- giving adequate time and energy to the duties of being an EC member, and
- acting with integrity, and avoid or declare personal conflicts of interest.

Individual EC members should not act on behalf of the EC, or on the business of the Association, without proper authority from the EC.

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The EC should organise its work to ensure that it makes the most effective use of the time, skills and knowledge of EC members.

- *The EC should meet regularly, and ensure that its work is focused on delivering its strategic role.*
- *The President should ensure that all EC members can contribute at meetings, and that the proceedings are not dominated by particular individuals.*

EC members should ensure that they receive sufficient advice and information they need before making good decisions.

- *Where reasonable, EC papers should be timely, well-presented, circulated well in advance of meetings, and should make clear recommendations to the EC.*
- *The EC should make use of professional advice where necessary before making important decisions and should not always rely excessively or exclusively on a single source. It is recognised that in some instances professional advice may need to be sourced externally.*

The EC should receive regular quarterly reports on finances, progress reports on conference policy, annual budget and audited financial statements, a strategic plan, an operational plan and such other reports as necessary and appropriate.

The Association must ensure, and EC members should expect that they receive the necessary induction, training and ongoing support needed to discharge their duties.

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

Executive Committee Review

The EC already reviews its work at the end of each monthly meeting and should, on an annual basis, review and assess its own performance, and that of subcommittees. In addition, as a part of this process, individual EC members are encouraged to review their own performance.

The results of these reviews should be used to make necessary changes and improvements and to inform the creation of appropriate training programmes.

To remain effective, the EC should periodically conduct strategic reviews of the Association's operations, to ensure that:

- *The needs for which the Association was set up still exist, and its objects remain relevant to those needs;*
- *the Association is continuing to meet those needs, and remains fit for purpose;*
- *the needs are being met in the most effective way, and*
- *that due regard is given to planning for the succession of officers at all levels by provision of training and action programmes.*

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Where possible, the EC should be open with members about the results of such reviews, indicate clearly what steps they intend to take in response, and give explanations concerning actions they have decided not to take.

Executive Committee Authority

The EC should define and write down the role of the President, and that of other officers such as the Treasurer and the Trustees and TSSA workplace representatives. Where the EC has given specific responsibilities to individuals or sub committees they should operate within such authority, but ultimately the EC is collectively still responsible.

The EC should ensure that staff, volunteers and agents have authority to discharge their duties. All such authorities should have clear limits relating to budgetary and other matters.

Authority given to other staff and volunteers should normally be through the General Secretary with their full and active support and knowledge.

Authorities should always be in writing, and should set clear limits on matters such as expenditure, authority and decisions that can be made. Authorities may be written in EC minutes, terms of reference for sub-committees, staff job descriptions, or in a separate list.

The EC may wish to set up sub-committees, advisory groups, panels or other bodies to assist its work. Such bodies should have clear written terms of reference in addition to its authority. The EC should receive regular reports and minutes from all sub-committees etc.

Executive Committee Communication and Consultation

The EC should identify those with a legitimate interest in the Association's work (stakeholders), and ensure that there is a strategy for regular and effective communication with them about the Association's achievements and work. These stakeholders would include members, staff, volunteers, appropriate government bodies and bodies to which the Association affiliates.

The EC should ensure that the whole Association, and its stakeholders, have an appropriate understanding of the EC's role, and of the Association's objects and values.

As a part of the Association's overall Communications strategy there should be regular and appropriate communication and consultation with members and stakeholders through the Association's Journal, Website and in other ways to ensure that:

- their views are taken into account in the Association's decision-making;*
- they are informed and consulted on the Association's plans and proposed developments which may affect them, and*
- there is a procedure for dealing with feedback and complaints from members, staff, volunteers and the wider group of stakeholders.*

The EC should ensure that the Association produces an Annual Report and set of Financial Statements that comply with relevant legislation; these should provide a balanced and accurate assessment of the Association's successes and failures. In addition communications for other stakeholders should be prepared.

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Communication should be offered in formats accessible to the stakeholder audiences, for instance in plain language, translated into languages commonly spoken among the communities served, on tape/CD, or in Braille.

Executive Committee Openness and Accountability

The EC should ensure that the Association upholds a commitment to openness and accountability at all levels. This will mean:

- being clear about what information is available, and what should remain confidential to protect personal privacy or commercial confidentiality;*
- complying with reasonable outside requests for information about the Association and its work;*
- ensuring that members have the opportunity to hold the EC to account and know how to do this, e.g. via Annual Conference, and*
- ensuring that the principles of equality and diversity are applied, and that information and meetings are accessible to all sections of the community, for further information see the EC guidance on meetings.*

Executive Committee and Membership Categories

The EC policy on membership categories shows it:

- has clear policies on who is and is not eligible for membership of the Association, and*
- keeps members informed about the Association's work.*

Equality and Diversity

The EC through its policy on equality and diversity adopted in April 2004 should ensure that it upholds and applies the principles of equality and diversity, and that the Association is fair and open to all sections of the community in all of its activities.

The EC should set strategies for and receive regular reports on the Association's work to achieve equality and diversity, against clear targets where practicable. These reports should be used to help develop the Association's overall strategies.

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EC REPORT ON CORPORATE GOVERNANCE As endorsed by TSSA Annual Conference 2007

TRANSPORT SALARIED STAFFS' ASSOCIATION

ROLE DESCRIPTION

ROLE TITLE:	<i>President</i>
VISION	<i>To be held in high regard within the Association, Trade Union and Labour Movement and Transport and Travel Industries for the effective leadership and governance of TSSA.</i>
SCOPE OF THE ROLE	<i>To lead and guide the EC. To participate in:</i> <i>x the collective leadership and governance of the Association</i> <i>x policy formulation and overseeing implementation</i> <i>x determination of strategic plans and resource allocation</i> <i>x monitoring outcomes</i>
KEY ACTIVITIES AND RESPONSIBILITIES	<i>x To act with integrity in the collective interests of the membership as a whole</i> <i>To ensure compliance with the objects, purposes and values of the Association, and with its Rule Book</i> <i>x To chair, and actively participate in Delegate Conferences</i> <i>x To chair and actively participate in EC meetings (sub committees where appropriate)</i> <i>x Develop and maintain appropriate, effective and empathetic relationships and communications with the lay structure, members and staff</i> <i>x To ensure that EC members receive the necessary induction, training and ongoing support needed to discharge their duties</i> <i>x Represent the Association to external bodies or organisations</i> <i>x Act as an advocate of TSSA policy</i> <i>x Actively participate in recruitment and organisation of members</i> <i>x To work in partnership with the General Secretary and his/her management team.</i> <i>x Positive perception of colleagues and constituents, lay activists and members of the contribution made</i> <i>x Respect of paid staff</i> <i>x Respect of external bodies and organisations</i>
CRITICAL SUCCESS FACTORS	

(Continued)

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EC REPORT ON CORPORATE GOVERNANCE As endorsed by TSSA Annual Conference 2007

TRANSPORT SALARIED STAFFS' ASSOCIATION

ROLE DESCRIPTION

ROLE TITLE:	<i>Treasurer</i>
VISION	<i>To be held in high regard within the Association, Trade Union and Labour Movement and Transport and Travel Industries for the effective leadership and governance of TSSA.</i>
SCOPE OF THE ROLE	<i>To participate in:</i> <i>x the collective leadership and governance of TSSA</i> <i>x policy formulation and overseeing implementation</i> <i>x determination of strategic plans and resource allocation</i> <i>x monitoring outcomes</i>
KEY ACTIVITIES AND RESPONSIBILITIES	<i>x To act with integrity in the collective interests of the membership as a whole</i> <i>To ensure compliance with the objects, purposes and values of the Association, and with its Rule Book</i> <i>x To oversee the financial affairs of the Association</i> <i>x To actively participate in EC meetings (sub committees where appropriate)</i> <i>x Actively participate in Delegate Conferences</i> <i>x Develop and maintain appropriate, effective and empathetic relationships and communications with the lay structure, members and staff</i> <i>x Represent the Association to external bodies or organisations</i> <i>x Act as an advocate of TSSA policy</i> <i>x Actively participate in recruitment and organisation of members</i> <i>x To deputise for the President as necessary and when appropriate approval has been gained</i> <i>x To work in partnership with the General Secretary and his/her management team.</i> <i>x Positive perception of colleagues and constituents, lay activists and members of the contribution made</i> <i>x Respect of paid staff</i> <i>x Respect of external bodies and organisations</i>
CRITICAL SUCCESS FACTORS	

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EC REPORT ON CORPORATE GOVERNANCE As endorsed by TSSA Annual Conference 2007

TRANSPORT SALARIED STAFFS' ASSOCIATION

ROLE DESCRIPTION

ROLE TITLE: *Executive Committee Member*

VISION *To be held in high regard within the Association, Trade Union and Labour Movement and Transport and Travel Industries for the effective leadership and governance of TSSA.*

SCOPE OF THE ROLE *To participate in:*

- x the collective leadership and governance of TSSA*
- x policy formulation and overseeing implementation*
- x determination of strategic plans and resource allocation*
- x monitoring outcomes*

KEY ACTIVITIES AND RESPONSIBILITIES *x To act with integrity in the collective interests of the membership as a whole*

To ensure compliance with the objects, purposes and values of the Association, and with its Rule Book

- x To actively participate in EC meetings (sub committees where appropriate)*
- x Actively participate in Delegate Conferences*
- x Develop and maintain appropriate, effective and empathetic relationships and communications with the lay structure, members and staff*
- x Represent the Association to external bodies or organisations*
- x Act as an advocate of TSSA policy and uphold the cabinet responsibility of the Executive Committee*
- x Actively participate in recruitment and organisation of members*
- x Represent and liaise closely with the Divisional Council.*

CRITICAL SUCCESS FACTORS *x Positive perception of colleagues and constituents, lay activists and members of the contribution made*

- x Respect of paid staff*
- x Respect of external bodies and organisations*

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EC REPORT ON CORPORATE GOVERNANCE As endorsed by TSSA Annual Conference 2007

EXECUTIVE COMMITTEE CODE OF COLLECTIVE RESPONSIBILITY

Collective responsibility

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

All decisions are decisions of the whole Executive Committee

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

An EC member must not speak against EC policy

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

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

The confidentiality principle

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

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

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

Agreements to Differ

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

Addendum

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

GLOSSARY

CBT	Campaign for Better Transport
CNER	Campaign for North East Rail
CP6	Control Period 6
CP7	Control Period 7
Covid	Coronavirus Disease 2019
DfT	Department for Transport
DWG	Disability Working Group
EC	Executive Committee
GBR	Great British Railways
GDPR	General Data Protection Regulations
HS2	High Speed 2 (Railway)
HSE	Health and Safety Executive
IEA	International Energy Agency
LNER	London North Eastern Railway
LUL	London Underground Limited
MP	Member of Parliament
NHS	National Health Service
PPE	Personal Protective Equipment
PM	Particulate Matter
RMT	National Union of Rail, Maritime and Transport Workers
SMS	Short Message Service
SOG	Self Organised Group
TSSA	Transport Salaried Staffs Association
TOC	Train Operating Company
TUC	Trades Union Congress
UFP	Ultra Fine Particles
UK	United Kingdom
UN	United Nations
WEL	Workplace Exposure Limits
WiF	Women in Focus