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ANNUAL DELEGATE CONFERENCE

to be held at:

Hilton Hotel, Belfast

4 Lanyon Place, Belfast, BT1 3LP

and via:

Zoom and Election Buddy Software

Friday 23 to Sunday 25 May 2025 (inclusive)

Preliminary Agenda & Programme of General Arrangements

Friday 23 May 2025

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 Belfast and
via Zoom and Election Buddy Software

Friday 23 to Sunday 25 May 2025

General Daily Arrangements

All Timings are Provisional

Friday 23 May	Saturday 24 May	Sunday 25 May
15.00 - 15.30 Introduction Session	9.30 - 10.00 Session Available	9.30 - 10.00 Session Available
15.30 Conference Commences	10.00 Conference Resumes	10.00 Conference Resumes
17.30 Adjournment	12.30 - 14.00 Adjournment for Lunch	13.00 Conference Concludes
	14.00 Conference Resumes	
	17.30 Adjournment	

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

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

Transport Salaried Staffs' Association

CONFERENCE REGULATIONS AND PROCEDURES

(See also Rules 3 and 10)

(1) Basis of Representation

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

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

(2) Speaking to Motions

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

(a) For a branch motion without amendment:

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

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

Mover	three minutes
Seconder	one minute

(i) For each amendment:

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

Vote on amendment

(ii) After the vote on the last amendment:

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

(c) For an EC motion without amendment:

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

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

Mover (EC)	three minutes
Seconder	one minute

(i) For each amendment:

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

Vote on amendment

(ii) After the vote on the last amendment:

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

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

Transport Salaried Staffs' Association

CONFERENCE REGULATIONS AND PROCEDURES

(See also Rules 3 and 10)

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

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

Order sheets will be placed before Conference for approval.

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

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

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

(3) Limitation of Discussion

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

(4) Voting Arrangements

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

Transport Salaried Staffs' Association

CONFERENCE REGULATIONS AND PROCEDURES

(See also Rules 3 and 10)

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

The elections for the various offices and delegations shall be by ballot on voting papers bearing a figure representing the number of votes to which the Branches are entitled at the rate of one for every complete twenty-five members; Branches with less than twenty-five members to be entitled to one vote. In relation to voting for delegates to the Labour Party Annual Conference and similar Labour Party bodies the net voting strength of each Branch will be calculated by excluding members who, under the Rules of the Association, are exempt from payment to the Political Fund. Ballot papers will be circulated to Branches early in April. Votes must be **decided at a Branch meeting and returned by email to reach the Scrutineers and Head Office not later than 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 14th 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.....
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23.....	40.....	57.....	

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AGENDA

1. Introduction to online Conference
2. Minutes of 2024 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 Strengthening Workers Rights	
1	That this Conference notes:	1
2	i. The successive waves of anti-trade union laws passed in the previous 50	2
3	years;	3
4	ii. The recent Employment Rights Bill, which delivers some of the	4
5	Government's agenda on workers' rights set out in Labour's pre-election	5
6	'Make Work Pay' document, and;	6
7	iii. That measures in the Bill and 'Make Work Pay' are intended to expand	7
8	trade union rights and resemble those set out in a previous document,	8
9	devised by Labour in opposition, entitled the 'New Deal for Workers'.	9
10	Conference believes that:	10
11	a. Strong trade unions have a fundamental role to play in ensuring dignity	11
12	at work, higher living standards for all, and driving economic growth that	12
13	serves everyone, not just the wealthiest;	13
14	b. The Employment Rights Bill represents one of the biggest steps forward	14
15	in law for workers' rights in half a century, and;	15
16	c. The Government should build on this legislation to strengthen the	16
17	measures it includes and implement all aspects of the Make Work Pay	17
18	agenda and the New Deal for Workers.	18
19	Conference calls on the Association to:	19
20	1. Campaign for the repeal of all anti-trade union laws, and;	20
21	2. Campaign to defend and strengthen the measures in the Employment	21
22	Rights Bill and for the implementation of 'Make Work Pay' and the 'New	22
23	Deal for Workers in full'.	23
	Executive Committee	
	Mover	
	Seconder	

AGENDA

	8 Protecting Transport Workers from Violence	
1	That this Conference notes:	1
2	i. The alarming rise in violence and abuse faced by transport workers	2
3	across the UK;	3
4	ii. The vital role transport workers play in ensuring the safety and	4
5	accessibility of our public transport system;	5
6	iii. The current lack of specific legislation to protect transport workers from	6
7	violence and aggression in the workplace, and	7
8	iv. The ongoing recruitment freeze and insufficient funding for the British	8
9	Transport Police (BTP), which limits their ability to effectively support	9
	transport workers and passengers.	9
10	Conference believes that:	10
11	a. No worker should face violence or abuse in the course of their duties;	11
12	b. A coordinated and well-funded approach is essential to addressing the	12
13	issue of violence against transport workers. Legislation is necessary to	13
14	ensure transport workers are adequately protected and to deter violent	14
15	behaviour against them, and	15
16	c. Adequate resourcing of the British Transport Police, including lifting the	16
17	recruitment freeze, is essential to provide a safe working environment	17
18	for transport workers and a secure experience for passengers.	18
19	Conference calls on the Association to:	19
20	1. Continue the ongoing campaign to lobby the government to legislate for	20
21	the protection of transport workers from violence, making such offenses	21
22	a specific crime;	22
23	2. Campaign for a joined-up approach to tackling this issue, including	23
24	sufficient funding for the British Transport Police and lifting the	24
25	recruitment freeze to ensure adequate staffing levels;	25
26	3. Raise awareness of this campaign among members and to engage with	26
27	other unions, stakeholders, and the public to build widespread support	27
28	for this initiative;	28
29	4. Work with MPs and other elected representatives to highlight the urgency	29
30	of this issue and to secure their backing for legislative and policy	30
31	changes, and	31
32	5. Call on the government to act decisively to protect transport workers	32
33	and ensure that violence against them is met with robust legal and	33
34	operational measures.	34
	Executive Committee	
	Mover	
	Seconder	

AGENDA

	9 The "Right to Disconnect" for Work-Life Balance	
1	That this Conference notes:	1
2	i. The growing expectation for employees to remain available outside of	2
3	working hours due to advancements in technology and remote working	3
4	practices;	4
5	ii. The detrimental impact of this "always-on" culture on employees' mental	5
6	health, work-life balance, and overall well-being, and	6
7	iii. The lack of a legal framework in the UK that guarantees workers the	7
8	right to disconnect from work communications during non-working	8
9	hours.	9
10	Conference believes:	10
11	a. Employees should have the right to disconnect from work-related	11
12	communications outside of their contracted working hours without fear	12
13	of reprisal or negative consequences;	13
14	b. A healthy work-life balance is essential for mental and physical well-	14
15	being, as well as for fostering productivity and job satisfaction, and	15
16	c. Management practices should respect employees' time and personal	16
17	boundaries to prevent burnout and improve workplace morale.	17
18	Conference requests the Association to call on:	18
19	1. Employers and the government to recognise the importance of work-life	19
20	balance and implement policies that respect workers' rights to personal	20
21	time and well-being;	21
22	2. Lobby the government to introduce legislation ensuring a "right to	22
23	disconnect" for all workers, granting them the ability to disengage from	23
24	work communications outside of their regular working hours;	24
25	3. Campaign for employers, including those in the transport sector, to	25
26	adopt policies that support the right to disconnect, which should	26
27	include:	27
28	i. Clear boundaries on out-of-hours communications unless in	28
29	emergencies;	29
30	ii. Policies ensuring that workers are not penalised for not responding	30
31	to work-related queries outside of working hours and	31
32	iii. Managerial training on fostering a culture that respects work-life	32
33	balance;	33
34	4. Raise awareness among members about the importance of a right to	34
35	disconnect and encourage them to advocate for better work-life balance	35
36	in their workplaces, and	36
37	5. Work with other unions, advocacy groups, and stakeholders to create a	37
38	united front in campaigning for a legal right to disconnect.	38
	Executive Committee	
	Mover	
	Seconder	

AGENDA

	10 Childcare	
1	That this Conference asks the Association to establish a working group to jointly	1
2	engage with employers to develop family friendly solutions to help employees	2
3	with childcare and other caring responsibilities.	3
4	This is primarily aimed at shift workers but with recognition of all employees	4
5	with caring duties.	5
	North East Operations	
	Mover	
	Secunder	

AGENDA

	11 Ensuring Impartiality and Accountability in Workplace Grievance Procedures	
1	That this Conference notes that Human Resources departments are often tasked	1
2	with overseeing grievance procedures, but their dual role as both employee	2
3	support and employer representatives can lead to perceived or actual conflicts	3
4	of interest.	4
5	Current UK employment law does not explicitly require HR to act impartially or	5
6	mandate independent oversight in grievance cases where conflicts of interest	6
7	may arise (although the CIPD sees this as best practice). This lack of impartiality	7
8	undermines trust in grievance processes, particularly in cases involving	8
9	allegations against senior managers or systemic workplace issues.	9
10	Conference further notes that even when grievances are upheld, there is often	10
11	insufficient follow-through to ensure meaningful corrective action is taken. In	11
12	cases such as harassment or bullying, outcomes frequently fail to address the	12
13	root causes, whether by holding individuals accountable or implementing	13
14	cultural and systemic changes to prevent recurrence. This failure leaves workers	14
15	vulnerable and perpetuates harmful workplace environments.	15
16	This conference believes that employees raising grievances must have	16
17	confidence that the process will be conducted fairly, impartially, and with	17
18	meaningful outcomes. Impartiality in grievance handling is a fundamental	18
19	employment right that should be enshrined in law. Additionally, grievance	19
20	outcomes must result in tangible actions, whether through disciplinary measures	20
21	for individuals or broader cultural reforms within organisations, to ensure	21
22	workers are protected and workplaces are improved.	22
22	Conference instructs the EC and asks the IC to carry out the following in their	22
23	respective constitutional regions:	23
24	i. Campaign along with the TUC, ICTU and sister trade unions for legislative	24
25	changes requiring employers to provide independent oversight for	25
26	grievance procedures where conflicts of interest exist. This includes	26
27	cases involving senior managers or HR personnel directly implicated in	27
28	the grievance;	28
29	ii. Lobby UK Government, Irish Government and the Northern Ireland	29
30	Assembly to amend employment law to include mandatory impartiality	30
31	safeguards in grievance handling, such as the use of highly skilled	31
32	mediators or independent panels where necessary;	32
33	iii. Push for legislation requiring employers to take meaningful corrective	33
34	actions following upheld grievances, particularly in cases involving	34
35	harassment, bullying, or discrimination. This should include holding	35
36	individuals accountable through appropriate disciplinary measures and	36
37	addressing systemic workplace issues through cultural reforms, training	37
38	programs, and ongoing monitoring of workplace practices and	38
39	iv. To work with other unions and stakeholders to develop best practice	39
40	guidelines for impartial grievance procedures and effective follow-up	40
41	actions. These guidelines should promote fairness, transparency, and	41
42	accountability across workplaces nationally, ensuring that all workers	42
43	feel safe and supported when raising grievances.	43
	Irish Committee	
	Mover	
	Seconder	

AGENDA

	12 Protecting Employment Rights for Northern Ireland Workers	
1	That this Conference notes with concern the ongoing divergence in employment	1
2	rights between Great Britain (GB) and Northern Ireland (NI), resulting from the	2
3	failure to implement key legislative advancements in NI.	3
4	Employment law is devolved in NI, but the lengthy absence of a functioning	4
5	Executive has stalled progress on critical issues, leaving workers in NI at a	5
6	disadvantage compared to their counterparts in GB.	6
7	Whilst the Northern Ireland Executive was restored in February 2024, it has been	7
8	ineffective in addressing these critical legislative gaps.	8
9	Examples of discrepancies include:	9
10	i. Sexual Harassment Protections: GB has introduced a positive duty on	10
11	employers to prevent sexual harassment, enforceable from October	11
12	2024, with significant penalties for non-compliance. NI has yet to	12
13	implement equivalent protections, leaving workers vulnerable;	13
14	ii. Flexible Working Rights: In GB, flexible working is now a Day 1 right,	14
15	allowing two requests per year without requiring employees to justify	15
16	the impact on employers. NI has not yet aligned with these changes;	16
17	iii. Parental and Carers' Leave: GB introduced Neonatal Care Leave and	17
18	enhanced redundancy protections for parents and carers in 2024. These	18
19	rights remain unavailable in NI, and	19
20	iv. Gender Pay Gap Reporting: Legislation mandating gender pay gap	20
21	reporting has been implemented in GB but remains stalled in NI since	21
22	2016, with no timeline for enactment.	22
23	This Conference believes that such disparities undermine equality and fairness	23
24	for workers in NI and calls for urgent action to address these gaps.	24
25	Conference requests the Irish Committee to initiate a campaign, seeking	25
26	assistance from sister trade unions and the Northern Ireland Committee of the	26
27	Irish Congress of Trade Unions (NIC-ICTU), in raising awareness of these	27
28	discrepancies and to lobby the NI Assembly to ensure that employment	28
29	legislation passed by Westminster is implemented fully in NI.	29
30	Furthermore, Conference requests the Irish Committee to initiate a campaign	30
31	for interim measures to protect workers' rights in NI until a functioning devolved	31
32	government can address the legislative backlog.	32
33	Conference also calls on the EC to investigate if all employment legislation	33
34	passed by Westminster is uniformly implemented across Scotland and Wales	34
35	advocating for equal treatment of all workers across the UK.	35
	Irish Committee	
		Mover
		Seconder

AGENDA

	<p>13 CIE Pensions</p> <p>1 That this Conference notes it is extremely concerned at continuing concerns 2 around the 1951 CIE pension scheme. 1</p> <p>3 Conference therefore calls upon the EC to request the Irish Committee make 4 every effort to ensure the long-term sustainability for members of the 1951 CIE 5 pension scheme. 2</p> <p style="text-align: right;">Irish Committee Mover</p> <p style="text-align: right;">Seconder</p>	
	<p>14 Two Tier Leisure Privilege Pass</p> <p>1 That this Conference notes that Northern Rail staff and other train operating 2 staff both receive the railway leisure privilege pass as a benefit of employment 3 which provides discount with the majority of train operators around the UK. 1</p> <p>4 However, how the passes are accessed and utilised differs significantly. Train 5 operations staff are able to use their passes at stations to obtain tickets which 6 provides support to ticket office demand and provides flexibility to the user. 2</p> <p>7 Network Rail staff are only able to purchase Tickets via an online portal. The 8 Network Rail staff leisure privilege card facility discourages the use of the 9 railway by reducing ticket office demand and prevents 'on the day' travel. This is 10 despite both train operation staff and Network Rail staff paying the same 11 benefit in kind tax for the privilege. 3</p> <p>12 Conference instructs the EC to lobby the Rail Delivery Group to ensure that 13 leisure privilege pass access and usage enjoyed by train operations staff is made 14 available to Network Rail leisure privilege card holders. Thus, allowing Network 15 Rail leisure privilege card holders to have the facility to purchase tickets from 16 station ticket offices. 4</p> <p style="text-align: right;">Crewe & Cheshire General Mover</p> <p style="text-align: right;">Seconder</p>	

AGENDA

	15 Travel Concessions BTP	
1	That this Conference notes that:	1
2	i. Rail staff across the United Kingdom receive a 75% travel concession,	2
3	which significantly reduces their travel costs and acknowledges their	3
4	essential role in the railway industry;	4
5	ii. British Transport Police (BTP) staff are dedicated professionals who	5
6	ensure the safety and security of railway workers and passengers. They	6
7	respond to crimes, manage incidents, and maintain order on the	7
8	railways, often under challenging and dangerous conditions, and	8
9	iii. Despite their critical role, BTP staff do not currently receive the same	9
10	travel concessions as other railway workers, creating an inequitable	10
	situation.	
11	Conference Believes that:	11
12	a. The work of BTP staff is indispensable to the functioning of the railway	12
13	system. Their presence deters crime, provides reassurance to passengers	13
14	and staff, and ensures a safe and secure environment for all;	14
15	b. The current lack of travel concessions for BTP staff is a significant	15
16	oversight that fails to recognize their contributions and sacrifices. It is	16
17	only fair that BTP staff receive the same benefits as other railway	17
18	workers;	18
19	c. Providing BTP staff with a 75% travel concession would not only be a	19
20	gesture of appreciation but also a practical support, enabling them to	20
21	carry out their duties more effectively and with greater ease;	21
22	d. Extending travel concessions to BTP staff will encourage more individuals	22
23	to join the British Transport Police and help retain current staff in	23
24	critical roles. This will enhance the overall safety and security of the	24
25	railway network by ensuring that experienced and dedicated personnel	25
26	are available to respond to incidents and maintain order, and	26
27	e. According to recent statistics, the railway industry in Great Britain has	27
28	seen a commendable safety performance, with a low number of fatalities	28
29	and serious injuries: https://dataportal.orr.gov.uk/statistics/health-and-	29
30	safety/common-safety-indicators/ . However, continuous improvement is	30
31	essential, and having well-supported BTP staff is a key component in	31
32	maintaining and enhancing this safety record.	32
33	Conference Resolves:	33
34	1. To call on the EC to lobby the Department for Transport to extend the	34
35	75% travel concession to BTP staff. This would align their benefits with	35
36	those of other railway workers and acknowledge their vital role in	36
37	maintaining the safety and security of the railways;	37
38	2. To engage with relevant stakeholders, including railway companies,	38
39	trade unions, and government bodies, to build a coalition of support for	39
40	this initiative;	40
41	3. To highlight the importance of this issue through a targeted campaign,	41
42	raising awareness of the contributions of BTP staff and the need for	42
43	equitable treatment in terms of travel concessions, and	43
44	4. To monitor the progress of this lobbying effort and report back to the	44
45	membership on developments and any actions taken by the Department	45
46	for Transport.	46
	<i>(Continued)</i>	

AGENDA

<i>(Continued)</i>								
47	In conclusion, the British Transport Police Staff Branch urges Conference to	47						
48	support this motion and advocate for the extension of travel concessions to BTP	48						
49	staff. By doing so, we can ensure that those who dedicate their lives to	49						
50	protecting our railways are afforded the same benefits as their colleagues. This	50						
51	is not just a matter of fairness, but a recognition of the invaluable service that	51						
52	BTP staff provide to the railway industry and the public. Additionally, extending	52						
53	these concessions will help attract and retain skilled personnel, ultimately	53						
54	making our railways safer for everyone. The continued safety of our railways, as	54						
55	evidenced by the low number of fatalities and serious injuries, depends on the	55						
56	support and well-being of all railway staff, including the BTP.	56						
<table style="width: 100%; border: none;"> <tr> <td style="width: 45%;">British Transport Police</td> <td style="width: 10%;"></td> <td style="width: 45%;">Mover</td> </tr> <tr> <td></td> <td></td> <td>Secunder</td> </tr> </table>			British Transport Police		Mover			Secunder
British Transport Police		Mover						
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AGENDA

	16 Travelling for the Disabled	
1	That this Conference instructs the EC to negotiate with the relevant authorities	1
2	for the following modes of transport:	2
3	BUS	3
4	i. Bus stops should be in the most appropriate place with an up to date	4
5	clearly visible timetable and a bus shelter if possible. They should also	5
6	have sufficient room for a passenger in a wheelchair to get on and off	6
7	the bus safely on the ramp provided;	7
8	ii. The bus should have both a visible electronic display and an audible	8
9	route description to help all passengers, and	9
10	iii. The designated wheelchair space or spaces should be enforced by the	10
11	driver if a wheelchair user gets on at a later stop, rather than be left	11
12	behind if the space is wrongly occupied.	12
13	BUS STATIONS AND INTERCHANGES	13
14	These should ideally provide the following:	14
15	i. Cover, seating, Hearing and correct visible displays;	15
16	ii. Each bus stand should be clearly labelled and have a correct timetable,	16
17	and	17
18	iii. There should be clear and easy to understand, correct alphabetical place	18
19	lists giving all the major destinations and bus stand number.	19
20	TRAIN STATIONS	20
21	i. Smaller stations should allow the disabled passenger easy access to all	21
23	platforms so onward travel can be achieved in both directions. There are	23
24	two examples where access to the platforms for one direction travel can	24
25	only be reached over a footbridge, these are Sandbach and Whitchurch in	25
26	Shropshire;	26
27	ii. Ideally all stations should have printed Timetables and correct	27
28	audio/visual displays;	28
29	iii. The larger interchange stations should all have sufficient staff to assist	29
30	disabled passengers especially when booked in advance. This should also	30
31	include a flexible approach if a train, bus or plane has been delayed,	31
32	and	32
33	iv. All larger stations should all have working toilets, disabled toilets and	33
34	changing facilities.	34
35	TRAINS	35
36	i. Trains should have level access from the platform where possible;	36
37	ii. The internal handle for assistance in getting on/off should be easily	37
38	accessible and not set back in a small space, and	38
39	iii. There should be audio and visual displays in all carriages.	39
	Crewe & Cheshire General	
	Mover	
	Seconder	

AGENDA

	17 Railway Line Access	
1	That this Conference notes that there are around 5,900 railway crossings in the	1
2	UK of which it's estimated around 2,500 are foot crossings. A significant number	2
3	of the foot crossings are accessed via stiles which are difficult if not impossible	3
4	for those with restricted physical abilities to use.	4
5	Furthermore, there are still an estimated 150-foot crossings which do not have a	5
6	crossing deck. This means that people with restricted mobility have to step in to	6
7	the physical track and navigate over the rails.	7
8	We consider the current situation discriminates against people with restricted	8
9	mobility. It does not allow them the same rights to access across the railway as	9
10	other users. This is wholly due to the physical barriers in place in these	10
11	locations.	11
12	Conference abhors this situation and instructs the EC to lobby the Department	12
13	for Transport to provide Network Rail with additional funding to ensure that	13
14	there will be no stiles and no undecked crossing at every crossing location across	14
15	the UK by 2030.	15
16	This is to ensure that all railway users have equal access facilities when crossing	16
17	the railway.	17
	Disability Working Group	
	Mover	
	Seconder	

AGENDA

	18 'Access for All' Programme	
1	That this Conference notes that in 2006, government launched the 'Access For	1
2	All' programme to address the difficulties passengers with mobility issues faced	2
3	accessing trains and train stations. The funding was for creating obstacle-free	3
4	accessible routes between station entrances and platforms, including new lifts,	4
5	ramps and other associated works.	5
6	Since the programme began, over £903 million (£390m in 2006, £163m in 2014	6
7	and £350m in 2019 plus additional finance for smaller projects) has been spent	7
8	on the programme. Network Rail has under-delivered.	8
9	The £350m allocated for 2019-2024 was to upgrade 85 stations (27 of which	9
10	were deferred schemes from 2014-2019); however, thanks to investigative work	10
11	carried out by <i>Private Eye</i> , Network Rail has admitted £284m of the allocated	11
12	funds have been spent with only 20 schemes completed. This has resulted in 59	12
13	schemes not completed with funds dwindling.	13
14	This conference instructs the EC to lobby the government to:	14
15	i. Investigate why Network Rail's poor handling of finances and project	15
16	management has been allowed to occur, and to ensure lessons are	16
17	learnt;	17
18	ii. Ensure the Minister for disabled people, health and work is given a key	18
19	role to hold Network Rail accountable for this programme of works and	19
20	iii. Ensure government and Network Rail commit to prioritising and	20
21	completing the 59 outstanding projects so mobility access challenges are	21
22	not a barrier to using the railway.	22
23	This Conference also calls upon the EC to seek quarterly updates on timetabling	23
24	of and progress of works under the Access for All programme, and/or any other	24
25	similar project.	25
	Disability Working Group	
		Mover
		Seconder

AGENDA

	19 Campaign for Menopause Protections in Great British Railways (GBR)	
1	That this Conference notes:	1
2	i. The increasing retirement age means more women are working through	2
3	the natural ageing process, including the menopause, without adequate	3
4	workplace protections;	4
5	ii. Menopause affects women in a multitude of ways, including physical,	5
6	emotional, and cognitive symptoms, which can impact their ability to	6
7	work safely and effectively, and	7
8	iii. Many workplaces, including transport, lack robust menopause policies to	8
9	address these challenges, leaving women vulnerable and unsupported.	9
10	Conference believes that:	10
11	a. Great British Railways (GBR) should be a model employer, ensuring that	11
12	its workforce has access to inclusive and supportive policies that reflect	12
13	the diverse needs of its employees, and	13
14	b. A comprehensive menopause policy is essential to protecting older	14
15	women transport workers and ensuring their well-being, dignity, and	15
16	productivity in the workplace.	16
17	Conference calls on the Association to:	17
18	1. Prioritise menopause protections as a key workplace issue and ensure that	18
19	transport workers, and all workers, have the support they need to navigate	19
20	this natural stage of life with dignity and respect;	20
21	2. To campaign and lobby the government to ensure that GBR adopts a	21
22	menopause policy that includes, but is not limited to:	22
23	a) Flexible working arrangements to accommodate fluctuating symptoms	23
24	such as fatigue and brain fog;	24
25	b) Access to quiet and rest spaces for employees experiencing symptoms;	25
26	c) Training for managers to understand menopause and provide appropriate	26
27	support to affected employees;	27
28	d) Adjustments to uniforms and workplaces to account for symptoms such	28
29	as hot flushes and skin sensitivity;	29
30	e) Access to health and wellness programs, including counselling and	30
31	medical advice, and	31
32	f) Zero tolerance for stigma or discrimination related to menopause.	32
33	2) Highlight the need for wider protections for women in the transport sector	33
34	and across industries, advocating for the inclusion of menopause as a	34
35	protected characteristic under workplace equality laws;	35
36	3) To engage with members, women’s advocacy groups, and other trade unions	36
37	to build a coalition supporting workplace menopause protections, and	37
38	4) To press GBR to adopt this policy as part of its broader commitment to	38
39	workplace inclusion and equality.	39
	Executive Committee	
		Mover
		Seconder

AGENDA

20 Threat to Women’s Rights from the Rise of the Far Right		
1	That this Conference expresses alarm at the rise of far-right political parties and	1
2	politicians in the UK, Europe and the USA, who are publicly advocating for	2
3	racist, anti-migrant policies, are directly attacking democracy and who pose a	3
4	serious threat to workers’ rights and women’s reproductive rights. In this	4
5	environment, migrant and trafficked women remain the most vulnerable and	5
6	least seen.	6
7	Conference notes the electoral success of Reform in the 2024 General Election	7
8	and that according to polling they could well have significant representation in	8
9	the Scottish Parliament and the Senedd following the 2026 elections.	9
10	Furthermore, conference notes the welcome and decisive action taken by the	10
11	Prime Minister and UK Government in response to the riots last year, where	11
12	racially minoritised communities and migrants were targeted by the far right	12
13	and criminal gangs but the current UK Government narrative around migration	13
14	does not challenge Reform’s racist rhetoric and conference believes that strong	14
15	policies on council house building, investment in public services and increased	15
16	funding for the NHS are key to fighting the populist far right.	16
17	Whilst we recognise the electoral process in other countries any UK government	17
18	interaction with far-right leaders such as Trump and Meloni must make clear	18
19	that as a Labour government they do not support their attacks on women’s	19
20	rights and minorities, and we are not supportive of their policies.	20
21	Conference instructs the EC to convey the contents of this motion to the Labour	21
22	Party, to work with the wider Labour Movement, women’s rights organisations	22
23	and anti-racist campaign groups to actively combat the rise of the Far Right and	23
24	to reaffirm our support for the Abortion Rights Campaign.	24
	TSSA Women’s Forum	
	Mover	
	Seconder	
21 Breach of Restrictions Order Domestic Violence		
1	That this Conference believes it is clear that the restrictions placed on domestic	1
2	violence abusers are not worth the paper they are written on. There are cases	2
3	where the victims of have suffered violence or even death by the perpetrators.	3
4	Conference urges the EC to write to Government to introduce more robust	4
5	measures like electronic tagging, curfew and strict punishment for the Breach of	5
6	Restrictions Orders.	6
	E-Mix Reloaded	
	Mover	
	Seconder	

AGENDA

	<p>22 EC Reserved Motion on the Strategic Plan</p> <p><i>The EC will be issuing a circular to Branches and SOGs in April 2025 at which time Branches and SOGs will be advised of the terms of the EC motion.</i></p> <p>Executive Committee</p>	
	<p>23 TSSA Strategic Plan</p> <p>1 That this Conference notes with continued concern that the EC has again failed 2 to consult branches, SOGs and Divisional Councils on the comprehensive and 3 coherent Strategic Plan necessary to address the crisis facing the Association. 1</p> <p>4 Conference notes that income from subscriptions and other recurring sources 4 5 fell short of expenditure by almost 20 per cent in the year to December 2023; 6 and that while recruitment of new members is taking place at an impressive 5 7 pace, it barely matches the rate at which members leave the union. 6 7</p> <p>8 It is clear from recent Annual Reports that the EC’s approach to understanding, 8 9 let alone addressing, these issues is grossly inadequate to the challenge faced by 10 the Association. 9 10</p> <p>11 Conference notes that, following the carrying of Composite G at 2024 Annual 11 12 Conference, a very limited consultation on branch, SOG and Divisional Councils 12 13 has been carried out with the results not made available by January. There has 14 been no consultation at all on wider aspects of the Strategic Plan or on the 13 15 Operational Plan that the EC proposed would accompany it. 14 15</p> <p>16 Conference instructs the EC, by the end of August 2025, to publish consultation 16 17 drafts of the Strategic Plan and Operational Plan to branches, SOGs and 17 18 Divisional Councils. The draft Strategic Plan should include a thorough analysis 18 19 of membership changes over the last three years, broken down geographically 19 20 and by industrial sectors, and identifying areas of strength and weakness, 20 21 threats and opportunities to recruit and to spread successful practice. Branches, 22 SOGs and Divisional Councils should have until late October to respond. 21 22 23 Conference instructs the EC to publish revised versions of the Strategic and 23 24 Operational Plans for amendment, debate and approval at Conference 2026. 24</p> <p>Retired Members Group Mover</p> <p>Secunder</p>	

AGENDA

	<p>27 Review of Kennedy Report</p> <p>1 That this Conference calls on the EC to invite Helena Kennedy KC to undertake a 2 review of progress since her original report was submitted. 1</p> <p>3 Further any findings should be shared with the membership. 2</p> <p>3 3</p> <p>Scotland Retired Mover</p> <p>Secunder</p>	
	<p>28 Young Members in TSSA</p> <p>1 That this Conference affirms that young members are the future of our 2 Association and the Labour movement as a whole. 1</p> <p>3 Conference acknowledges that the involvement of young members in our 4 democratic structures is inadequate, and swift and drastic action needs to be 5 taken to redress the balance. 2</p> <p>6 Conference therefore requests that the EC pursue the following aims: 3</p> <p>7 i. Support further activities which encourage Young Members to become 8 activists, such as FutureTSSA mini-conferences, educational events and 9 social events; 4</p> <p>10 ii. Improve social media output with the aim of recruiting and retaining 11 Young Members with relevant and engaging materials and 5</p> <p>12 iii. Acknowledge the potential value of a young members seat on the EC and 13 explore how this can be created in the rulebook rewrite. 6</p> <p>FutureTSSA Mover</p> <p>Secunder</p>	

AGENDA

	29 TSSA Help Desk	
1	That this Conference notes the need to improve the TSSA Helpdesk. Many	1
2	members work in companies where there is no recognition agreement or where	2
3	there are few elected staff representatives, so the help desk therefore may be	3
4	the main support for such members. Staff representatives may also want advice	4
5	if they cannot contact their company officer, therefore conference instructs the	5
	EC to ensure that members or staff representatives:	
6	i. Can be referred for professional advice to an officer of the Association,	6
7	and	7
8	ii. The helpdesk should offer sign posting facilities for members with other	8
9	problems such as financial problems, caring or other things that affect	9
10	their ability to work.	10
	Lancs and Cumbria General	
	Mover	
	Seconder	

AGENDA

	30 TSSA Internal Communications	
1	That this Conference believes that effective internal two-way communications	1
2	between the EC and Head Office on the one hand and the Association's	2
3	branches, Divisional Councils, SOGs and reps on the other is essential to	3
4	ensuring, on the one hand, that the union is a democratic one and, on the other	4
5	hand, that the EC can be held to account.	5
6	Conference believes that the state of the Association's internal communications	6
7	has sunk to unprecedentedly low levels and believes that this must be addressed	7
8	as a matter of urgency. Many branches, Divisional Councils and SOGs complain of	8
9	a complete lack of response to correspondence sent in, or - at best - extreme	9
10	delay in a response. This has led to resignations of hardworking officers who	10
11	cope poorly with the frustrations now caused to their role and the apparent lack	11
12	of respect to the democratic organisation of the Association that is kept alive by	12
13	volunteers. In turn this is threatening the collapse of some branches and	13
14	Divisional Councils.	14
15	Conference instructs the EC:	15
16	i. To immediately review the way communications with branches,	16
17	Divisional Councils and SOGs are dealt with at Head Office;	17
18	ii. To begin an immediate consultation with Branches, Divisional Councils,	18
19	SOGs, reps and members on how the Associations communications can be	19
20	improved, and report on progress by November 2025 at the latest;	20
21	iii. To ensure that all correspondence from Branches, Divisional Councils and	21
22	SOGs to the EC is placed on the agenda for the next EC meeting unless it	22
23	is received less than four days prior to the next EC meeting in which case	23
24	it shall be tabled for the following EC meeting if the subject of the	24
25	correspondence is not of an urgent nature. All such correspondence shall	25
26	be acknowledged within five working days;	26
27	iv. To ensure that correspondence from Branches, Divisional Councils and	27
28	SOGs is replied to within ten working days of the matter being considered	28
29	at an EC meeting with all of the points raised being fully responded to,	29
30	and	30
31	v. To ensure that Branches, Divisional Councils, SOGs and reps are kept	31
32	fully informed of all significant EC decisions and developments unless	32
33	doing so would breach the confidentiality of individuals or staff.	33
34	Conference further instructs the EC to inform all branches, Divisional Councils,	34
35	SOGs, reps and members of the current posts in Walkden House and the	35
36	responsibilities of each of the named postholders, with contact details, and to	36
37	keep this list updated as necessary.	37
	North East General	
	Mover	
	Seconder	

AGENDA

31 TSSA Trustees		
1	That this Conference notes that for as long as anyone can remember the	1
2	Associations Trustees always received copies of the agenda for the EC's	2
3	meetings. On 9 May 2024, however, the Trustees were informed that this would	3
4	cease, and they would no longer receive the EC agenda.	4
5	Conference is of the view that the Trustees need to be fully aware of all the	5
6	Association's activities and that access to the EC agenda is essential for the	6
7	Trustees if they are to be properly informed in carrying out their	7
8	responsibilities.	8
9	Conference believes that the Association's Trustees are no less trustworthy than	9
10	the members of the Association's EC and instructs the EC to reinstate the	10
11	Trustees' full access to all EC meeting agendas and decisions with immediate	11
12	effect.	12
	Anglia No. 3	
	Mover	
	Seconder	
32 Digitised Management of Circulars and Key Dates		
1	That this Conference notes that communication between branches and the	1
2	Association are largely reliant on individuals.	2
3	Conference is concerned that this could be impacted, and that circulars,	3
4	motions, delegations and important dates could be missed.	4
5	This Conference suggests that distribution of information could be improved by	5
6	uploading circulars to the website and widening the distribution list to include	6
7	all branch officers. Key dates for conferences and relevant paperwork could be	7
8	posted to facilitate planning.	8
9	Conference requests that the EC carry out a review of communications and	9
10	consider more streamlined processes for managing them.	10
	West of Scotland General	
	Mover	
	Seconder	

AGENDA

	33 TSSA Organisation (Outcomes of Conference Motions)	
1	That this Conference is extremely concerned that this topic has now once again	1
2	been left in abeyance, after identically headed Motion 40 was passed with EC	2
3	support at the 2022 Conference, and again with the same number 40 at the 2023	3
4	Conference, seeking revival of quarterly reports on the ongoing progress of	4
5	successful Conference motions. Just two reports were produced in March and	5
6	November 2023 on previously passed motions, but nothing since then up to now	6
7	(January 2025), as far as we are aware. Even those reports failed to disclose	7
8	adequately the results of actions on certain motions or identify any responses	8
9	received to those if any.	9
10	The EC firmly promised to resume production of quarterly reports, but has	10
11	clearly failed to do so with no explanations offered. We repeat that we have to	11
12	wonder what is the point of submitting our branch motions, often strongly	12
13	supported, with much branch research, time and effort, and passed successfully	13
14	at Conferences, if we have no idea whether the EC and General Secretary acted	14
15	on those motions, or if they did, what those outcomes were, together with	15
16	copies or extracts of relevant correspondence from any other organisations	16
17	which were asked to be approached.	17
18	Our union democracy is paramount and we therefore seek an explanation by the	18
19	EC why the instructions contained in the two motions have not continued to be	19
20	carried out, especially as they supported them, and instruct the EC that the	20
21	process of issuing quarterly reports recommence, updating the situation of	21
22	motions still outstanding or unresolved from the 2023 reports or earlier, and	22
23	those since passed in 2024.	23
	Kent	
	Mover	
	Seconder	

AGENDA

	34 TSSA Annual Conference	
1	That this Conference recognises that TSSA’s Annual Conference is the pivotal	1
2	part of the democratic structure of the Association.	2
3	Conference notes that Rule 10(b) states that ‘The Conference shall be TSSA’s	3
4	supreme authority, and its decisions (which shall remain in force until	4
5	rescinded) shall be binding on all members and officials.’.	5
6	Conference is the annual forum for branches, SOGs and the EC to:	6
7	i. debate the industrial and political context of our activity;	7
8	ii. review our achievements and performance, and	8
9	iii. determine the organisational, industrial and political strategy, objectives	9
10	and policies for the year to come and further ahead.	10
11	Conference instructs the EC to ensure that these objectives are fulfilled at all	11
12	Annual Conferences.	12
13	Conference notes that, in September 2024, the 2024 SOC presented a report to	13
14	the EC discussing issues about the conduct of Conference business that arose	14
15	from 2024 Annual Conference, making a number of recommendations.	15
16	Conference is deeply concerned to understand that, up to January 2025, this	16
17	Report had not been considered by the EC.	17
18	Conference is further disappointed that, despite grave concerns expressed by	18
19	RMG and others, the EC has decided that Conference should take place in	19
20	Belfast on the late May Bank Holiday weekend, which is part of the half term	20
21	holiday for many schools. This timing disadvantages working members and	21
22	particularly those with family responsibilities and is likely to lead to a higher	22
23	proportion of retired delegates, which will damage the function of Conference	23
24	as an effective forum for working members to discuss the issues facing the	24
25	Association and agree our policies and priorities.	25
26	In addition, information about the times of day that Conference will start and	26
27	finish and whether accommodation will be offered on the nights before and	27
28	after Conference was only provided on 21 January. This late information,	28
29	particularly with the challenges of Bank Holiday travel, adds to the difficulty for	29
30	delegates and visitors attempting to travel by sustainable options and forces	30
31	people towards short-haul flights, contrary to long-established Association	31
32	policies.	32
33	Conference is further concerned by the recent treatment of the EC’s Transport	33
34	Policy Reserve motion at the 2023 and 2024 Conferences. Prior to 2019, this	34
35	motion had been seen as the flagship policy motion at Conference, typically	35
36	moved by the General Secretary, and formed the basis for the Association’s	36
37	main motions to each year’s Labour Party Conference and Trades Union	37
38	Congress. In 2023 this motion was moved ‘formally’ as the EC had not made	38
39	provision for a speaker if the (online) designated EC member had	39
40	communications problems, which proved to be the case; and in 2024 the EC only	40
41	asked SOC for extra time for moving this important and lengthy motion at a late	41
42	stage in the process.	42
	<i>(Continued)</i>	

AGENDA

	<i>(Continued)</i>	
43	Conference censures the EC for their failure to debate the 2024 SOC Report in a	43
44	timely way, and calls on the EC:	44
45	i. to have a full discussion with the 2025 SOC and the General Secretary	45
46	about the points made in that Report;	46
47	ii. to ensure that the concerns raised by 2024 SOC are fully addressed;	47
48	iii. to ensure that the planning of future Conferences takes full account of	48
49	the criticisms in that report, and also avoids holiday weekends and	49
50	iv. to reinstate the EC Transport Policy motion as the flagship policy debate	50
51	of Annual Conference.	51
	Retired Members Group	
	Mover	
	Seconder	
	35 Integrity of Elections and Democracy	
1	That this Conference notes its concern over the democratic health of the TSSA.	1
2	At present the process and procedure for the elections of lay representatives is	2
3	undefined and ungoverned. The Association's staff have total control over this	3
4	process as an operational matter - leaving members with no checks or balances	4
5	on the fairness of the elections or their process.	5
6	Conference instructs the EC to create and implement policy and guidance, on	6
7	how representatives are elected - to ensure conformance to democratic good	7
8	practice and principles before the end of 2025.	8
	Network Rail Milton Keynes	
	Mover	
	Seconder	

AGENDA

	39 Appointment of Auditors	
1	That this Conference endorses the EC's recommendation for the appointment of	1
2	Hays McIntyre as Auditors.	2
	Executive Committee	
	Mover	
	Seconder	
	40 TSSA Subscription Rates	
1	That this Conference acknowledges the potential for the Association to adjust	1
2	the membership subscription rates in a way which will positively benefit the	2
3	finances of the Association.	3
4	Conference believes that evaluating subscription rates and bands requires	4
5	understanding the impact of any changes. Therefore, the Executive Committee	5
6	is instructed to conduct a comprehensive review of membership rates, to be	6
7	reported to Branches, SOGs, and Divisional Councils before the 2026 TSSA	7
8	Annual Conference.	8
9	Conference affirms the importance of members feeling they get value for money	9
10	from their membership. Conference therefore instructs the Executive	10
11	Committee to ensure that a review of subscriptions seeks to understand whether	11
12	members currently feel that they receive this and understand the barriers which	12
13	stop non-members from joining.	13
14	Conference believes the subscription rate for apprentices should be	14
15	reconsidered, as even an increase of fivefold would have minimal impact on	15
16	affordability. Conference believes that a significant proportion of the additional	16
17	funds be gained from any increase in the Apprentice rate should be set aside for	17
18	the recruitment, retention and invigoration of young members.	18
19	Conference also believes a review of salary banding is necessary to ensure	19
20	members are paying the appropriate rates. Members remaining in the	20
21	apprentice category beyond the typical 3-year training period should be	21
22	required to prove their eligibility, upgrade their subscription, or otherwise face	22
23	being removed from membership. While all members are valued, conference	23
24	questions the financial sense of retaining such members at the 50p rate.	24
	FutureTSSA	
	Mover	
	Seconder	

AGENDA

	41 Great British Railways	
1	That this Conference welcomes the creation of Great British Railways.	1
2	Conference instructs the EC to review the implications for members, ensuring	2
3	that there are no negative consequences for staff in terms of their Conditions of	3
4	Service.	4
5	Conference also instructs the EC to review the organisation of our professional	5
6	services resulting from this major change in the structure of the industry.	6
	Lancs and Cumbria General	
	Mover	
	Seconder	

AGENDA

	42 Strategic planning for GBR	
1	That this Conference welcomes the Labour Government plans for the	1
2	introduction of Great British Railways (GBR) as a significant and historic return	2
3	to public ownership of Train Operating Companies and the integration of	3
4	infrastructure and train operations.	4
5	Conference reaffirms the Associations position that to complete the integration	5
6	of our railway system Freight operation and train leasing companies should also	6
7	be included.	7
8	Conference agrees that that this major reorganisation should be a significant	8
9	opportunity for not just improvements for the travelling public but for job	9
10	security and terms and conditions of employees.	10
11	Conference notes that the EC has considered implementing a strategic plan to	11
12	maximise the benefits of any change to our members which potentially include	12
13	the following:	13
14	i. Extension of travel facilities to match or be similar to those which	14
15	existed for all employees when we were BR;	15
16	ii. Levelling Up Terms and conditions across NR and TOC's employees such	16
17	as annual leave (Typically 28 days going up to 30 days in NR typically 25	17
18	days TOC's);	18
19	iii. Equal pay challenges to seek to raise lower salaries to highest in the	19
20	industry;	20
21	iv. Levelling up to most favourable people processes across the industry;	21
22	v. Levelling up best pension conditions across the industry;	22
23	vi. Levelling up redundancy and voluntary redundancy conditions and	23
24	vii. Regaining collective bargaining rights in TOC's where we have previous	24
25	lost bargaining rights for managers.	25
26	Conference therefore instructs the EC to:	26
27	a. Seek to coordinate and work closely with all rail unions to have a	27
28	common purpose to achieve best result for all bargaining groups;	28
29	b. Hold an online meeting for all Association members to launch a campaign	29
30	for a positive introduction of GBR;	30
31	c. Seek to establish as soon as is practicable a no compulsory redundancy	31
32	agreement massively reducing anxiety for all employees across the	32
33	industry;	33
34	d. Seek to identify as early as is practicable what are the method and	34
35	timeline for establishing the transition to GBR;	35
36	e. Seek to influence the most beneficial terms for any pension transfers	36
37	working at an early stage with pension trustees and employers to protect	37
38	all employees' pension interests and reducing anxiety at an early stage	38
39	for all employees, and	39
40	f. Set up a working group including our pension trustee representative and	40
41	pension champions to support this. Working Group to include	41
42	representatives of each part of the industry and with an Association Head	42
43	office coordinator.	43
	Network Rail London South	
	Mover	
	Seconder	

AGENDA

43 Great British Railways		
1	That this Conference welcomes the setting up of Great British Railways as a step	1
2	towards a publicly owned and coordinated railway industry.	2
3	Conference urges the EC to ensure that the Association influences the new	3
4	structure for the rail industry. It is essential that the Association puts significant	4
5	resources into a strategy to benefit members, passengers, the railway and	5
6	ultimately the economy and the environment.	6
7	In order to maximise the impact, the Association should work closely with other	7
8	rail unions and campaigns such as 'Bring Back British Rail' and others that were	8
9	involved in the campaign to save the ticket offices.	9
	Network Rail North London	
	Mover	
	Seconder	
44 Transport Management (Rail tickets)		
1	That this Conference welcomes the legislation to launch Great British Railways	1
2	and the start of the absorption of privatised companies.	2
3	Conference welcomes the fact that GBR will streamline ticketing and fares	3
4	offers so that passengers are offered a less complicated range of fare offers.	4
5	These have especially got out of hand where there are competing TOCs for the	5
6	same destination.	6
7	Conference notes that some long-distance Inter-City fares are still priced too	7
8	high and do not offer good value when compared to air-fares or using a car.	8
9	Conference is however appalled that the fares have risen again whilst the fuel	9
10	duty escalator was frozen again in the last budget, whereas a modest increase in	10
11	the latter may have produced more money for the exchequer.	11
12	Conference feels that the government must do more to encourage greater use of	12
13	the railways by ensuring rates for passengers and freight are comparable as far	13
14	as possible to private travel and to concentrate on developing an integrated	14
15	national transport policy.	15
16	Conference instructs the EC to convey this to the Government.	16
	London Bus & Rail Operators	
	Mover	
	Seconder	

AGENDA

	45 Transport Management (Buses in London)	
1	That this Conference condemns the widespread introduction of 20mph speed	1
2	limits on main roads in the London area.	2
3	Conference recognises this was to increase safety but has been applied to all	3
4	roads, not just side and residential roads where it is more appropriate. It has	4
5	had a deleterious effect on bus services making them more expensive to operate	5
6	as more buses are needed to maintain frequency, or frequencies are cut to	6
7	match and the slower speed adds to making bus travel less attractive to	7
8	passengers.	8
9	Conference has previously supported the poor communications and lack of	9
10	publicity and endorses the London TravelWatch campaign “The Next Stop:	10
11	Making London Buses better”.	11
12	Conference instructs the EC to support this campaign and bring it to the	12
13	attention to the Mayor of London and to the Labour Government.	13
	London Bus & Rail Operators	
	Mover	
	Seconder	

AGENDA

	48 HS2	
1	That this Conference welcomes the announcement by the Government in the	1
2	October 2024 budget that funding would be provided to carry out tunnelling for	2
3	HS2 from Old Oak Common to Euston but, regrets that the statement also stated	3
4	that the government was looking for private funding for the HS2 station at	4
5	Euston. Conference considers that all the HS2 infrastructure, including stations,	5
6	should be publicly owned.	6
7	Conference also notes with regret that the statement said the government	7
8	would not resurrect the cancelled phases of HS2. By limiting the scope of HS2 to	8
9	the London to Birmingham phase, the benefit of the investment is limited to	9
10	London and the South East, rather than extending to the rest of the Country.	10
11	Conference calls on the government to review the costs and benefits of	11
12	completing the Northeast and Northwest legs of the scheme as originally	12
13	planned.	13
14	Conference instructs the EC to advance these policies though the TUC and	14
15	Labour Party, and any other relevant organisations.	15
	Midlands Retired	
	Mover	
	Seconder	

AGENDA

	49 Transport Plan for Wales	
1	That this Conference has growing concerns over the funding of infrastructure	1
2	improvements in Wales which is desperately needed to provide climate	2
3	resilience.	3
4	Conference calls for the Association to support the formation of a Wales specific	4
5	business unit for Great British Rail and a Wales specific rail enhancement fund	5
6	for infrastructure improvements.	6
7	A 2018 report by Professor Mark Barry, commissioned by the Welsh Government,	7
8	estimated that the Network Rail Wales Route, which covers 11% of the UK	8
9	network, received just over 1% of the enhancement budget for the 2011-2016	9
10	period.	10
11	Only 3.7% of Wales', railways are electrified, compared with about 44% in	11
12	England and 33% in Scotland which further highlights funding inequality.	12
13	HS2's classification as an 'England and Wales project' is controversial as this	13
14	infrastructure project has seen no Barnett consequential funding come to Wales.	14
15	This is despite the route being entirely in England, and evidence showing the	15
16	scheme will have a net negative impact on the Welsh economy. This contrasts	16
17	with Scotland and Northern Ireland which did receive funding as a result of	17
18	spending on the project. The Tories' decision to employ sleight-of-hand	18
19	accountancy on HS2 funding, now reinforced by Labour who aren't taking a	19
20	strong line on the matter, has made that task far more difficult than it needs to	20
21	be. This Tory legacy decision should be rectified immediately.	21
22	November 2024, saw several landslides reported across the Welsh network as a	22
23	result of Storm Bert. A landslide near Pontypool, Torfaen, led to the closure of	23
24	the Newport to Shrewsbury railway line, Llanhilleth-Ebbw Vale experienced a	24
25	washout and the railway line between Hereford and Abergavenny stations was	25
26	temporarily closed after a landslide came down on the line near Little Mill	26
27	Junction. Immediate and fair funding needs to be made available to take	27
28	necessary action for safety.	28
29	Conference instructs the EC to bring the terms of this motion to the notice of	29
30	the Labour Party and push for fair funding for Welsh Rail Infrastructure ensuring	30
31	a resilient railway that is ready to face the climate challenge for generations to	31
32	come.	32
	Wales No.1	
		Mover
		Seconder

AGENDA

50 Proposed Reduction of Ticket Office Opening Hours - ScotRail		
1	That this Conference is deeply concerned at proposals to slash ticket office	1
2	opening hours at several ScotRail stations.	2
3	Conference maintains that ticket offices play an essential part in the support	3
4	and safety of all passengers, particularly vulnerable people. The radical	4
5	reduction of hours could have an impact on accessibility.	5
6	This conference is alarmed that, though plans to close three ticket offices and	6
7	cut the opening hours at 117 others were paused in 2022, the recent proposed	7
8	cuts could mean closure by stealth in future.	8
9	Conference calls on the EC to lobby the Scottish Government and work with	9
10	trade unions and passenger groups to retain the current opening hours.	10
	West of Scotland General	
	Mover	
	Seconder	
51 Investment in Public Transport in Northern Ireland		
1	That this Conference believes there is an urgent need to address climate change	1
2	through a fundamental shift towards sustainable transport.	2
3	This Conference welcomes the publication of the All-Ireland Strategic Rail	3
4	Review and recognises the vital role transport workers play in the	4
5	transformation of the rail network across the island of Ireland in line with the	5
6	Strategy Review by enhancing connectivity, reducing carbon and contributing to	6
7	the attainment of net zero targets.	7
8	Conference calls for significant investment in rail infrastructure, including the	8
9	upgrading of existing tracks, re-in statement of previously abandoned rail lines,	9
10	modernisation of stations and improvement for passengers with disabilities.	10
11	In addition, sectoral pay for workers in the Transport Industry in Northern	11
12	Ireland remains disproportionately low when compared to the rest of the UK and	12
13	Ireland.	13
14	Conference calls on the EC to request the Irish Committee proactively lobby the	14
15	NI Assembly, to ensure that Transport workers' salaries are aligned across the	15
16	industry to achieve pay parity.	16
17	Any investment in public transport infrastructure in Northern Ireland should be	17
18	matched with funding to tackle pay inequality to maintain and motivate an	18
19	efficient workforce.	19
	Belfast Mangers	
	Mover	
	Seconder	

AGENDA

	52 Keeping Passengers and Transport Workers Safe in Ireland	
1	That this Conference notes that:	1
2	i. Transport police play a vital role in keeping our transport network safe	2
3	and providing support to staff and passengers;	3
4	ii. They are specialists, trained in rail safety, able to respond to trespassers	4
5	on the line and prevent suicides.	5
6	iii. In Northern Ireland, a small team of Police Service for Northern Ireland	6
7	(PSNI) officers police stations and trains on a part-time basis, and	7
8	iv. In the Republic of Ireland, there is no formal relationship between An	8
9	Garda Siochana and Iarnród Éireann.	9
10	Conference believes that:	10
11	a. The limited provision in Northern Ireland and the lack of any specialist	11
12	transport police service in the Republic of Ireland makes passengers and	12
13	transport workers less safe and secure, and	13
14	b. There should be a dedicated and properly resourced police force for the	14
15	transport network both in Northern Ireland and the Republic of Ireland.	15
16	Conference calls on the Association to:	16
17	1. Campaign for greater resources to be given to policing arrangements on	17
18	the Northern Ireland transport network, and	18
19	2. Campaign for An Garda Siochana and Iarnród Éireann to work together in	19
20	creating a strategy for policing the transport network in the Republic of	20
21	Ireland.	21
	Executive Committee	
	Mover	
	Seconder	

AGENDA

	53 Adequate Funding for the British Transport Police	
1	That this Conference notes that:	1
2	i. The British Transport Police Authority has implemented a budget	2
3	increase of 4.6% and	3
4	ii. The Chief Constable has indicated that the force requires more than	4
5	double this increase to effectively grow the organisation.	5
6	Conference believes that:	6
7	a. The current budget increase is insufficient to meet the operational needs	7
8	of the British Transport Police (BTP);	8
9	b. Insufficient funding could lead to the closure of BTP Police Stations and	9
10	c. The closure of police stations poses a significant risk to public safety and	10
11	the security of the railways.	11
12	Conference resolves:	12
13	1. To express concern over the inadequate budget increase for the BTP;	13
14	2. To call on the British Transport Police Authority to reassess and increase	14
15	the budget to meet the needs outlined by the Chief Constable;	15
16	3. To campaign for the protection of BTP Police Stations from closure and	16
17	4. To highlight the importance of adequate funding for maintaining public	17
18	safety and the security of the railways.	18
	British Transport Police	
		Mover
		Seconder

AGENDA

	54 Making Britain a Clean Energy Superpower Through Investment in Rail	
1	That this Conference notes:	1
2		2
3	i. That the EC is proud to continue its work advocating for members and	3
4	championing a vision for Britain as a clean energy superpower;	4
5	ii. The urgent need to address climate change and reduce carbon emissions	5
6	across all sectors, particularly transport, which is the largest source of	6
7	greenhouse gas emissions in the UK;	7
8	iii. The critical role that rail plays in creating a greener transport network,	8
9	with electrified rail infrastructure and freight transportation offering	9
10	significant environmental benefits compared to road haulage and other	10
11	forms of transport, and	11
12	iv. The government's stated ambition to make Britain a clean energy	12
13	superpower, which must include prioritising investment in sustainable	13
14	railway infrastructure.	14
15	Conference believes:	15
16	a. Electrification of railways is essential to achieving the UK's net-zero	16
17	targets and for reducing the environmental impact of the transport	17
18	sector;	18
19	b. Shifting freight transportation from road to rail will significantly	19
20	decrease the number of lorries on the road, reducing emissions, road	20
21	congestion, and air pollution while improving road safety, and	21
22	c. Increased government investment in rail infrastructure is vital for	22
23	ensuring a sustainable and efficient transport network, creating green	23
24	jobs, and supporting economic growth.	24
25	Conference calls on TSSA to:	25
26	1. Campaign and lobby the government for increased investment in railway	26
27	infrastructure, focusing on:	27
28	i. Accelerating the electrification of the rail network to reduce reliance	28
29	on diesel-powered trains;	29
30	ii. Expanding capacity for rail freight to support the shift of goods	30
31	transportation from road to rail, and	31
32	iii. Modernising rail infrastructure to ensure it is resilient, efficient, and	32
33	capable of supporting future growth.	33
34	2. Advocate for a joined-up approach to climate and transport policy,	34
35	emphasizing the environmental and economic benefits of a robust rail	35
36	system in achieving net-zero targets;	36
37	3. Engage with members, the wider trade union movement, and	37
38	environmental organisations to build a coalition in support of greater	38
39	investment in rail as part of the UK's clean energy strategy;	39
40	4. Ensure that the transition to a cleaner, greener rail network prioritizes	40
41	job security, skills development, and fair treatment for transport	41
42	workers, and	42
43	5. Lobby the government to take bold, decisive action to invest in rail and	43
44	put sustainability at the heart of the UK's transport policy.	44
	Executive Committee	
	Mover	
	Seconder	

AGENDA

	55 Climate Emergency	
1	That this Conference notes with dismay the continuing rise in global air	1
2	temperatures with 2024 setting yet another record for the hottest year and	2
3	being the first single year where the 1.5° limit has been breached. Even more	3
4	concerning is the further significant increase in Carbon dioxide levels despite the	4
5	Paris and other international agreement and moves to reduce emissions.	5
6	Conference notes the now overwhelming public understanding, in the UK at	6
7	least, of the severe threat climate change represents and the need to address	7
8	it. This is reinforced by the increasingly damaging and disruptive weather	8
9	events, associated loss of life, damage to properties and livelihoods, economic	9
10	disruption and other societal and natural environment costs, but Conference	10
11	notes that public support is currently rather more equivocal when it comes to	11
12	support for some of the specific measures needed to address it and their speed	12
13	of introduction.	13
14	Conference considers there is a need for better public education and	14
15	information around the consequences and severe risks and additional costs of	15
16	delay in moving as rapidly as possible towards net zero, but also the	16
17	opportunities the required changes bring, and the scientific, economic and	17
18	societal case for the different measures required.	18
19	Conference calls for the EC to press the Labour Government, including via its	19
20	links to the Labour Party and Labour Party conference, to deliver such a public	20
21	education campaign, restoring this to schools curricula. The Government should	21
22	work with business, local government, and other public sector and voluntary	22
23	bodies to achieve this. Alongside this, with the transition to zero carbon having	23
24	major implications we also need to ensure the Labour Government provides	24
25	legal backing for a planned approach to the necessary transitions in industries	25
26	and businesses which help workforces where necessary to be retrained	26
27	and reskilled and/or transitioned to different work with good or better pay,	27
28	conditions and prospects.	28
29	Conference recognises that the TUC and individual Trade Unions, including the	29
30	TSSA also have a similar responsibility with their own members and with the	30
31	businesses our members work in to address these issues. Conference is therefore	31
32	disheartened by the TSSA's executive failure to enact important previous	32
33	conference decisions in this area, including the 2019 conference motion on	33
34	climate change and air quality which called for "the TSSA to seek consultation	34
35	with all the companies we negotiate with on their plans for addressing the	35
36	climate change and air quality challenges, how they will move to net zero	36
37	carbon and non-fossil fuel technologies, the implications for staff and customers	37
38	of those changes, what training / retraining for staff is required and will be	38
39	provided to ensure a just transition, and to report back annually to conference	39
40	on progress in this area" plus the implementation of preceding conference	40
41	composite 26/27 calling for the establishment of environmental and climate	41
42	change champions as company level reps in all the companies TSSA negotiates	42
43	with as a mechanism to help implement this.	43
	North East General	
	Mover	
	Seconder	

AGENDA

	56 Climate Change	
1	That this Conference welcomes the successful 2024 TUC motions, which:	1
2	i. Declared that the climate emergency will affect all jobs and workers	2
3	adversely and is a key trade issue:	3
4	a. called for heat strikes in the face of rising workplace temperatures,	4
5	and	5
6	b. called for a year of trade union climate action alongside community	6
7	and climate justice groups;	7
8	ii. Conference also recognises that:	8
9	a. workers are already at risk from extreme weather, flooding and high	9
10	fossil fuel energy bills;	10
11	b. the 2024 floods in Spain highlight how the UK is underprepared for	11
12	climate disasters, and	12
13	c. we need a rapid and just transition away from fossil fuels globally to	13
14	prevent catastrophic climate breakdown.	14
15	Conference resolves to support the year of trade union climate action from	15
16	autumn 2025 and global mobilization for COP30 in Brazil, 10-21 November 2025.	16
17	Conference asks the EC to:	17
18	a. Bring climate issues to the forefront of the union’s activity: including	18
19	green bargaining in all Reps training; establishing national and regional	19
20	networks of green reps; identifying heat and extreme weather hazards in	20
21	the workplace and working with the Heat Strike campaign; establishing a	21
22	committee of members and reps along with an EC member to take these	22
23	initiatives forward;	23
24	b. Support union branches in organising relevant outreach and workplace	24
25	events, and in joint local activities with other unions and with wider civil	25
26	society groups including climate activists, healthcare campaigners,	26
27	housing campaigners and anti-racist activists, and	27
28	c. Support global solidarity initiatives ahead of COP30, including: signing up	28
29	to the campaign in support of a Fossil Fuel Non-Proliferation Treaty;	29
30	supporting the ‘polluter pays principle’ in funding essential climate	30
31	finance for the Global South, such as Brazil’s proposal for a global 2% tax	31
32	on billionaires.	32
	London South West General	
		Mover
		Seconder

AGENDA

	<p>57 Safeguards Around Artificial Intelligence</p> <p>1 That this Conference reaffirms the call for safeguards around artificial 2 intelligence, as set out in Composite 16 at the TUC Congress in 2024. These 3 include the requirement for consultation with trade unions over the use of AI in 4 the workplace and protection against bias and discrimination in AI systems.</p> <p>5 In addition, this Conference notes that data centres require huge amounts of 6 energy and water for their operation. For example, due to the growth of AI, and 7 particularly generative AI, it is known that Google and Microsoft will not achieve 8 their 2030 sustainability targets. This Conference calls upon the government to 9 ensure that all new data centres will be powered through renewable energy and 10 will be “water positive” (returning more water to the local supply than they 11 use).</p> <p>Anglia General Mover</p> <p>Seconder</p>	<p>1 2 3 4 5 6 7 8 9 10 11</p>
	<p>58 The Ethics of Artificial Intelligence</p> <p>1 That this Conference believes the ethics of Artificial Intelligence (AI) are not 2 being addressed, and that its technological benefits are without due regard for 3 the quality of human life at all levels. Conference notes the lack of effective, if 4 any controls over AI, with its insidious threats to jobs, income, mobility etc are 5 not in the mindsets of those delivering and using AI, only the opportunities for 6 profit, outside of the claimed benefits to the National Health Service.</p> <p>7 Conference believes that a genuine risk from AI is that it can change humans 8 from people who learn, understand and develop into those who just know where 9 to find information, and who may not have or retain the life experience to judge 10 if the AI responses are accurate, relevant and supportable.</p> <p>11 Conference has a major concern that AI is cross-border for both hardware and 12 software: laws enacted ‘here’ when the intelligence is ‘there’ do not have a 13 great effect. The BBC has had a difficult job persuading Apple to withdraw its AI 14 facility to self-generate provably inaccurate and misleading news items, which 15 Apple strongly resisted until pressure from a corporation of the size and 16 influence of the BBC prevailed. Many smaller organisations, such as our 17 Association are more likely be denied that ultimate success.</p> <p>18 Conference requires the Association to have a body within it to monitor and 19 report on AI developments, and for the Association to develop and maintain 20 contacts with elected representatives at regional and national levels in the 21 territories we are active in, to ensure the voices of the transport workers are 22 heard, along with support for hearing the voices of the unemployed, the 23 disabled, the retired and the unwell on AI matters.</p> <p>London Transport Retired 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

	59 Labour Government	
1	That this Conference is very disappointed with the current leadership of the	1
2	Labour Government, in spite of some early changes and condemnations of	2
3	former Tory Government policies, and with Starmer's subversion of adherence to	3
4	many of the party's pledges on policies which he inherited and agreed to support	4
5	when he was elected leader in 2020. As of January 2025, these failings include	5
6	primarily:	6
7	i. No pledges to renationalise soon, nor even at any possible time in the	7
8	future, due to the costs and state of the economy, the profitable Railway	8
9	Rolling Stock companies (ROSCOs), the UK's 40% share of Eurostar (sold	9
10	by Tories to North American financial institutions), the polluting water	10
11	companies destroying our waterways, nor the greedy fossil fuel	11
12	industries;	12
13	ii. No pledges to plan for trade embargoes or boycotts of the countries with	13
14	the worst human rights records, other than Russia, and any foreign state	14
15	enterprises directly involved with UK's illegal immigration;	15
16	iii. His now unpopular refusal to support a call for a general cessation of	16
17	bombing and other attacks by the Israeli Government on Palestinian	17
18	civilians, while continuing to supply limited arms to their forces, and his	18
19	refusal to support the ICC court ruling that Israeli policy is genocide;	19
20	iv. The leadership's recent expulsion of local parties and members for	20
21	insisting on socialist policies, or those who support Palestinian	21
22	independence with strong opposition to zionism, on the false grounds	22
23	that this is anti-semitism, including absurdly expelling many Jewish	23
24	members for the same reason, while he and too many other MPs still	24
25	remain supporters of Labour Friends of Israel, and	25
26	v. In 2022, Labour Party Conference voted for introduction of proportional	26
27	representation by a substantial majority vote, but Starmer declared he	27
28	would ignore it, and still does!	28
29	The most recent aberration of democratic policies is the plan to eliminate	29
30	County, District and Borough Councils and replace them all with single tier	30
31	regional authorities, incorrectly described as Devolution, each controlled by a	31
32	powerful mayor. The number of councillors whom constituents could address	32
33	will certainly be reduced. This move is badly thought out, and in the future this	33
34	could end up with far more local control by powerful Tory/Reform mayors with	34
35	little opportunity for opposition, bearing in mind that Labour's current huge	35
36	majority is still only based on 33% of the popular vote, little different from 2019	36
37	results.	37
38	Therefore, this Conference instructs the EC to cease paying all fees and	38
39	donations to the Labour Party, and to withdraw our union's affiliation to the	39
40	Labour Party forthwith, and until such time as a substantial number of these	40
41	policy deficiencies have been rectified to the satisfaction of our future Annual	41
42	Conferences.	42
	Kent	
	Mover	
	Seconder	

AGENDA

	60 TSSA Funding of Labour Party	
1	That this Conference calls on the EC to cease any funding other than affiliation	1
2	fees to the UK Labour until the following injustices are addressed:	2
3	i. The two child cap;	3
4	ii. The withdrawal of the winter fuel payment and	4
5	iii. The refusal of compensation to the WASPI women.	5
6	We hope this action will bring the Labour Party to its senses and address these	6
7	injustices in the life of the current Parliament. We call on the EC to support the	7
8	Labour Party in other ways.	8
	Scotland Retired	
	Mover	
	Seconder	

AGENDA

	61 Stop the Far Right	
1	That this Conference notes:	1
2	i. On 1 February, fascist Tommy Robinson called on his far right, racist and	2
3	Nazi thug supporters to take to the streets of London to “free the	3
4	political prisoners”. It is a deliberate attempt to stoke racism and	4
5	fascism;	5
6	ii. Robinson was a member of the Nazi British National Party and founded	6
7	the English Defence League;	7
8	iii. Robinson held successive mobilisations in 2024 culminating on 26 October	8
9	where he put up to 25,000 on the streets in an incredibly Islamophobic	9
10	mobilisation;	10
11	iv. The summer riots and racist violence were stoked by Robinson, and came	11
12	off the back of his 26 July demonstration which attracted over 15,000;	12
13	v. Internationally, the far right is growing, although it also faces opposition	13
14	from anti-racists. Trump was inaugurated on 20 January, giving another	14
15	boost to the global far right;	15
16	vi. Elon Musk is now one of the most influential figures of the far right,	16
17	becoming the leading defender of Robinson, and stoking up racism and	17
18	Islamophobia about so-called “Pakistani grooming gangs”;	18
19	vii. Lies about the very serious issue of child sexual exploitation are a further	19
20	insult to the victims who have already suffered appalling treatment. We	20
21	stand with these victims and oppose the use of their experiences to	21
22	boost racism;	22
23	viii. The Home Office’s own inquiry has shown that group-based child sexual	23
24	exploitation offenders are most commonly white and	24
25	ix. Reform UK now boasts over 170,000 members, overtaking the Tories.	25
26	This Conference believes:	26
27	a. Reform UK is setting the agenda in British politics around immigration	27
28	and pushing hard racism that is giving confidence to the far right and	28
29	fascists;	29
30	b. The far right is still divided, and the splits in Reform UK around support	30
31	for Robinson reinforce the potential that they can be stopped;	31
32	c. While Robinson claimed his protest is about “freeing him and other	32
33	political prisoners”—he is pursuing the agenda he has for years—	33
34	spreading racism, Islamophobia and division and building the forces of	34
35	fascism in Britain;	35
36	d. We must build the biggest protest to unite against him as possible and	36
37	e. This means unions, faith groups, campaigns and organisations, politicians	37
38	and cultural figures—all opposed to fascism—coming together.	38
39	This conference instructs the EC:	39
40	1. To support the protests called by Stand Up To Racism to stop the	40
41	far right and oppose Tommy Robinson supporters, and to	41
42	send delegations;	42
43	2. To circulate details to members encouraging them to join the	43
44	demonstrations;	44
45	3. To support and build a trade union bloc to ensure there is a strong trade	45
46	union presence at the demonstration to take on Robinson’s hatred and	46
47	attempts to divide us;	47
	<i>(Continued)</i>	

AGENDA

	<i>(Continued)</i>	
48	4. To support the Stand Up to Racism Trade Union Conferences such as the	48
49	one held on 1 March in London, which is supported by the TUC, to share	49
50	details of it with members and send a delegation and	50
51	5. To support broadly-based future initiatives against Tommy Robinson,	51
52	fascism and Reform UK organised by Stand Up To Racism and the unions	52
53	including leafleting, campaigns and protests.	53
	Network Rail London South	
	Mover	
	Seconder	
	62 Racism and the Rise of the Far Right	
1	That this Conference is very concerned with the increased number of violent	1
2	racial attacks and increase in far-right activity in Ireland. Over the last number	2
3	of years, we have seen increased racist attacks on public transport targeting	3
4	both workers and public transport users.	4
5	Conference calls on EC to reaffirm the Association's commitment to stand	5
6	against and fight to stamp out racism and xenophobia in our society.	6
	Irish Committee	
	Mover	
	Seconder	

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF STANDING ORDERS COMMITTEE 2025-6

(Five required)

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

The above candidates have been elected unopposed.

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF SCRUTINEERS 2025-26

(Two required)

Nominee	Branch	Nominated by
STEVE FLOYD	LONDON BUS & RAIL OPERATORS	Anglia General South, Crewe & Cheshire General, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, London South West & General
PAUL MANGAN	NETWORK RAIL SOUTH LONDON	Network Rail South London

The above candidates have been elected unopposed.

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE TRADE UNION CONGRESS 2025 (Three delegates required)

Nominee	Branch	Nominated by
DEAN TAYLOR	LANCS & CUMBRIA GENERAL	Crewe & Cheshire, Disabled Working Group, Lancs & Cumbria General
SIMON TURP	SOUTHEASTERN METRO	East Midlands, North East Operations, Southeastern Metro, Wales No 1
HONGJIAN LUO	NORTH EAST GENERAL	North East General
ANDI FOX	NORTH EAST OPERATIONS	East Midlands, London & Southern Retired, North East Operations, Southeastern Metro, Wales No 1
DUNCAN BATES	LANCS & CUMBRIA GENERAL	Crewe & Cheshire, Disabled Working Group, Lancs & Cumbria General
DAVE BARNES	NETWORK RAIL SOUTH LONDON	Anglia General South, London Bus & Rail Operators, London South West & General, Network Rail South London

An election will be required, as there are only three delegate places available.

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE TUC WOMEN'S CONGRESS 2026
(Four delegates required)

Nominee	Branch	Nominated by
ANDI FOX	NORTH EAST OPERATIONS	London & Southern Retired
CATH MURPHY	CREWE & CHESHIRE GENERAL	Disabled Working Group, London South West & General, Retired Members Group

The above delegates have been elected unopposed.

There will be an additional call for nominations for two delegates.

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO LABOUR PARTY CONFERENCE 2025
(One delegate required)

Nominee	Branch	Nominated by
Frank Ellis		
James Kavanagh		
Simon Turp		

This election is being re-run due to incorrect delegate figures received from the Labour Party.

There is one delegate space available.

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO LABOUR PARTY WOMEN'S CONFERENCE 2025
(Two delegates required)

No valid nominations were received, so this nomination process will need to be re-run.

GLOSSARY

AI	Artificial Intelligence
BR	British Rail
BTP	British Transport Police
CIE	Coras Iompair Eireann
CIPD	Chartered Institute of Personnel Development
COP30	Conference of the
DWG	Disability Working Group
EC	Executive Committee
GB	Great Britain
GBR	Great British Railways
HR	Human Resources
HS2	High Speed 2 (Railway)
IC	Irish Committee
ICC	International Criminal Court
ICTU	Irish Congress of Trades Unions
IDF	Israel Defence Force
MP	Member of Parliament
NHS	National Health Service
NI	Northern Ireland
NIC	Northern Ireland Committee
NR	Network Rail
ROSCO	Rolling Stock Company
SOC	Standing Orders Committee
SOG	Self Organised Group
TOC	Train Operating Company
TSSA	Transport Salaried Staffs Association
TUC	Trades Union Congress
UK	United Kingdom
UN	United Nations
USA	United States of America