

PRIVATE - For the use of Members of the Association

Transport Salaried Staffs' Association  
of Great Britain and Ireland

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**Minutes of**  
**Annual Delegate Conference**  
(ONE HUNDRED AND TWENTY FIFTH CONFERENCE)

Held in

**Cork and online**

3rd to 5th JUNE 2023

## List of Delegates Present

Total delegates: 55

Branch/SOG	Name
Anglia No.3	Anand Pillai
Anglia South General	Bob Davies*
Anglia South General	Malcolm Wallace
BTP Staff	Sam McCully
BTP Staff	Leroy Keiler
Crewe & Cheshire Branch	Steve Roberts*
Disability Working Group (SOG)	Cath Murphy
E-Mix (SOG)	Vipul Desai
Euston	Tom Rickard
Euston	Tim Price
FutureTSSA (SOG)	Marc Harris
Irish Committee	Denise Guinan
Irish Committee	Bob Teahan
Irish Committee	Barry Love
Kent	Ian McDonald
Lancs & Cumbria General	Frank Ellis
Lancs & Cumbria General	Aneurin Redman-White
Lancs & Cumbria Retired	Ronald Boyd
London & Southern Retired	Stephen Halliwell
London Anglia South	Richard Magner
London Bus & Rail Operators	Steve Floyd
London Bus & Rail Operators	Nik Anthony
London Met	Debbie Taylor
London Met	Christopher Galloway
London North West Retired	Mike Wood
London South & West General	Toju Jakpa
London South & West General	Fliiss Premru
LT Retired	Dinesh Bhardwa
LU MATS & Operating Managers	Felix Matthew-Brown
Midlands Network Rail	Bob Bayley*
Midlands Network Rail	Colin Waters
Midlands Retired	Peter Vincent
Network Rail London South	Dave Barnes*
Network Rail London South	Edmund Kyberd
North East General	Steve Coe
North East General	Dave Merrett*
North East Operations	Andi Fox

Branch/SOG	Name
North East Operations	Jason Gill
Network Rail North London	Kathleen Henry
Quadrant MK	Irene Wright
Retired Members' Group (SOG)	Joel Kosminsky
Scotland Retired	Stephen Lawrence*
South Wales & Western Retired	Malcolm G Harrison
Southeastern Metro	Simon Turp
Southeastern Metro	John Morris
TFL Central	Michael Newell
TFL Central	Catherine Poole
Underground No. 1	George Mills
Underground No. 1	Samuel Hanson
Wales No. 1	Gareth Davies
Wales No. 1	Cheryl O'Brien
West Midlands TOC	Manjit Singh Gill
West of Scotland General	Lesley Pollock
West of Scotland General	Allan O'Hare
Women in Focus (SOG)	Jill Murdoch

\* Attended via Zoom

**Executive Committee**

Marios Alexandrou  
Nicola Jukes

Interim President  
Interim Treasurer

Melissa Heywood  
Paul Corcoran  
Martin Harley  
Paul Mangan  
David Hardman\*  
Duncan Bates  
Gemma Southgate

Midlands  
Ireland  
Scotland  
London South  
Anglia & London North East  
North West  
Wales and Western

\* Attended via Zoom

### Standing Orders Committee

Joe Kavanagh	Chair
Andy Bain	
Luke Howard	
Gerry Kennedy	
Pauline McArdle*	

### Head Office Staff

Dionne Brown	Finance Dept
Douglas Beattie	Comms Dept
Gareth Theobald	Hall Steward
Graham Henson	Finance Dept
Josie Kranendonk	SOC Liaison
Kirsty Matthews-Herbert	Hall Steward
Liz Warren-Corney	Comms Dept
Mel Taylor	SOC Liaison
Patrick McCusker	Hall Steward
Peter Pendle	Interim (joint) General Secretary
Ricky Jones	Hall Steward
Rob Jenks	President's Liaison Officer
Will Boisseau	Conference Organiser

# ANNUAL DELEGATE CONFERENCE

Held in

# Cork and online

3rd to 5th JUNE 2023

## First Day's Proceedings

1. **Minutes of 2022 Annual Conference**

The 2022 Annual Conference was formally closed.  
The Minutes of the 2022 Annual Conference were presented.  
The Minutes of the 2022 Annual Conference were agreed.

2. **Announcement of Election Results**

The Scrutineers report on the elections for the various offices, delegations etc. were adopted.

3. **President's Address**

The Interim President's Address was delivered by Marios Alexandrou and warmly received by Conference.

4. **Remembrance of Deceased Colleagues**

Conference observed a brief silence in remembrance of deceased colleagues.

5. **Stewards' Report on Attendance**

Final attendance figures show that 55 delegates attended. This included 49 delegates attending in person and 6 attending online.

Delegates represented 31 Branches & 5 SOGs, and with members of the Executive Committee, Standing Orders Committee and the paid staff, there were a total of 82 present. There were also several online visitors throughout Conference

## 6. 'Frozen' State Pensions (Composite) (Item 7)

That this Conference notes that over half a million UK pensioners who have moved overseas suffer from 'frozen' UK state pensions - 4% of all recipients of the state pension and half the pensioners living overseas.

Unlike those who remain in the UK or move to some countries, residents of about 100 countries (mainly in the Commonwealth but including all of Africa) do not receive any annual increase in their UK state pension. In practice, this means that their state pension decreases in real terms year-on-year, and many of these pensioners suffer considerable hardship as a result. This is greatly unjust after these pensioners have made the same pension contributions as others in their working lives. This policy causes loss of independence, increasing dependency on families and in some cases forces people to return to the UK to live alone. It also forms a barrier to emigration which discriminates against ethnic minorities and minority communities with cultural links to the Commonwealth.

This policy is covered by bilateral agreements between the UK and the countries concerned. Conference notes that the All-Party Parliamentary Group looking into this issue found in 2020 that the governments of Australia and Canada, which together have about three quarters of the UK 'frozen' pensioners as residents, were willing to take steps to end this injustice. Conference believes it is likely that other countries would also co-operate if the UK Government wished to correct this treatment.

Conference instructs the EC:

- a) to call on the Government to open discussions with the countries concerned with a view to ending this policy and allowing all UK pensioners to receive equivalent annual pension adjustments, and
- b) to work with the TUC and Labour Party to address this unfair and discriminatory UK Government policy.

Mover                      Joel Kosminsky (Retired Members' Group)  
Seconder                  Vipul Desai (E-Mix)

**CARRIED**

## 7. Pension Protection Fund (Item 9)

That this Conference believes that the Pension Protection Fund (PPF) assets in reality are the property of employees of failed employers whose pensions are to be met from the PPF, and an insurance asset for employees of other employers that may need support from the PPF in future.

Conference accepts that former employers have made contributions to those funds but that does not confer a right for the PPF to divert or allow to be diverted all of their assets to uses other than providing pensions, which are deferred income from working days.

Conference therefore opposes any attempt to take surplus funds from the PPF for uses other than to provide pensions for those employees, their dependents and ultimately the estates of the deceased.

Conference calls on the Association's EC to campaign with other relevant bodies to protect those resources which were generated by employees' pension contributions from being diverted to other uses, given the status of the PPF is that it will enter into a surplus of assets over liabilities in approximately year 2030.

Mover                    Dinesh Bhardwa (LT Retired)  
Seconder                Edmund Kyberd (Network Rail London South)

**CARRIED**

## **8. NHS (Item 10)**

That this Conference is deeply concerned with the ongoing strategy to privatise the NHS, a strategy that began under John Major's Government with his Private Finance Initiative and was further developed by the Tony Blair and Gordon Brown Governments.

That this Conference notes that in September 2022 the Labour Party set out its 10-year plan for the NHS that includes one of the biggest expansions of the NHS workforce in history, higher standards for patients, and a new model of care. This plan will ensure that: fewer patients need to go to a hospital; resources will be moved to social care, GPs, care at home and mental health services; and this will reduce the cost of hospital care in the long term. Labour is also committed to doubling the number of medical school places, increasing district nurses, nursing and midwifery posts and creating a work-force plan for the NHS.

All this is to be welcomed but the involvement of private organisations in the provision of NHS services and finances is to continue. The Labour Party's Manifesto declared in 2019 that 'Every penny spent on privatisation and outsourcing is a penny less spent on patient care. Labour will end and reverse privatisation in the NHS in the next Parliament.' Conference supports that policy and is committed to driving privatisation from the NHS and to ensure that private vested interests have no role in its administrative and consultative bodies. Conference instructs the EC to make the Labour Party aware of our views on privatisation within the NHS, and to table an appropriate motion to the next Labour Party Conference to secure the above aims.

Mover                    Malcolm Wallace (Anglia South General)  
Seconder                Stevie Lawrence (Scotland Retired)  
Supported by          North East General

**CARRIED**

## **9. Care Costs (Item 11)**

That this Conference notes that women are disproportionately affected by a lack of proper affordable childcare and similarly for parents in later life.

We call on the EC to establish a campaign to ensure companies who are in profit share the burden of care costs.

Conference additionally calls on the EC to negotiate secure agreements for a reasonable amount of all carer's leave.

Mover                      Formally (North East Operations)  
Seconded                 Steve Roberts (Crewe & Cheshire General)

**CARRIED**

## **10. Menopause (Item 12)**

That this Conference wishes to raise awareness and improve knowledge about menopausal symptoms.

Conference instructs the EC to educate Association reps and liaise with employers in a joint effort to create a knowledge base amongst reps and managers about the menopause, its effects and wide ranging symptoms. The purpose is to support and help affected working women with some joined up thinking.

Mover                      Andi Fox (North East Operations)  
Seconded                 Cheryl O'Brien (Wales No. 1)

**CARRIED**

## **11. Period Products (Free Provision) (Scotland) Act 2021 (Item 13)**

That this Conference welcomes the introduction of the Period Products (Free Provision) (Scotland) Act 2021, and the progressive cross-party work of Monica Lennon MSP.

Section 3 of the Act ensures that: 'Specified public service bodies [are] to ensure period products obtainable free of charge by persons in their premises'.

Conference calls on the EC to work with H&S reps and others to encourage all employers to facilitate the spirit of this act and assist employees throughout the UK with easy access and preferably free provisions where they can do so.

Mover                      Allan O'Hare (West Scotland General)  
Seconded                 Aneurin Redman-White (Lancs & Cumbria General)

**CARRIED**

## 12. Disability Awareness and Training (Item 14)

That this Conference notes that disability is a major impediment to accessing employment. Conference instructs the EC to review the effectiveness of the training given to staff representatives representing members where disability may affect their case. Conference instructs the EC to review the services provided to members with disabilities and include it in the ongoing review of TSSA services to members.

Mover                      Frank Ellis (Lancs & Cumbria General)  
Seconded                  Cath Murphy (Disability Working Group)

**CARRIED**

## 13. Hidden Disabilities (Item 15)

That this Conference recognises that physical disabilities are easy for other people to acknowledge and accept. However, there are other types of disabilities that are equally debilitating but are 'Hidden'.

Globally 1 in 7 of us live with a disability. And of those, 80% are invisible. That is 1 billion people who are living with a non-visible disability. While some of us experience a disability that is visible, many of us have a non-visible impairment or condition. These non-visible disabilities, also known as invisible or hidden disabilities are not immediately obvious. They can be physical, mental or neurological and include, but are not limited to, autism and Asperger syndrome, cognitive impairments such as learning difficulties and dementia, as well as mental health conditions and speech, visual impairments or hearing loss. They also include respiratory and chronic conditions such as asthma, diabetes, chronic pain and sleep disorders when these significantly impact day-to-day life. And often, many people experience a combination of both visible and non-visible impairments and conditions. Whilst these may not be visible at a glance, they can have a devastating impact on people's lives.

These disabilities can affect a person's abilities to go to work, school, socialise and more, although the disability creates a challenge for the person who has it, the reality of the disability that can be difficult for people to acknowledge or understand. People may perceive someone with an invisible disability as being lazy, weak or antisocial. This can then lead to other issues such as bullying and harassment, which then can lead to depression, and is the start of an endless circle of increased depression. Government statistics tell us that 96% of disabilities are invisible, meaning they cannot be seen and other people would not usually know about them unless told. There are over 13 million people with disabilities living in the UK with an estimate of 4 million in the workplace.

In our experience often we do not find out about members with these hidden disabilities until we are at the disciplinary stage either for poor attendance or poor performance. Since 2019 the Government eligibility criteria in England were expanded for people with a hidden disability including autism to apply for a Blue Badge. By Christmas 2019 over 12,000 people with hidden disabilities had successfully applied for their Blue Badge. By using the 'Blue Badge' as an example it shows how many were entitled to recognition of a hidden disability, and how many were missing out. Over the years, many of our members have lost their jobs or have been given warnings when awareness about their disability could have seen management make adjustments and there would have been no need for the disciplinary hearing in the first place. Just because you can't see it, doesn't mean that it is not there!

Conference calls upon the EC to bring to the attention of the Labour Party, employers, and branches information to highlight hidden disabilities in the workplace and to seek to develop national campaigns around this issue to increase the awareness of these hidden disabilities.

Mover                    Malcolm Harrison (South Wales & Western Retired)  
Seconder                Irene Wright (Quadrant MK)

**CARRIED**

#### **14. Labour Party (Item 16)**

This conference is dismayed at the lack of support from the Parliamentary Labour Party for the strikes of the 'Summer of Discontent', and the continued lack of solidarity through continued difficulties in industrial relations across all sectors.

Conference finds the sacking of Sam Tarry MP from the post of Shadow Minister for Buses and Local Transport extremely distasteful, especially considering his close relationship and history of solidarity with the Association. Conference agrees with Sam's statement that 'failing to join the striking rail workers on a picket line would have been an abject dereliction of duty for me as a Labour MP'. Sam's is just one of the many socialist voices being silenced by the current party leadership.

The Association will only continue to support a Labour Party leadership which is fit to represent working people, and one which echoes the aims of the Association. Whilst the Labour Party is a broad church, the core principles of a guaranteed minimum standard of living for everyone, nationalisation of industry, and heavy taxation of large incomes and of wealth must be upheld.

Conference resolves to remind the Labour Party that whilst we recognise that a voice for the working class is imperative in Parliament, support for the Labour Party is not unconditional.

Further, Conference reiterates the instruction to the EC, as laid out in Minute 69 (Item 68) carried at the 2021 Annual Conference: ‘to commence a consultation exercise with members on our Association’s future relationship with the Labour Party’.

Mover            Marc Harris (FutureTSSA)  
Seconded        Ian McDonald (Kent)

**CARRIED**

### **15. Transport Policy (EC Reserve Motion) (Item 17)**

That this Conference reaffirms its commitment to a publicly owned and accountable, well funded and properly integrated, public transport system that covers the provision of rail, bus and other services across the UK and Ireland.

Conference calls on the Labour Party to include in its General Election Manifesto the key principles for its model of public ownership. These should indicate how it will engage the workforce and our communities in its operation. We believe that the electorate needs to know how public ownership would benefit consumers, that their interests are of genuine concern and that there is democratic accountability for the way in which the industry is managed.

Conference remains opposed to private sector involvement in public transport which, by its nature, means that the profit extraction priority threatens and potentially undermines the provision of a safe, reliable and regular public transport service provided through affordable fares designed to encourage its use at a time of a climate emergency.

Conference notes that on 28 February 2023 in Tempi, Greece, a fatal train collision left 57 dead and many more injured. The privatised Greek Railway have been operating passenger services for many years with NO TRAIN CONTROL or SIGNALLING SYSTEM in most parts, with systems being inoperable due to cost cutting.

Conference expresses its solidarity to the people of Greece, to the workers of the Greek railways, the trade and student unions and the youth who mobilise and strike against this crime. We express our deepest condolences to the families of the victims.

The accident took place 5 years after the privatisation of Greek railways, following successive governments sharing the same “vision” for a privatised rail network. The Italian operator “Ferrovie dello Stato” took over the entire national network for a mere 45 million euros, being subsidised by 50 million euros every year.

Repeated press releases, warnings and appeals by the railway unionists have been ignored by management, governments and the media, while courts have declared many rail strikes illegal, forcing our Greek colleagues to get back to work amidst the crumbling infrastructure. On 7 February this year, trade unionists in the Greek railways warned specifically about the risk of a major accident, once again being ignored by both government and train company management.

The majority of the British media have made no mention that a private operator in Greece has been happily operating trains without a signalling system, because it had been more profitable not to maintain it, pocketing the savings with one hand while grabbing subsidies with the other. The UK media are well aware that stating these facts would lead to conclusions regarding the dangers of privatisation of Britain's public services. It would reveal that governments prioritise the profits of the monopolies against our needs and lives; that governments and privatised sectors see public and workers' safety as a cost, all over the world; that the culprit is not a "human error", but private profit.

Conference denounces railway privatisations in Britain and calls for a publicly owned railway. We will not stand by and accept conditions imposed by the private operators amounting to sitting on a ticking time bomb. We express our full solidarity with our Greek colleagues, striking over safety. Justice for the victims' families is fighting against the deadly privatisation policies everywhere. The climate crisis faced by the UK and Ireland needs to be addressed amidst warnings that unless emissions are rapidly restricted by 2030, they could get out of control meaning that 2050 targets will be unachievable.

In 2019, transport was the biggest single emitter of carbon, contributing a quarter (27%) of the UK's domestic greenhouse gas emissions. Yet, within that figure, public transport in the form of buses and trains, only contributed 4% - a figure that would reduce further if appropriate measures were taken. As such, Conference affirms its support for investment in the public transport of the UK and the Republic of Ireland, calling for funding that would include fully electrified rail networks and the reinstatement of drastically reduced bus routes and their services. Conference also calls for renewed commitment by Governments in Britain and worldwide to medium- and long-distance rail travel, including support for direct international inter-city and sleeper services and improvements in advance travel planning and booking facilities. These measures will enable rail services to compete effectively with more polluting air travel options.

As such, Conference calls on the EC to campaign with climate groups in support of the aspirations of the TUC and rail unions' sponsored Transport for Quality of Life Report, 'Public Transport fit for the Climate Emergency: More services, More jobs, Less emissions', published in April 2023. Conference also continues to support the aims of 'A Vision for Scotland's Railways' and calls for a similar report to be produced for Ireland's public transport system.

Conference notes the fact that Britain is the world's tenth most congested country and London is Europe's second most gridlocked city after Moscow. Road traffic continues to grow post-Covid, and experience has shown that large scale construction of expensive and environmentally damaging new roads does not in the main solve congestion; it merely induces more traffic and yet more congestion. In contrast, public transport alternatives of the sort argued for by the TUC report can much more easily cope with increased demand induced by improvements.

Conference condemns the UK Government's announcement in May 2023 that even bigger lorries will be permitted. Conference believes that the Government should be taking steps to reduce lorries numbers and size and instead increase the quantity of freight carried by rail.

Conference condemns the UK Government for continuing to cut, delay and undermine the HS2 project, with axing of most of the Eastern Leg and the Golborne Link being followed recently the announcement of a delay to the opening of the link between Old Oak Common and Euston, and a re-design of key parts of the project. It is now clear that those delays and re-designs along with huge uncertainties for contractors will add significantly to the ultimate costs of the project.

Conference also condemns the UK Government's on-going cuts in public transport funding and investment. Conference is concerned that Network Rail's funding for CP7 (5 years from April 2024) will not be sufficient to maintain safety and reliability at current levels, resulting in long term managed decline and more accidents.

Conference welcomes the ending of FirstGroup's contract to run Transpennine, instead bringing it into public ownership.

Conference remains opposed to cuts in public transport funding and investment including in TfL, Network Rail and the Train Operating Companies, in each of which the UK Government and employers are using the recovery from Covid 19 as an excuse to attack jobs, pay, pensions, conditions and policies. Conference is particularly concerned that ticket office closures and moving workers onto station concourses will lead to members facing a greater level of abuse and assault.

Conference calls upon an incoming UK Labour Government to scrap the Williams Shapps Plan for Rail and the Integrated Rail Plan, and instead draft a new plan with the following aims:

- a) To ensure sufficient investment and subsidy to Britain's national railways in order to modernise and expand rail services, including a rolling programme of electrification;
- b) To reinstate the HS2 Golborne link, and build a full HS2 'eastern leg' high speed line connecting Leeds, Sheffield and the East Midlands to Birmingham and London Euston without delay, along with a network of modern high-speed lines connecting northern cities in order to create a rail network fit for the 21st Century;
- c) To bring about a significant transfer of freight from road to rail;
- d) To ensure the local authorities, the Wales and Scotland Governments and other appropriate public bodies have the means by which they can directly run publicly owned bus services with provision of central financial and operational support for bus services;
- e) To reinstate the operating grant to Transport for London;

- f) To immediately end the awarding of any further contracts to run rail passenger services, and work towards an early re-integration of Britain's railways under public ownership and control.

Mover Formally (Executive Committee)  
Seconder Catherine Poole (TFL Central)  
Supported by Anglia South General  
North East General  
Retired Members' Group

**CARRIED**

### **16. Transport Policy (Future of Rail Industry) (Item 18)**

That this Conference notes that, notwithstanding post-Covid disruption to passenger services caused by Government-inspired cuts and Government-provoked industrial action, rail passenger numbers have continued to recover strongly following the pandemic. Current passenger numbers have recovered to usage that is nearly double that of 1996. It must also be noted that road traffic levels are now well in excess of pre-pandemic levels.

Conference believes that the Government's current agenda of cuts to the number and quality of rail passenger services coupled with attacks on rail staff jobs along with staffs' pay and conditions threaten to undermine that recovery and ensure that road traffic will continue to rise with all the attendant problems of pollution and congestion.

Conference firmly believes that this Government and future Governments must take a long-term view of future transport needs by encouraging more passengers to travel by public transport rather than in cars, and more freight to be moved by rail rather than by road.

Conference notes the outstanding success of London's Elizabeth line, which is seeing passenger usage well in excess of that projected, demonstrating that modern rail lines are welcomed and used by the public.

Conference therefore condemns the Government's continuing cuts to HS2 including the reduction in station capacity at London Euston which will limit line capacity and preclude expansion of HS2 services in the future, and the removal of the Golborne Link.

Conference also condemns the apparent abandonment of commitments to link cities across northern England with high-speed lines (Northern Powerhouse Rail).

Conference instructs the EC to continue to press the Labour Party to commit to funding a full HS2 'eastern leg' high speed line connecting Leeds, Sheffield and the East Midlands to Birmingham and London, along with a network of modern high-speed lines connecting northern cities, in order to create a rail network fit for the 21st Century.

Conference also instructs the EC to work with other rail unions, the TUC and rail users' groups to campaign for a positive future for Britain's railways, perhaps reviving the 'Better Rail Campaign'.

Mover                 Steve Coe (North East General)  
Seconded             Formally

**CARRIED**

### **17. Transport Policy (Ireland's Railways) (Item 19)**

That this Conference believes the time has come to invest in a trade union report on Ireland's railways North and South.

Conference notes that four trade unions believed there was a need for a report into Scotland's Railways. The report was to be completed by November 2021. The report, commissioned by ASLEF, RMT, TSSA and Unite, was 'A vision for Scotland's Railways'.

Conference believes that the Association should now engage with our sister trade unions in Ireland to have a similar report produced.

Conference asks the Irish Committee to communicate with GMB, NBRU, Unite the Union and SIPTU to explore the feasibility of commissioning and publishing such a report which would incorporate Translink railways and Iarnród Éireann.

Mover                 Barry Love (Irish Committee)  
Seconded             Allan O'Hare (West of Scotland General)

**CARRIED**

### **18. Transport Policy (Disabled People) (Item 20)**

Conference notes that using public transport is a major issue for disabled people. There are barriers to accessing trains, buses, taxis, and any other kind of public transport you care to mention.

Last year the Government set out their plans for making transport more accessible in their National Disability Strategy, claiming that they would 'improve the accessibility' but, in reality, they are no better than the rest of the strategy that the courts ruled unlawful.

They said they would transform the accessibility of the railway network; improve the accessibility of buses, bus stations, bus stops, taxis, and private hire vehicles; and make lifeline ports more accessible for disabled passengers. What they said and what they did is like chalk and cheese.

In January 2022, the Government gave the transport industry a fourth legal exemption which means that inaccessible vehicles can be used to replace rail services for another nine months. In July they said they were extending the exemption again and allowing inaccessible coaches to be used for school transport for disabled children.

Conference instructs the EC to:

- a) Raise awareness of the difficulties disabled people face when travelling on public transport;
- b) Campaign for the end of extensions that allow public transport operators to continue using inaccessible vehicles;
- c) Campaign for all publicly owned car parks, including at hospitals, to be free of charge for Blue Badge holders, and
- d) Ensure that adequate staffing levels to assist people are provided.

Mover Cath Murphy (Disability Working Group)

Seconder Peter Vincent (Midlands Retired)

Supported by Anglia South General

**CARRIED**

**Amendment:**

*To insert between lines 15 and 16 (new paragraphs):*

‘Conference is appalled by this deliberate and cruel policy of consistently ignoring people with disabilities and deferring the assistance that they need. It is a classic example of how society directly limits a person’s ability to engage with society through the limitations constructed carelessly or deliberately by that society: disability as a social construct rather than a medical construct.

Conference reiterates its full opposition to all barriers placed in the way of disabled people’s full involvement with work, friends, family and life in general. It is entirely unacceptable for the transport industry to be allowed these seemingly endless and unnecessary exemptions from the equality legislation.’.

*To delete ‘transport;’ in line 18 and substitute ‘transport, and demand that solutions are found and imposed on the transport industry;’.*

*To delete ‘for’ in line 19 and substitute ‘with the TUC, sister unions, the Labour Party as well as with government for, and insist on,’.*

*To insert between ‘Campaign’ and ‘for’ in line 21, ‘with NHS managers, local authorities, the Labour Party and Government’.*

Mover Jill Murdoch (Women in Focus)

Seconder Edmund Kyberd (Network Rail London South)

**LOST**

## 19. Transport Policy (Integration) (Item 21)

That this Conference instructs the EC to campaign to improve connectivity between different modes of public transport, for the benefit of users of all ages.

This includes the following:

- a) Better integration of buses, trains and trams;
- b) The retention of as many booking offices and travel offices as possible. This is especially important to people with access needs and to those without internet or the use of smartphones;
- c) the provision of as many as possible, printed bus, train and tram timetables and maps, which are vital for planning your journey in advance, especially for users with access requirements;
- d) Campaign for the retention of staff in railway stations, and bus depots and keeping guards on the trains for the safety and security and convenience of the travelling public, and
- e) Campaign for accessibility to all buses, trains, and trams.

Mover                 Steve Roberts (Crewe & Cheshire General)

Seconder             Aneurin Redman-White (Lancs & Cumbria General)

**CARRIED**

### **Amendment:**

*To delete all between 'Conference' and 'connectivity' in line 1 and substitute 'believes that significant improvement is required in the'.*

*To add at end (new paragraphs):*

'd) The exploration of First and Last Mile Transport as an integration between traditional public transport solutions and alternative methods such as E-Scooters and ride sharing. This should include an evaluation of the impact this will have on the roles of our membership.

Conference instructs the EC to convey the sentiments of this motion to the Labour Party, and to support Affiliates concerned with these aims.'

Mover                 Marc Harris (Future TSSA)

Seconder             Simon Turp (Southeastern Metro)

**LOST**

## Second Day's Proceedings

### 20. Transport Policy (TfL) (Composite) (Item 22)

That this Conference notes that, having previously withdrawn TfL's operating grant which was worth £700 million per year, the Conservative Government has used the decline in fares revenue during the pandemic as a pretext to launch a series of vindictive attacks on TfL and the people who work for TfL.

The blame for TfL's financial problems lies squarely with the Government, which has refused to adequately address the fall in revenue caused by the pandemic and changes in travel patterns. By forcing TfL to make cuts to public transport services and attack staff working conditions, the Government are trying to shift the blame for their incompetent economic management onto the Labour Mayor.

By contrast to the blank cheques handed to privatised train operating companies, the loans offered to TfL have come with strings attached - including huge cuts to operational spending and an unnecessary independent review of TfL's pension scheme.

Conference notes that this follows the imposition of a performance related pay scheme in 2016 that has seen most TfL staff receive below-inflation pay rises since then, and that many staff have not received a consolidated pay rise in that time.

Conference notes that the changes to the TfL Pension Fund proposed by TfL are likely to mean staff paying more for worse pension provision, despite TfL accepting that these reforms 'will lead to an unacceptable level of detriment to members' benefits and result in options that are significantly less generous than those available in comparable public sector schemes'. This will have a serious impact on the ability of TfL and LUL to recruit and retain the staff needed to deliver the services that London and the country needs.

Conference further notes that TfL has indicated its intention to review its HR policies, seemingly with the goal of reducing them to statutory minimums.

The Government, the Mayor and TfL management should recognise that sufficient properly trained, well-motivated and properly rewarded staff are vital to delivering the high-quality public transport system London needs to recover from the pandemic, improve air quality and reduce the use of private vehicles.<sup>[11]</sup><sub>SEP</sub>

Conference renews its instruction to the EC to call on the Government to provide TfL with a secure long-term funding settlement that allows TfL to continue to develop London's transport as needed, including steps to improve staff pay, terms and conditions and to retain or improve pension arrangements.

*Conference also notes the recent report from London TravelWatch (newsroom.londontravelwatch.org.uk/news/more-than-1-5-million-londoners-left-behind-by-digital-first-approach-to-transport) which shows that TfL's move to digital services is excluding or raising prices for up to 1.5 million Londoners who are unable or reluctant to use new technologies.*

Conference instructs the EC:

- a) to call on the Labour Party to commit to such a funding settlement;
- b) to call upon the Mayor, in his capacity as Chair of Transport for London, to take all steps necessary, including a more assertive approach to the TfL Board and Executive Committee, to ensure that TfL management abandon the apparent collusion with the Government and instead work with the recognised trade unions so that any proposed changes to working conditions, pay or pensions are made by agreement, therefore avoiding the risk of more serious industrial action, *and*
- c) *to support actions to ensure fewer people are disadvantaged by lack of access to modern technologies for using public transport in London and elsewhere in the United Kingdom. Conference also instructs the EC to request the Irish Committee to pursue this issue in the Republic of Ireland and Northern Ireland.*

Conference further believes that there is an urgent need for a well-resourced campaign to bring together all affected staff (including those working for London Underground and Rail for London Infrastructure) to oppose disadvantageous changes to pay, pensions and policies.

Conference instructs the EC to prioritise the production by 31 July 2023 of a local industrial and political strategy to support this campaign.

Mover                    Michael Newell (TFL Central)  
Seconded                Joel Kosminsky (Retired Members Group)

**CARRIED AS AMENDED**

**Amendment:**

*To insert between 'arrangements.' in line 32 and 'Conference' in line 33 (new paragraph):*

*'Conference also notes the recent report from London TravelWatch (newsroom.londontravelwatch.org.uk/news/more-than-1-5-million-londoners-left-behind-by-digital-first-approach-to-transport) which shows that TfL's move to digital services is excluding or raising prices for up to 1.5 million Londoners who are unable or reluctant to use new technologies.'*

*To delete ', and' in line 34 and substitute ';'.*

*To delete 'action.'* *In line 41 and substitute 'action, and*  
(c) to support actions to ensure fewer people are disadvantaged by lack of access to modern technologies for using public transport in London and elsewhere in the United Kingdom. Conference also instructs the EC to request the Irish Committee to pursue this issue in the Republic of Ireland and Northern Ireland.'.

Mover            Dinesh Bhardwa (LT Retired)  
Seconder        Formally

**CARRIED**

## **21. Transport Policy (Bus Funding) (Item 24)**

That this Conference notes that the Bus Recovery Grant was extended from September 2022 until March 2023 and continued to commit to Bus Service Improvement Plans (BSIP), even though the actual funding was slow to materialise because of ministerial delays.

Conference also notes that a special promotion of the £2 fare cap for single bus journeys in England and outside London was offered between January and March 2023 and extended to June 2023 and funded by the Government.

Whilst welcome, Conference believes this does not mean that enough is being done to provide ongoing financial support to maintain bus services, even in urban and inter-urban areas, with some routes being cut and withdrawn, despite the fact that greater use of public transport was a key commitment to reduce carbon emissions for climate change.

Bus operators have welcomed the scheme but unanimously call for longer-term funding and to remove the uncertainty which undermines marketing and planning for a sustainable and efficient bus network.

Conference instructs the EC to bring this to the attention of Bus Focus and the Campaign for Better Transport, and to lobby the Department for Transport and the next Labour Government to compel bus companies to adequately promote their services as alternatives to private transport.

Mover            Steve Floyd (London Bus & Rail Operators)  
Seconder        Felicity Premru (London South & West General)

**CARRIED**

## **22. Transport Policy (Transport Policing in Ireland) (Item 25)**

That this Conference is concerned there is no dedicated transport police in Ireland. Conference believes it is time to have some form of transport police in Ireland North and South.

Translink have engaged with the Policing Service for Northern Ireland to set up a small task force of six officers to police its stations and trains on a part time basis. This is to be commended by both the company and the police authority.

Conference notes that, over the past few years, the number of drug-related offences occurring on Translink property has increased threefold. This has led to a higher number of assaults on staff and a dramatic increase in antisocial behavior.

We are informed that our brothers and sisters in the Republic are experiencing even higher incidents of abuse by outside antisocial elements in the workplace.

Within Translink the responsibility of monitoring and policing these problems is the responsibility of the Railway Inspector Grades, from the initial engagement with an offender to evidence gathering and preparing the case for court.

The sharp increase in anti-social behavior has placed a heavier burden on Station Inspectors and staff who are also responsible for the day-to-day operations of a railway, plus the administration work required to run the business.

In the Republic of Ireland there is no such relationship between An Garda Siochana and the company. When our colleagues in the Republic call for assistance from An Garda it could be quite some time before they respond.

With all this in mind Conference requests the Irish Committee to make representations to the company, An Garda Siochana and the local Government representatives with the aim of achieving a better policing strategy on public transport.

Mover                Barry Love (Irish Committee)  
Seconder            Sam McCully (BTP Staff)

**CARRIED**

### **23. Transport Management (Train Cancellations/Compensation) (Item 26)**

That this Conference notes that the railway industry has seen some difficult times recently with industrial relation disputes, attacks on conditions of service, potential closures of ticket offices as an affront to decent customer service for passengers and widespread cancellations due to the shortage of staff and maintenance support.

Conference is therefore alarmed that timetables can be changed on a day-to-day basis and operators can therefore dodge a requirement to pay Delay Repay as compensation to passengers as service cuts can be pre-determined.

Timetables should be consistent and a source of improved planning and be properly advertised and not changed except for engineering work or other emergencies and not on 24-hour's notice to disguise staff shortages. Conference notes that the limited options for advance booking of rail journeys are a significant barrier to encouraging use of rail rather than air travel for short- and medium-length leisure and holiday journeys.

Conference instructs the EC to lobby the Labour Party to renew its commitment to nationalisation of the railway industry which is key to promoting reduced carbon emissions for climate change and promoting public transport and that the railway industry should be user-friendly at point of use and committed to the best customer service.

Mover                Nik Anthony (London Bus & Rail Operators)  
Seconder            Joel Kosminsky (Retired Members Group)

**CARRIED**

#### **24. Transport Management (Northern Ireland) (Item 27)**

That this Conference has been made aware that Translink intend to implement the closure of a number railway booking offices in their network.

The company has already closed Newry booking office on the main line between Belfast and Dublin. Ticket sales at this station are being carried out by ticket barrier and revenue staff there.

Conference has seen the impact this sort of action by railway companies in England, Scotland and Wales has had on our members, the traveling public and local communities.

Conference therefore requests the Irish Committee to engage with Translink to prevent further closures and if necessary to enlist the help of sister trade unions to promote a campaign to stop this unacceptable business trend.

Mover                Barry Love (Irish Committee)  
Seconder            Edmund Kyberd (Network Rail London South)

**CARRIED**

#### **25. Transport Management (Ireland) (Item 28)**

That this Conference is deeply concerned at the misuse of 'Step-up Inspectors' by Bus Éireann in Republic of Ireland and Translink Ulsterbus in the North of Ireland. Conference notes that, of the estimated one hundred full-time Inspectors roles within Bus Éireann, almost two thirds are covered by Step up Inspectors on a long-term basis.

A 'Step-up Inspector's' substantial post is usually driving a bus but where there is a roster short fall for an Inspector, they will be used to fill the gap short term.

Conference has been informed that ‘Step-up Inspectors’ have been used to fill full-time roles for as long as eighteen months and sometimes longer.

Both Bus Éireann and Translink Ulsterbus are using this tactic to erode the role of this Association’s Inspector grades and to reduce costs on the payroll as ‘Step-up Inspectors’ are paid at a lower rate than the substantive posts. We must stop this outrageous practice now.

Conference believes that this sharp practice by the companies needs to be halted. Where there is a vacancy for an Inspector role the job should be advertised and filled.

Conference calls on the Irish Committee to commence negotiations with both Bus Éireann and Translink Ulsterbus with the aim of eradicating this sharp practice.

Mover                Barry Love (Irish Committee)  
Secondar            Steve Floyd (London Bus & Rail Operators)

**CARRIED**

## **26. Anti-Trade Union Laws and Minimum Service Levels (Item 42)**

Conference notes that the Government’s proposed new anti-trade unions laws, as presented to the First Reading in Parliament, would have the following impacts:

- a) A regime of fines and sackings for daring to take action against bosses and the government;
- b) These would apply directly to health, fire and rescue, education, transport, border security, decommissioning of nuclear installations and management of radioactive waste and spent fuel;
- c) A union could be sued for damages, and workers be sacked when taking industrial action following a legal ballot for industrial action;
- d) Requires the employer to maintain a service level as stated in a minimum service level specification;
- e) It empowers the employer to select the names of employees who must work up to the 4th day before strike action takes place;
- f) It requires the union to ensure that their members that are listed by the employer work on the strike day, effectively compelling the union to tell their members to break the strike, and
- g) It removes the right of a union member to take strike action if they are listed by an employer as required to support a minimum service level specification.

Conference condemns the Government’s blatant attack on the right to strike. Conference instructs the EC to do all within its power to join with other unions and campaigns to mobilise resistance against this bill.

Mover                Edmund Kyberd (Network Rail London South)  
Secondar            Aneurin Redman-White (Lancs & Cumbria General)

**CARRIED**

## **27. Anti-Trade Union Laws and Minimum Service Levels (Item 43)**

That this Conference condemns the Government's authoritarian approach to resolving industrial disputes in the rail industry by seeking to limit the right to strike and its effectiveness, rather than talking to rail unions and negotiating settlements. Conference especially condemns the proposals for minimum service levels in what the Government has identified as key public services including rail.

Conference notes that the DfT's own impact assessment of this measure highlights the risk that minimum service levels plans could increase the frequency of strikes and industrial action short of a strike. It is notable that Andrew Gilligan, former transport adviser to Boris Johnson, has chosen to highlight the risks of there being more action short of strikes including a refusal to work overtime or take on additional duties that keep the railways running, contradicting Tory Party Chair Jake Berry who suggested that minimum service levels would make rail chaos a thing of the past. Conference believes that any minimum service levels in the rail industry dictated by law would probably be unworkable.

Conference agrees with the view of the TUC and others that minimum service levels are unlawful.

Conference instructs the EC to:

- a) campaign with rail unions and the TUC against the imposition of minimum service levels in the rail industry, and
- b) should minimum service levels become law, prepare appropriate contingency strategies to be pursued in the event of industrial disputes in order to minimise their impact on the effectiveness of industrial action.

Mover                 Steve Coe (North East General)  
Seconded             Joel Kosminsky (Retired Members Group)

**CARRIED**

## **28. EU Retained Law Bill and Employee Protections (Item 44)**

That this Conference is alarmed by the bill being pushed through Parliament that will seek to remove 4000 laws associated with the EU without Parliamentary scrutiny. The removal of many of those laws will affect huge swathes of life in the UK but of particular concern is the potential removal of specific protections for employees who become pregnant, with maternal - and paternal - rights under threat.

This Conference instructs the EC to use all means at its disposal to ensure that all proposed changes to the law receive full Parliamentary scrutiny by our elected representatives. If any work-based rights are lost, the EC should demand of Government that those protections are replaced in UK legislation immediately. The EC is also instructed to campaign to persuade the Labour Party to adopt such protections as a major plank of policy along with any other employee protections that will be required after the passage of the EU Retained Law Bill.

Mover                 Jill Murdoch (Women in Focus)  
Seconded             Edmund Kyberd (Network Rail London South)

**CARRIED**

## 29. Merger Talks (Item 29)

That this Conference instructs the EC to call a Special Delegate Conference to consider and approve any merger proposals after the EC has first consulted widely with members and Branches, and before any ballot of the membership takes place to approve a merger proposition *as well as including, for the purposes of the SDC, clear evidence of the future viability of the TSSA as an independent trade union.*

*However, no mergers should be considered until the Kennedy and Conley reports' recommendations have been implemented, giving TSSA a chance to become a model of democracy and inclusion.*

Mover                 Steve Coe (North East General)  
Seconder             Kathleen Henry (NR North London Branch)

**CARRIED AS AMENDED**

### **Amendment:**

*To add at end:*

*'as well as including, for the purposes of the SDC, clear evidence of the future viability of the TSSA as an independent trade union.*

*However, no mergers should be considered until the Kennedy and Conley reports' recommendations have been implemented, giving TSSA a chance to become a model of democracy and inclusion.'*

Mover                 Jill Murdoch (Women in Focus)  
Seconder             Felicity Premru (London South & West General)

**CARRIED**

## 30. Merger Talks (Item 30)

That this Conference notes that;

- a) The proposed merger with IBB failed with circular 53/22;
- b) It was said by the EC that a merger with a British Trades Union was not possible during the debate on the IBB Merger;
- c) Several previous attempts to merge with British trade unions have failed, and
- d) A letter from the Interim General Secretary to all members says that the Association is now in merger negotiations with the GMB.

Conference Instructs the EC:

- i. To consult all branches and SOGs regarding any future mergers after the initial meeting with any potential merger partner has taken place;
- ii. To provide the financial information so that the members can make an informed decision on the Association's future, and to produce a clear statement on the future ownership of all the association's assets;

- iii. To produce an estimate of the number of likely redundancies among the employed staff of the association likely to arise as a result of the merger, and
- iv. To demonstrate to the membership the benefits to them of a potential merger.

Mover                   Aneurin Redman-White (Lancs & Cumbria General)  
 Secunder               Cath Murphy (Disability Working Group)

**CARRIED**

**Amendment**

*To insert between ‘information’ and ‘so’ in line 10, ‘, providing in full the detail of the Association’s Income, Expenditure and Assets over the four year period 1st January 2019 to 31st December 2022,’.*

Mover                   Stephen Halliwell (London & Southern Retired)  
 Secunder               Toju Jakpa (London & South West General)

**LOST**

**31. Merger Talks (Item 31)**

That this Conference is greatly concerned at the amount of Association time, funds, and members' good will wasted on the efforts by the EC and former General Secretary to seek a merger with the USA-based IBB union, throughout 2021 and 2022, which many members never believed was likely to produce a credible, reliable, or appropriately funded solution to the finances and future of the Association. Conference is also disappointed at the lack of an adequate explanation to the membership why this overly optimistic plan foundered and what the full and detailed reasons were, and would be pleased to be informed on the discussions with the IBB that took place, together with the relevant additional costs to the Association of the time spent and travel costs incurred.

Conference instructs the EC to explain the reasons for their selection of the GMB union for a new merger plan, a union which has a poor reputation in many regards, rather than with other unions, and to provide full information on what is involved with this plan, the future structure of the TSSA segment within it, and to submit the plan for full consideration by the branches and entire membership before any merger is agreed.

These considerations should also apply to any other merger proposal, if the GMB proposed merger also fails.

Mover                   Ian McDonald (Kent)  
 Secunder               Steve Floyd (London Rail & Bus Operators)

**CARRIED**

**32. Manuel Cortes - Appeal to conference**

**LOST**

**33. Luke Chester - Appeal to conference**

**LOST**

**34. EC Report & Accounts (Item 34)**

That this Conference adopts the Report and Financial Statements for 2022.

Mover            Nicola Jukes (Executive Committee)  
Seconded        Formally

**CARRIED**

**35. EC Appointment of Auditors (Item 35)**

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

Mover            Nicola Jukes (Executive Committee)  
Seconded        Formally

**CARRIED**

**36. EC Appointment of Assurer (Item EM6)**

That this Conference understands that the appointment of an Assurer, as in Rule 4.5, is a legal requirement for Trade Unions. Conference also believes that this appointment is a regular occurrence and is concerned that this motion has been brought forward as an emergency motion. Conference will, however, consider endorsing the EC's recommendation for the holder of that post once the EC's recommendation has been revealed to Conference and once Conference has had time to examine that recommendation.

Conference regrets the lack of transparency and accountability in the appointment of Assurers and Auditors and calls on the EC to ensure that:

- (a) the EC proposals for these posts are identified in the relevant motions to Conference in future years; and
- (b) the motions are submitted on the appropriate timescale rather than as emergency Items.

Mover            Peter Pendle (Executive Committee)  
Seconded        Steve Coe (North East General)

**CARRIED**

### 37. TSSA Reports and Accounts (Item EM7)

That this Conference notes that the Final Accounts for 2022 were published on 9 May 2023 and that whilst conforming to current accounting regulations and TSSA auditor's requirements, they do not contain the range of additional information that previous Conferences had required to be published in the Final Accounts.

Conference further notes that this additional information must be provided under Trade Union legislation to the Trade Union Certification Officer via the AR21 Annual Return, recognising that the final accounts do not of themselves provide sufficient information to the Certification Officer, and do not permit Conference delegates to judge the EC's financial stewardship of TSSA in 2022.

As the full financial information, as demanded by successive Annual Conferences, has to be produced for the Certification Officer, Conference instructs the EC to make it available to members as well.

Conference reiterates its demand that the EC follow Conference policy and produce this detailed information on the Accounts for the timely perusal of branches and members before Annual Conference, and insists that in future the timetable laid out in Rule 10.1(n) is adhered to - all of which was done until 2018.

Conference further demands full transparency - a commodity which has been sadly lacking of late - in the detailed reporting of the Accounts to Conference. Branches, SOGs and members must be able to once again collectively hold the EC accountable for its actions in the financial affairs of the Association and that accountability must be available for scrutiny and questioning at the annual Parliament of the Association, Annual Conference, from 2024 onwards.

Mover                    Stephen Halliwell (London & Southern Retired)  
Seconder                Jill Murdoch (Women in Focus)

**CARRIED**

# Third Day's Proceedings

## 38. Rule Alteration (Item EM3)

*Preface: To clarify the role of the General Secretary, as recommended in the Report by Baroness Kennedy KC*

### Rule 12 GENERAL SECRETARY AND STAFF

#### 12.1 GENERAL SECRETARY

*To delete entire Rule 12.1(a) and substitute:*

#### **'General Secretary**

- (a) There shall be a General Secretary, who shall be responsible and accountable to the Executive Committee and for assisting the Executive Committee with the carrying out of its duties as set out in Rule 9
- (b) The General Secretary shall at all times adhere to the General Secretary Code of Conduct (to be published as Guidance Note G).
- (c) The General Secretary shall immediately join TSSA should that individual not be a member when declared elected. The General Secretary shall be a TSSA member and remain a member throughout their term of office.
- (d) The General Secretary shall have the right to speak on any business at delegate conferences and Executive Committee meetings but may not vote.

#### **Duties of the General Secretary**

- (e) The duties of the General Secretary shall be:
  - (1) to advise on policy decisions to be taken by delegate conferences;
  - (2) to advise the Executive Committee on its decision making;
  - (3) to ensure that the decisions of delegate conferences and the Executive Committee are properly recorded;
  - (4) to ensure implementation of policy decisions of delegate conferences and the decisions of the Executive Committee;
  - (5) to pay particular attention to ensuring that TSSA policies relating to good governance, culture, values and ethics are implemented and complied with;
  - (6) to work under the direction of the Executive Committee to ensure the efficient and effective day-to-day management and administration of the TSSA and the direction of its paid staff, including overseeing the stewardship of TSSA's property, finances and other assets;
  - (7) to be the principal representative of TSSA to employers, relevant industry organisations, Governments, political parties, other trade union bodies, and as directed by the Executive Committee;
  - (8) to be the principal spokesperson for TSSA to the media;
  - (9) where practicable, to attend all TSSA delegate conferences, and all meetings of the Executive Committee;
  - (10) to carry out other duties as determined by the Executive Committee.

- (f) At frequencies that the Executive Committee shall from time to time determine, the General Secretary shall provide reports to the Executive Committee regarding the following:
- (1) TSSA’s culture, values, ethics and governance;
  - (2) TSSA finances and relevant financial matters, TSSA properties, and TSSA assets;
  - (3) Staffing matters, including policies and procedures, turnover, recruitment, resignations, retirements and dismissals, any settlement agreements, training, development and succession planning, grievances, disciplinary matters, pay and conditions, health, safety, welfare and wellbeing, staff structures and reorganisations, pensions, and employee relations;
  - (4) Equality, diversity and inclusion matters;
  - (5) The state of TSSA’s member organisation including the effectiveness and functioning of Branches, Divisional Councils and SOGs, and the effectiveness and functioning of TSSA staff representatives;
  - (6) The progress in implementing the decisions and policies of TSSA delegate conferences and the Executive Committee;
  - (7) The overall industrial relations position in the employers and industries within which TSSA organises, including pay settlements and pension developments.
- (g) The General Secretary shall present an annual budget to the Executive Committee for approval.’.

***End of General Secretary’s office***

*To renumber existing Rule 12.1(b) as 12.1(h)*

Mover	Peter Pendle (Executive Committee)
Seconder	Steve Coe (North East General)
Supported by	Disability Working Group Retired Members’ Group Women in Focus

**CARRIED**

**39. Rule Alteration (Item EM4)**

*Preface: To broaden the field of candidates for election to the post of the General Secretary, as recommended in the Report by Baroness Kennedy KC*

**Rule 12 GENERAL SECRETARY AND STAFF  
12.2 ELECTION OF GENERAL SECRETARY**

*To delete entire Rule 12.2 and substitute:*

**‘12.2 ELECTION OF GENERAL SECRETARY**

(a) If the General Secretary’s position becomes or is due to become vacant, the Executive Committee shall order an election, specifying the dates of the call for nominations and close of nominations.

## **Nominations**

(b) The Executive Committee and each Branch shall have the right to nominate only one candidate for election.

(c) To be eligible to be nominated to stand for election, an individual must be either a member of TSSA or a member of a trade union affiliated to either the Trades Union Congress or the Irish Congress of Trade Unions.

## **Eligibility to Stand for Election**

(d) An individual shall only be eligible to stand for the position of General Secretary if:

- (1) that individual is nominated by the Executive Committee, or that individual is nominated by at least five Branches from at least two different Divisional Council areas;
- (2) on the date that nominations close that individual has at least five years aggregated membership of TSSA and/or one or more unions affiliated to the Trades Union Congress or the Irish Congress of Trade Unions;
- (3) by the date that nominations close Head Office has received a written communication indicating the individual's willingness to accept nomination to stand for the position of General Secretary.

(e) Individuals shall not be eligible to stand for the position of General Secretary if on the date that nominations close:

- (1) that individual's subscriptions to their trade union is more than twelve weeks in arrears;
- (2) that individual is a Retired or Honorary member of the TSSA as defined in Guidance Note A, or if that individual has an equivalent status in another trade union.

## **Election Procedures**

(f) If on the date that nominations close there is more than one valid nomination, there shall be an individual vote of members. Each member shall have one vote. The candidate obtaining the highest number of votes shall be declared elected.

(g) Subject to this Rule, Rule 11.3 shall apply to the conduct of the election and;

- (1) the period between the call for nominations and the close of nominations shall not exceed six weeks and;
- (2) ballot packs under Rule 11.3(e) shall be sent out within six weeks of the close of nominations and;
- (3) the period over which the ballot is held shall not exceed four weeks.

(h) A member shall not be eligible to receive a ballot pack or to vote in the election for General Secretary if, on the date the ballot packs are sent out, a member is either:

- (1) an Honorary member, as defined in Guidance Note A;
- (2) a member whose subscriptions are twelve weeks or more in arrears.

(i) The General Secretary shall hold office for a period of five years and shall be eligible for re-election subject to the provisions set out in these Rules. The General Secretary shall take office from the date the vacancy exists, or immediately if the vacancy already exists.'

Mover Peter Pendle (Executive Committee)  
Seconder Steve Coe (North East General)  
Supported by Retired Members' Group

**CARRIED**

#### **40. Merger talks (Item 32)**

Conference notes the joint announcement from the Association and the GMB in early January 2023 for a proposed merger.

Conference notes that it had previously been described that there were no UK unions that were prepared to engage with the Association for an appropriate merger and that was the justification for considering a merger with the IBB.

Conference also notes that these merger proposals were initiated when we did not have an elected General Secretary and it is possible that whoever is elected as our new General Secretary may not support this proposed merger and have an alternative mandate.

Conference notes that we should be able to learn lessons from missed opportunities to better coordinate industrial action with our sister rail unions and there would be a clear advantage to achieving a merger with the RMT.

Conference therefore instructs the EC to pause merger proposals with the GMB until alternatives have been exhausted.

Conference further instructs the EC to present proposals for a merger with the RMT.

Mover David Barnes (Network Rail London South)  
Seconder Formally

**REMITTED**

#### **41. Merger Talks (Item 33)**

That this Conference instructs the EC to include in any due diligence into any union that it is considering for a merger, examination of that union's record on bullying, sexual harassment and sex equalities. This should be seen as a priority.

Mover Jill Murdoch (Women in Focus)  
Seconder Andi Fox (North East General)

**CARRIED**

#### 42. TSSA Organisation (Kennedy and Conley Reports) (Item EM1)

That this Conference notes that the report by Baroness Kennedy KC on sexual harassment, discrimination and bullying in TSSA was published on 8 February 2023, and that the UWE report by Professor Conley on Equality Policy and Practice in TSSA was published on 21 February 2023.

Conference is appalled at the findings revealed in the reports, which describe a toxic culture within the organisation and a gross abuse of power by certain senior individuals that created an environment within which unacceptable behaviours and acts of sexual harassment and sexual discrimination could be and were perpetrated, tolerated and covered up.

Conference expresses its appreciation to the EC for instigating swift action in both dealing with the individuals involved, and in taking steps to begin the change process necessary to repair the damage both to the union and to individual victims.

Conference expresses its concern that following the resignations, suspensions and dismissals of senior individuals which resulted in the EC having to step in to take charge of the union, it has become apparent that there are serious questions to be asked about the management of the Association's financial affairs. Conference is of the firm belief that any criminal wrongdoing uncovered must be put in the hands of the Police.

Conference believes that it is now important that a statement is made on behalf of the Association that makes a fulsome apology to victims of the toxic culture - staff, former staff, members and former members - for what has happened to them.

Conference also instructs the EC to create the safe environment within which any victims that so far have not made statements to Kennedy and Conley are able to do so. Conference believes that it is essential that the full truth is known.

Conference *instructs* that the EC must take all necessary steps to ensure that:

- the best interests of the Association's members are put first and that the Association remains a member-led union;
- all parts of the Association act ethically, transparently, responsibly and in accordance with the Rules, Association policies, and the principles of good governance, and
- that the Association's staff are managed in a manner consistent with established trade union principles and values.

*Conference further instructs the EC to ensure that all SOGs are consulted and involved in all stages of the development of the Strategic Plan, alongside branches and reps, as should be expected in a member led union.z*

*Conference is appalled that even after their role in highlighting sexism and abuse in the Association and pushing for justice for sisters which has resulted in these 2 damning reports, neither WIF nor survivors have been centred or involved in any meaningful way in any action plans. This may be related to an apparent misunderstanding in the EC about the meaning and function of 'self-organised groups' and Conference instructs the EC to discuss these matters with those groups as soon as practicable.*

*As a member led union, in the aftermath of Kennedy/Conley, there should be an interactive forum for all members with reps, Women in Focus, staff and survivors involved to develop the way ahead for and the shape of future democracy in the TSSA. Conference calls on the EC to establish such a forum and to give it direct access into their own deliberations.*

Mover                 Steve Coe (North East General)  
Seconder             Ian McDonald (Kent)

**CARRIED AS AMENDED**

**Amendment A:**

*To delete all between 'Conference' in line 18 and 'apology' in line 19 and substitute 'calls on the EC to consider, after appropriate employment and legal processes have been completed, whether it would be appropriate to make a full'.*

Mover                 Joel Kosminsky (Retired Members Group)  
Seconder             Formally

**LOST**

**Amendment B:**

*To delete 'believes' in line 24 and substitute 'instructs'.*

*To add at end (new paragraphs):*

*'Conference further instructs the EC to ensure that all SOGs are consulted and involved in all stages of the development of the Strategic Plan, alongside branches and reps, as should be expected in a member led union.*

Conference is appalled that even after their role in highlighting sexism and abuse in the Association and pushing for justice for sisters which has resulted in these 2 damning reports, neither WIF nor survivors have been centred or involved in any meaningful way in any action plans. This may be related to an apparent misunderstanding in the EC about the meaning and function of 'self-organised groups' and Conference instructs the EC to discuss these matters with those groups as soon as practicable.

As a member led union, in the aftermath of Kennedy/Conley, there should be an interactive forum for all members with reps, Women in Focus, staff and survivors involved to develop the way ahead for and the shape of future democracy in the TSSA. Conference calls on the EC to establish such a forum and to give it direct access into their own deliberations.’.

Mover                Jill Murdoch (Women in Focus)  
Seconder            Felicity Premru (London South & West General)

**CARRIED**

### **43. Kennedy and Conley Reports (Item EM8)**

That this Conference notes the significant challenges raised around the issues of equality within the Union by the Kennedy and Conley reports. Conley paints a picture ‘of a union that is trying but failing to break free of a white, male-dominated culture’. Conference sees these developments as a call to action to safeguard the running of the Union for both present and future generations of members. As the Conley report states, these issues exist ‘beyond statistical representation’, therefore the association must act to empower members from under represented groups and build a culture of sustainable inclusivity.

Conference recognises the extensive contributions made by both older and retired members, however notes the significant work required to develop these skills in younger and a more diverse range of members such that these important activities can continue going forwards.

Conference resolves that the only way to avoid issues like these arising in the future is in the development and empowerment of members. Without the presence and leadership throughout all levels of the union, and within the sector, of under represented groups and their allies, it will be harder to develop and model a healthy culture to avoid a recurrence of the issues outlined in Kennedy and Conley reports.

Conference therefore instructs the EC to:

1. Develop a programme of activities including the possibility of using day/weekend schools, with the aim of training and developing key skills such as holding branch officerships. This could include mentoring from retired members;
2. Support a continuing programme of introducing Young Members to conference and developing the key skills needed to inform the running of the union and to;
3. Ask branches and Divisional Councils to make their activities as inclusive as possible to encourage the involvement of new and underrepresented members and to consider succession planning for their branches.

Mover                Formally (FutureTSSA)  
Seconder            Malcolm Wallace (Anglia South General)  
Supported by        North East General

**CARRIED**

#### 44. TSSA Communications (Item 37)

That this Conference instructs the EC, as a matter of urgency, to address the distinct lack of communication within the Association. There is a lack of communication at all levels from the top downwards. All communication should be rolled out to members and transparency is key. Communication is paramount to recruiting and retaining an informed membership.

Mover                    Steven Roberts (Crewe & Cheshire General)  
Seconded                Formally

**CARRIED**

#### 45. TSSA Democracy (Item 38)

That this Conference has serious concerns about the lack of transparency in which several of the union's recent operations have been conducted. A lack of insight into the conduct and aims of the association has barred the ability of the membership to make informed decisions on union business, and interrogate the decisions made about the future of our Association.

Two merger propositions have recently been put to the members, yet information around the origins of the mergers and the conditions under which they would be completed have been at best incomplete, opening a possibility for the membership to question the intentions behind them. Major changes to the Association such as these must be undertaken with full transparency for the members.

Conference welcomes the reflection on behaviours within the union offered by the inquiries of Baroness Helena Kennedy KC and Professor Hazel Conley being undertaken into our practice and culture. Conference acknowledges the openness with which the EC has dealt with their findings and believes that this approach must continue. It is integral for the future of the Association that the recommendations of these reports are implemented in full, within sight of the membership, to ensure that the Association is able to restore its integrity and reputation within the trade union movement.

Whilst Conference appreciates the need for a level of confidentiality in certain situations to allow the Association to operate from the best position possible, it is vital that the membership has sight of detail integral to the operations of the union.

Conference instructs the EC to conduct a review of communication with branches and SOGs, making sure that branches and SOGs are given an input, in order to improve the approach taken to distributing information, and so that the appropriate levels of detail are available to allow the membership to make informed decisions about the future of the Association.

Mover                    Formally (FutureTSSA)  
Seconded                Formally (Crewe & Cheshire General)

**CARRIED**

#### **46. TSSA Diaries (Item 39)**

That this Conference commends the EC for the improvement in the quality of the Association diaries for 2022 and 2023 compared with the 2021 diary, which has made them far more user friendly, and a fitting advertisement for the Association.

However, Conference notes with regret the late issue of the 2023 diaries, which many members did not receive until after the start of the year, which caused difficulties for members who rely on the Association diary to plan their engagements. Conference instructs the EC to ensure that diaries for future years are received by members not later than 1st November in the previous year.

Mover                 Peter Vincent (Midlands Retired)  
Seconded             Formally

**CARRIED**

#### **47. TSSA Organisation (Outcome of Conference Motions) (Item 40)**

That this Conference is concerned that Motion 40, passed at 2022 Annual Conference (Minute 43), appears to have been completely ignored by the EC until very recently (see TSSA Support Services circular of 3 March 2023 with a limited response so far on motions passed at Annual Conference in 2022 only), even though they accepted the criticisms in the motion, thereby implying acceptance of their past failures. Even if this was not clearly stated by the General Secretary's reply, it was reasonably expected that they would duly explain their failure to fulfil the instructions in all the motions passed for many years, and especially concerning their apparent lack of action on four motions about the Labour Party passed at 2021 Annual Conference.

Also implicitly expected was that they would resume providing the former quarterly reports on progress with previous motions passed at Annual Conference. Conference therefore instructs the EC, as previously, to carry out the terms of the successful motion including the progress with motions passed, at least, at both 2020 and 2021 Annual Conferences as well as in 2022, even those opposed by the EC.

Mover                 Ian McDonald (Kent)  
Seconded             Formally

**CARRIED**

#### **48. TSSA Member Benefits (Item 41)**

That this Conference notes the shambolic and reactionary policies and actions of the Coalition and the Conservative governments over recent years, but more particularly in 2022, with their disregard for the effects on working and retired people of their policies that are solely designed to benefit their own richer supporters.

Conference notes that trade unions are at the forefront of the fight to protect working and retired people and that in particular that Association industrial action plans are designed to protect all members as well as the travelling public.

Conference recognises that the Association has specific Benevolent and Provident Benefit Funds. In the Association's Return to the UK Certification Officer dated 31<sup>st</sup> December 2021, the amounts set aside for grants in these funds totalled about £2.8 million. Grants that could be available to provide financial assistance for members who are suffering from the effects of government inaction in the current cost of living crisis, as well as in other circumstances. These funds should be used to provide financial aid designed to help a member and their family at the time of financial crisis.

Conference is concerned that the payment rates for awards from the funds are very modest and believes that at a time of runaway inflation considerably greater awards are required. Conference therefore instructs the EC to review the levels of awards and benefits and where possible to increase them to a level that is in line with the real costs that members and their families are incurring. Conference notes, however, that the Retirement Benefit could act as a disincentive to members remaining in the union as Retired Members, and urges the EC to keep this in mind when reviewing benefits.

Mover                    Stephen Halliwell (London & Southern Retired)  
Seconder                Joel Kosminsky (Retired Members Group)

**CARRIED**

#### **49. Enough is Enough (Item 45)**

That this Conference notes the foundation of Enough is Enough, a campaign to fight the cost of living crisis. Enough is Enough was founded by trade unions and community organisations determined to push back against the misery forced on millions by rising bills, low wages, food poverty, shoddy housing - and a society run only for a wealthy elite.

Conference notes Enough is Enough's five demands:

- a) A real pay rise;
- b) Slash energy bills;
- c) End food poverty;
- d) Decent homes for all, and
- e) Tax the rich.

Conference notes that Enough Is Enough actions so far have included holding rallies across Britain, forming community groups, organising picket line solidarity and taking action against the companies and individuals profiting from this crisis. Conference notes that Enough is Enough is supported by CWU, RMT, FBU, UCU, Tribune, ACORN, Fans Supporting Foodbanks, Right to Food Campaign, Zarah Sultana MP and Ian Byrne MP.

Conference instructs the EC to support and affiliate the Association to Enough Is Enough, and to promote Enough Is Enough activities to members.

Mover                    Micheal Newell (TFL Central)  
Seconded                Lesley Pollock (West of Scotland General)

**CARRIED**

#### **50. Race-Pay Disparity (Item 46)**

That this Conference acknowledges the work being done by Network Rail and TfL around reducing the race-pay disparity, since publishing their ethnicity figures. Conference notes that there is still a lot of work to be done within both these companies and that whilst their 2021 reports show a slight increase in the recruitment of black and ethnic minorities, there remained a significant gap in terms of pay differentials, with the gaps growing as you moved up through pay bands.

Conference calls on the EC to press for all employers to publish their ethnicity figures, and for the Association to work together with other Unions and the TUC to share good practices on tackling issues of race-pay disparity. Conference also calls on the EC to publicly challenge employers to publish their ethnicity figures and to work with recognised unions to develop strategies to address issues around the employment and reward of black and ethnic minority workers. Conference also calls on the Government to legislate to make it mandatory for all companies to publish their ethnicity figures and address identified pay disparities.

Mover                    Vipul Desai (E-Mix)  
Seconded                Irene Wright (Quadrant MK)

**CARRIED**

#### **51. Dying To Work (Item 47)**

That this Conference notes that, if you are told that you have a terminal illness, the effect is devastating on you and your family.

In some cases, it is unlikely that the person would be able to work again. However, in other cases, a person may decide they do not want to work anymore and would rather spend the remaining time with the family and friends and getting their affairs in order. However, a lot of workers with a terminally ill diagnosis may decide they want to continue work as long as they can and this helps them to cope with their illness.

If a worker with a terminal illness loses their job, they lose their income. They can also lose any death or in-service payments they have earned through a lifetime of work, but which are only payable to those that die while still in employment.

Conference instructs the EC to encourage employers to sign up to the 'Dying To Work' campaign from the TUC and encourage employers to adopt a charter, which would say-

- a) Employers recognise that terminal illnesses require support and understanding, and not additional and avoidable stress and worry;
- b) Terminally ill workers will be secure in the knowledge that their employer will support them following the diagnosis, and employers recognise that safe and reasonable work can help maintain dignity, offer a valuable distraction and can be therapeutic in itself;
- c) Employers will provide their employees with the security of work, peace of mind and the right to choose the best course of action for themselves and their families, which helps them through this challenging period with dignity and without undue financial stress.
- d) Employers support the TUC's 'Dying to Work' campaign, so all employees battling terminal illness have adequate employment protection and have their death in service benefits protected for the loved ones they leave behind, and
- e) Bring this to the attention of the Labour Party for inclusion in their next General Election Manifesto.

Mover            Cath Murphy (Disability Working Group)  
Seconder        Frank Ellis (Lancs & Cumbria General)

**CARRIED**

## **52. StrikeMap (Item 48)**

That this Conference congratulates StrikeMap for initiating the first coordinated record of strike action throughout the UK. Launched in 2020, StrikeMap does not claim to be an official account of all strike action across the country as it mostly provides details of industrial action reported to it. StrikeMap is a tool that enables others to support those engaged in industrial activity and it has a national/regional network of trade union activists.

Conference notes that the rapid growth of Strike Maps' regional and local support groups has led to information on strikes being circulated through their WhatsApp networks enabling peoples to join picket lines, raise money for those on strike and to promote their case.

StrikeMap is independent of any one union, party or candidate. Its affiliates include Trades Councils, the National Education Union, the Bakers, Food and Allied Workers' Union and the Campaign for Trade Union Freedom. Conference instructs the EC to affiliate to StrikeMap and to encourage branches and SOGs to do likewise.

Mover            Stephen Lawrence (Scotland Retired)  
Seconder        Malcolm Wallace (Anglia South General)

**CARRIED**

### **53. Food Labelling (Item 49)**

That this Conference notes that supermarkets and other retailers are profiteering from the abolition of 'best by' and 'sell by' labelling on perishable produce. Conference rejects the proposition that this eliminates food waste, as on the BBC internet page <https://www.bbc.co.uk/news/business-63212669>, which shows that since the end of such labelling, food prices have risen substantially for reasons not linked to any increase in costs. The absence of this labelling is, in reality, enabling the sale of such produce at the ongoing full price when it has been costed in advance to allow for discounted sale at the dates indicated.

Conference observes that selling perishable food at full prices penalises those on lower incomes, whose quality of life can depend on acquiring edible food at the lowest possible cost. Conference recognises it is an absent skill in many people to judge whether packaged produce is fit for consumption, and rejects the return of 'caveat emptor', the legal term for 'buyer beware' when buying food. Conference calls on the Association to join with other bodies representing consumer welfare and the interests of lower income groups, to campaign actively for the return of date-relevant food labelling.

Mover                    Dinesh Bhardwa (LT Retired)  
Seconder                Edmund Kyberd (Network Rail London South)

**CARRIED**

### **54. Press Freedom (Item 50)**

That this conference recognises that the website Wikileaks exposed war crimes committed by the USA. This led to Julian Assange being held in prison by the UK government and the threat of extradition to the USA.

Conference believes that the prosecution of Julian Assange is a threat to press freedom everywhere. He has won journalistic awards and his cause is supported by press freedom organisations around the world including Reporters Without Borders, PEN International, Freedom of the Press Foundation, and the Committee to Protect Journalists. Julian Assange did not 'put lives at risk' and a 2013 Pentagon study could not identify a single instance of anyone killed as a result of being named by Wikileaks. Julian Assange worked with traditional news outlets to redact the documents and reduce harm.

Conference opposes Julian Assange being extradited to the United States, condemns his cruel treatment in prison and calls for his immediate release from jail. Conference therefore instructs the EC to pass on the terms of this motion to the Conservative Government, the Labour Party and the TUC.

Mover                    Malcolm Wallace (Anglia South General)  
Seconder                Ian McDonald (Kent)

**CARRIED**

## **55. London Freedom Pass (Item 51)**

That this Conference notes that, in restrictions imposed as part of the funding settlements forced on TfL by the Tory Government, London Older Persons' Freedom Passes cannot be used between 0430 and 0900 on weekdays. This has a significant impact on the ability of elderly Londoners to travel in the morning, and in particular is a barrier for many to reach hospital or other important appointments which frequently require early travel. The restrictions were initially imposed as a temporary measure after the Covid lockdowns, but have been made permanent from January 2023.

Conference condemns the national Government for forcing Transport for London, as a condition of the emergency funding packages, to impose extra costs on passengers least able to afford them, many of whom are in need of public transport. Conference notes that earlier in 2023, the Greater London Authority claimed that such time restrictions on the Freedom Pass was extracting £15 million from pass-holders now forced to pay for transport, especially in a period of acute rising prices.

Conference calls on the EC to renew our calls to the Government to lift this restriction and to call for the London Mayor to take action to alleviate the hardship on pass-holders as a result of this restriction.

Mover                    Dinesh Bhardwa (LT Retired)  
Seconded                Stephen Halliwell (London & Southern Retired)

**CARRIED**

## **56. Climate Change Emergency (Item EM2)**

That this Conference welcomes the publication of the IPCC 6th Assessment synthesis report on 20th March which emphasizes that even a small increase in temperature has far-reaching and severe impacts on both the average climate and extreme weather events. These consequences have a significant impact on our food, water, homes, health, economy, and natural environment. The 'experiment' we're conducting with our planet is unparalleled, and it poses a danger to us all.

We further note the report's conclusions that we are nowhere near doing enough to avoid catastrophic effects, let alone achieve the goals of the Paris Agreement, but that we have the solutions readily available to address this issue: efficiency, clean energy, regenerative agriculture, and green infrastructure, which not only mitigate climate change, but also improve resilience, accelerate the transition to a clean energy future, and address health, equity, justice, and economic concern

We welcome and endorse the UN General Secretary's call that, 'It's crucial to a quickly' and 'to massively fast-track climate efforts by every country and every sector and on every timeframe. Specifically, leaders of developed countries must commit to reaching net-zero as close as possible to 2040, the limit they should all aim to respect. This can be done. Some have already set a target as early as 2035.'

This Conference, recognising the urgency of the situation, agrees to support the UK committing to amend the UK's Climate Change Act to achieve net-zero by no later than 2040, and to plan and legislate for 'just transition' arrangements to achieve that.

We also condemn the UK Government's revised net-zero strategy published on March 30th (following last year's court ruling that its previous version was unlawful), which still doesn't meet legal targets for reducing UK emissions, let alone the deeper cuts that Prime Minister Rishi Sunak promised at international climate talks just four months previously, and relies on continuing fossil fuel burning with unproven at scale and on the limited evidence incredibly expensive carbon capture technology.

We call on the EC to lobby the TUC, Labour Party and UK Government to adopt this new 2040 net-zero target together with 'a just transition' legislation and a pragmatic approach that:

1. protects vital UK industries and interests and doesn't simply export carbon emissions and jobs to other countries;
2. opposes solutions which continue fossil fuel burning, including Carbon Capture and Storage;
3. challenges false solutions including biofuels and hydrogen, and
4. submit appropriate motions to adopt these commitments to the next TUC and Labour Party conferences and to Regional TUC conferences.

Conference also calls on the EC to:

- a) engage members, staff and reps in the work of the Campaign Against Climate Change Trade Union Group (CACCTU) and Greener Jobs Alliance linking climate and food justice, especially with the cost of living crisis, and in knocking back the false solutions which are prevalent in the trade union movement;
- b) provide training for reps and organisers to build climate justice and adaptation demands into our industrial bargaining, and
- c) ensure that TSSA leads by example in sustainable travel plans which means ensuring locations particularly for larger meetings such as conferences can be accessed by rail and sea travel rather than aviation.

Mover                      Dave Merrett (North East General)  
Seconder                  Felicity Premru (London South & West General)  
Supported by              Women in Focus

**CARRIED**

## **57. Illegal Migration Bill (Item EM5)**

That this Conference deplores the Tory Illegal Migration Bill passing unamended through the Commons Second Reading on 12th March 2023.

Conference notes that this bill targets the most vulnerable people in our society and is being used by this Tory government to scapegoat migrants in the face of a rebellion against the cost-of-living crisis. Conference calls on Labour to oppose the Illegal Migration Bill, recognising that this bill unamended could put the UK in breach of both domestic and international law and expose migrants to serious harm.

Conference notes that migrants benefit our economy and are essential for our NHS and other public services functioning properly. Conference notes that the change that is required is to provide safe routes for migrants and allow them the right to work, from which we will all benefit.

Conference notes that the UK is still considered one of the most important global voices on human rights, and the UN Refugee Agency has publicly stated, on 22nd March, that this bill represents a very real threat to the entire system of international refugee law.

Conference applauds the Association's response to the racist bill with the mobilisation led by TSSA E-Mix on the March Against Racism demonstration on 18th March, and calls on our EC to continue to support mobilisations from the TUC, Stand Up To Racism and similar initiatives in response to those that seek to divide us.

Mover                Edmund Kyberd (Network Rail London South)  
Secunder            Aneurin Redman-White (Lancs & Cumbria General)

**CARRIED**

## **58. Rule Alterations (Item 52)**

That this Conference, having duly passed the several Resolutions which involve alterations to the Rules of the Association, hereby instructs the EC to give effect to all such Resolutions by making the authorised amendments to the Rules affected (including such re-numbering and verbal correcting as may be necessary) and to have the same registered in accordance with statutory requirements - also to produce a sufficient number of printed copies of the amended Rules to be made available to each member on request; the revised Rules to come into operation forthwith, except where otherwise provided for.

Mover                Formally (Executive Committee)  
Secunder            Formally

**CARRIED**

## Election Results

### Standing Orders Committee

Name	Branch
Cheryl O'Brien	Wales No1
Luke Howard	LT Retired
Joe Kavanagh	Midlands General
Andy Bain	Network Rail North London
Pauline McArdle	Lancs & Cumbria General

All Elected Unopposed.

### Scrutineers

Name	Branch	Votes
Steve Floyd	London Bus & Rail Operators	161
Kieran Crowe	Midlands General	159
Cheryl O'Brien	Wales No1	94

### TUC Congress 2023

Name	Branch
Sarah-Jane McDonough	Euston
Fliss Premru	London South & West General
Frank Ellis	Lancs & Cumbria General
Simon Turp	South East Metro

All elected unopposed.

### TUC Women's Congress 2024

Name	Branch
Andi Fox	North East Operations
Nicola Jukes	North East Operations
Sarah-Jane McDonough	Euston
Cheryl O'Brien	Wales No.1
Fliss Premru	TfL Central

All elected unopposed.

### Labour Party Conference 2023

<b>Name</b>	<b>Branch</b>	<b>Votes</b>
Jill Murdoch	North East General	126
Andi Fox	North East Operations	111
Sharon Simmonds	London South & West General	106
Paul Beadle	Euston	97
Fliss Premru	TfL Central	95
Dave Merrett	North East General	65
Hilary Hosking	Anglia No.3	33

### Labour Party Women's Conference 2023

<b>Name</b>	<b>Branch</b>	<b>Votes</b>
Pauline McArdle	Lancs & Cumbria General	129
Cath Murphy	Crewe & Cheshire General	96
Jill Murdoch	North East General	48
Hilary Hosking	Anglia No.3	6
Fliss Premru	TfL Central	1

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