



www.tssa.org.uk

Tel: 020 7387 2101

Fax: 020 7383 0656

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

# ANNUAL DELEGATE CONFERENCE

to be held at

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

and via:

Zoom and Changelab Software

Saturday 1 June to Monday 3 June 2024 (inclusive)

## **Revised Final Agenda & Order Papers** **Programme of General Arrangements**

Saturday, 1 June,  
Conference opens

Melissa Heywood, President  
Presiding

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

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

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



# Annual Delegate Conference

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via Zoom and ChangeLab Software

**1 to 3 June 2024 (inclusive)**

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## General Daily Arrangements

All Timings are Provisional

<b>Saturday 1 June</b>	<b>Sunday 2 June</b>	<b>Monday 3 June</b>
12.30 pm Lunch	9.30 am Session Available	9.30 am Session Available
1.30 pm Session Available	10.00 am Conference Resumes	10.00 am Conference Resumes
1.45 pm Introduction Session	12.30 pm Adjournment for Lunch	1.30pm Conference Concludes
2.30 pm Conference Commences	2.30 pm Conference Resumes	
5.30 pm Adjournment	5.30 pm Adjournment	

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

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

## CONFERENCE REGULATIONS AND PROCEDURES

(See also Rules 3 and 10)

**(1) Basis of Representation**

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

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

**(2) Speaking to Motions**

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

- |  |               |
|--|---------------|
| (a) For a branch motion without amendment: |               |
| Mover                                      | three minutes |
| Seconder                                   | one minute    |
| EC   | three minutes |
| Reply by mover                             | one minute    |
| (b) For a branch motion with amendment(s): |               |
| Mover                                      | three minutes |
| Seconder                                   | one minute    |
| (i) For each amendment:                    |               |
| Mover of amendment                         | two minutes   |
| Seconder of amendment                      | one minute    |
| EC speech on amendment                     | two minutes   |
| Reply to amendment by holder of motion     | one minute    |
| Vote on amendment                          |               |
| (ii) After the vote on the last amendment: |               |
| EC speech on motion (possibly as amended)  | two minutes   |
| Reply to debate by holder                  | one minute    |
| (c) For an EC motion without amendment:    |               |
| Mover (EC)                                 | three minutes |
| Seconder                                   | one minute    |
| Reply by EC                                | one minute    |
| (d) For an EC motion with amendment(s):    |               |
| Mover (EC)                                 | three minutes |
| Seconder                                   | one minute    |
| (i) For each amendment:                    |               |
| Mover of amendment                         | two minutes   |
| Seconder of amendment                      | one minute    |
| EC reply to amendment                      | two minutes   |
| Vote on amendment                          |               |
| (ii) After the vote on the last amendment: |               |
| Reply to debate by EC                      | one minute    |

Proposed timings for EC reserved motions will be shown on the relevant order sheets.

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

If the EC lose control of an EC motion through the carrying of an amendment, the EC will subsequently have rights to speak on amendments and the debate as in (b) above.

## CONFERENCE REGULATIONS AND PROCEDURES

(See also Rules 3 and 10)

During the debate on any motion which has EC support, or on which the EC makes no recommendation, the Chair will permit one speech against of three minutes before the holder's reply to debate. In debates where provision is made for additional speeches, if none of the speeches are against the motion, the Chair will call for a speech against.

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

Order sheets will be placed before Conference for approval.

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

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

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

### (3) Limitation of Discussion

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

### (4) Voting Arrangements

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

**CONFERENCE REGULATIONS AND PROCEDURES**  
(See also Rules 3 and 10)

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

The elections for the various offices and delegations shall be by ballot on voting papers bearing a figure representing the number of votes to which the Branches are entitled at the rate of one for every complete twenty-five members; Branches with less than twenty-five members to be entitled to one vote. In relation to voting for delegates to the Labour Party Annual Conference and similar Labour Party bodies the net voting strength of each Branch will be calculated by excluding members who, under the Rules of the Association, are exempt from payment to the Political Fund. Ballot papers will be circulated to Branches early in April. Votes must be **decided at a Branch meeting and returned by email to reach the Scrutineers and Head Office not later than 17 May.**

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

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

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

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

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

(8) **Emergency Motions**

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

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

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

SOC has stated that emergency motion should be submitted by midday on Wednesday 22<sup>nd</sup> May in order to be debated at Conference. Motions received later will be considered by SOC but will only be debated in exceptional circumstances, Motions not debated will be remitted to the EC.

(9) **Enforced Absence**

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

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

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

(10) **Chair of Conference**

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

## SUMMARY OF DECISIONS

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8.....	26.....	45.....	61.....
9.....	27.....	46.....	62.....
10.....	28.....	47.....	63.....
11.....	C.....	48.....	64.....
12.....	31.....	49.....	65.....
13.....	32.....	50.....	66.....
14.....	33.....	51.....	67.....
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16.....	36.....	53.....	69.....
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# ORDER PAPER

**A**

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

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

1. Introduction to online Conference.
2. Minutes of 2023 Annual Conference.  
(To be taken as read)

Confirmation

Proposed by.....

Seconded by.....

## QUESTIONS

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

Please note: line numbering for the following motions and Rule Alterations is as originally published in the Preliminary Agenda. Lines inserted by amendments that have been accepted are not numbered, and the sequence of numbers is broken if lines have been deleted by accepted amendments.

**ORDER PAPER****B1**

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

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

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

**ORDER PAPER****B1**

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

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

	<p><b>Em2 Proposed Changes for Disabled People (<i>Emergency Motion</i>)</b></p> <p>1 That this Conference is very concerned about the consequences for sick and  2 disabled people, after Rishi Sunak's announcement on April 22<sup>nd</sup> 2024 revealing  3 plans to remove the power to write 'fit notes' from GPs and give it to  4 unspecified 'Health Professionals' as well as his proposed changes to Personal  5 Independence Payment entitlement.</p> <p>6 We have already seen how these 'Health Professionals' have performed when  7 doing PIP and ESA assessments (with targets for how many people they can  8 disqualify and often lacking any specialist knowledge of the conditions that the  9 people they are assessing, suffer from), and now the Tories want to give 'Health  10 Professionals' the power to decide whether someone is fit for work or not, thus  11 overriding the decision of your GP, who may have worked with you and your  12 family for years, or even the professional judgement of a consultant who is a  13 specialist in your condition or disability.</p> <p>14 Rishi Sunak also plans to legislate to close benefit claims for anyone who has  15 been claiming for 12 months but is not complying with conditions on accepting  16 available work. We have already seen examples of 'Health Professionals' who  17 may have no knowledge of the health condition the patient is suffering from,  18 and under pressure from their superiors, finding people fit for work when their  19 consultant has said otherwise, so what is to stop that happening in these new  20 proposals resulting in sick and disabled people becoming utterly destitute,  21 through no fault of their own.</p> <p>22 Conference feels that these proposals seem even crueller, in the light of recent  23 cuts in National Insurance, i.e. making the most vulnerable in our society pay  24 for tax cuts.</p> <p>25 Conference instructs the EC to campaign to oppose these 'reforms' and for sick  26 and disabled people to be given the help and support that they need, and not to  27 have them threatened with having their benefits taken away if they cannot cope  28 with the pressure they are being put under to seek work that they may simply  29 not be well enough to undertake. Should any of this appalling legislation be  30 passed, Conference also instructs the EC to lobby an incoming Labour  31 government for its rapid repeal.</p> <p><b>Disability Working Group</b></p> <p>Mover .....</p> <p>Seconders .....</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p> <p>26</p> <p>27</p> <p>28</p> <p>29</p> <p>30</p> <p>31</p>
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**ORDER PAPER****B1**

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

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

	<b>8 NHS</b>	
1 2	That this Conference has growing concerns over the National Health Service, the jewel in the reforming Attlee Labour Government's crown.	1 2
3 4 5 6	Our once proud NHS has been decimated by years of underfunding and privatisation, both directly and by stealth. The disgraceful shambolic awarding of contracts throughout Covid for safety equipment not fit for purpose is a national disgrace.	3 4 5 6
	Conference notes that the policy of both Labour and Conservative Parties is that the NHS will be free at the point of use but both have increasingly introduced the private sector into most of its operational areas; this is not just costly to the taxpayer but weakens the efficiency of the NHS.	
	The Labour Party is right to say that the NHS is not working and is wasteful. That is the outcome of the failed public private partnerships and the increasing use of the private sector to manage its departments. However, Conference is concerned that the Labour Party's plan to "reform" the NHS will mean even further engagement with the private sector and a boost to its profits at our expense. Conference rejects this strategy and calls on the Labour Party to return outsourced departments to the NHS. A returning Labour government must have saving the NHS high on its priority list and must bring the NHS wholly in house.	10 11
10 11	Conference instructs the EC to bring the terms of this motion to the notice of the Labour Party	
	Anglia South General Mover .....	
	Southeastern Metro Seconder .....	
	Supported by Crewe & Cheshire General Midlands Retired	
	(Amendment A withdrawn Amendments B and C accepted)	

**ORDER PAPER****B1**

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

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

	<b>9 Women's Health</b>	
1	That this Conference notes that many women suffer from heavy prolonged	1
2	periods and about 1 in 10 suffer endometriosis, the second most common	2
3	gynaecological condition in the UK.	3
4	For those women who work on board trains and station platforms the need to	4
5	frequently change sanitary products is often hampered because there is no easy	5
6	access to toilets and washing facilities. Women workers often have to use public	6
7	toilets.	7
8	Conference notes that, despite the rail industry's desire to increase diversity in	8
9	a largely male dominated sector, companies do not have any policies in place	9
10	that allow women to take time off during their periods. Absence and attendance	10
11	policies have few or zero allowances for this. Some women find it impossible to	11
12	attend due to heavy flooding and pain.	12
13	Conference calls upon the EC:	13
14	(a) to campaign for women to have period dignity at work;	14
15	(b) to work with employers to introduce policies that do not penalise women	15
16	who have to take time off due to symptoms of endometriosis or	16
17	prolonged heavy periods, and	17
18	(c) to include these in issues in future pay claims.	18
	<b>North East Operations</b>	
	Mover .....	
	Second .....	

**ORDER PAPER****B2**

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

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

	<p><b>10 Sexual Harassment</b></p> <p>1 That this Conference endorses the EC Report.</p> <p><b>Executive Committee</b> Mover .....</p> <p>Secondar .....</p> <p><i>The EC Report is attached at page 93</i></p> <p><b>Amendment:</b></p> <p><i>To delete 'Report.' In line 1 (of motion) and substitute 'Report, with the following amendments:</i></p> <p>To insert the following before "The" in line 1 (of the Report):</p> <p>"TSSA opposes all bullying and harassment. However, it must be recognised that <b>sexual harassment</b> was particularly highlighted as a very serious issue in the Kennedy Report along with sexual discrimination and misogyny.</p> <p>The Kennedy Report makes the following recommendation relating to sexual harassment:</p> <p><i>'Under new leadership, serious attention must be given to the organisation's values, its culture and rebuilding trust between leadership and staff. Routine reporting on staff morale and insights into the culture must become the norm. Staff voice, development, equity and psychological and physical safety must be prioritised, particularly for women, people of colour and other minoritized or marginalised groups. There should be a professionally qualified HR leader on the SMT who has the skills and experience to deliver on these priorities, with the commitment and support of the wider SMT. The remit of this HR leader must include the development of annual training plans that cover, at a minimum, creating safe workplaces and the prevention of sexual harassment. The psychological safety of participants in any trainings must be prioritised, with a clearly communicated and enacted zero tolerance policy towards any disrespectful behaviour.'</i></p> <p>The Kennedy Report also states:</p> <p><i>'There should be a sexual harassment policy that is separate from the bullying and harassment policy. The TUC has produced excellent guidance on this matter.'</i></p> <p style="text-align: right;"><i>(Continued)</i></p>	1
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Time for Speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

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

**10 Sexual Harassment (continued)**  
**Amendment (continued)**

*'All policies - grievance, disciplinary etc - should make it clear that conflicts of interest need to be evaluated as a matter of course and that no-one should be investigating or adjudicating on the behaviour of someone senior to them in the hierarchy. External support (e.g from a law firm or independent HR consultant) should be appointed to manage any such cases as a matter of policy.'*

For many years it has been TSSA policy to fight for equal treatment and dignity at work. It follows then that TSSA must strive to eliminate both bullying and harassment, both internally and in the workplaces of its members.

It is important that there is a clear understanding throughout TSSA, trade unions, employers and society in general of what constitutes bullying and harassment and how bullying and harassment can be identified, recognised and tackled.

The Kennedy Report states that:

*'... 'banter' can never be harmless if it in any way denigrates, objectifies or humiliates women. And sexual harassment should be called out for what it is - an abuse of power derived from patriarchal systems - that harms not only the immediate victim, but all women.'*

*'I also want to make it clear that misogyny is not the sole preserve of men. There are women who have internalised the notion that the way to thrive, particularly in male dominated environments, is to adopt certain behaviours, mimicking the worst of male machismo. So, both men and women can be accomplices in 'keeping women in their place,' or ensuring their ongoing subordination in the workplace or wider society.'*

The TUC defines harassment as 'unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment'.

The TUC states that 'usually, if a person genuinely feels they are being singled out for unfair treatment by a boss or colleague they are probably being bullied, and there is certainly an issue that needs to be addressed. Although there is no comprehensive list of bullying behaviours, and there is no one type of person who is likely to be a bully, the list below should give an idea of some of the behaviours which constitute workplace bullying.'

(Continued)



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

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

	<p><b>10 Sexual Harassment</b> <i>(continued)</i>  <b>Amendment</b> <i>(continued)</i></p> <p><i>Bullying behaviour can include:</i></p> <ul style="list-style-type: none"> <li>• <i>Someone being constantly criticised, having responsibilities removed or being given trivial tasks to do</i></li> <li>• <i>Staff being shouted at</i></li> <li>• <i>A person being persistently picked on in front of others, or in private</i></li> <li>• <i>Having promotion blocked</i></li> <li>• <i>Regularly making the same person the butt of jokes</i></li> <li>• <i>Constantly attacking a member of staff in terms of their professional or personal standing</i></li> <li>• <i>Setting a person up to fail by overloading them with work or setting impossible deadlines</i></li> <li>• <i>Regularly and deliberately ignoring or excluding individuals from discussions or activities</i></li> <li>• <i>Spreading malicious rumours or private or embarrassing information</i></li> <li>• <i>Staff having their views and opinions ignored or demeaned.</i></li> </ul> <p><i>Bullying does not have to be face to face and can include “cyber-bullying” which includes information being spread through email or social media.’</i></p> <p>The Equality Act 2010 outlaws sexual harassment, which it defines as ‘<i>unwanted conduct of a sexual nature that has the purpose or effect of violating someone’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.</i>’</p> <p>There is no one specific law that outlaws workplace bullying. However, that does not mean that employers do not have a legal duty to prevent bullying and harassment. All employers have a legal duty under the Health and Safety at Work Act to ensure the health, safety and welfare of their employees. That includes protection from bullying and harassment at work. The Management of Health and Safety at Work Regulations also require employers to assess the nature and the scale of workplace risks to health and safety, ensure there are proper control measures in place, and take action to remove or avoid these risks wherever possible as far as is reasonably practical.”.</p> <p style="text-align: right;"><i>(Continued)</i></p>	
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**ORDER PAPER****B2**

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

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

	<p><b>10 Sexual Harassment</b> <i>(continued)</i>  <b>Amendment</b> <i>(continued)</i></p> <p>To add after “2024” in line 131 (of the Report): “which will also assist reps to define and recognise bullying and harassment, to identify work organisation and staffing issues that contribute to workplace bullying and harassment, to understand how employment law principles and health and safety legislation apply to workplace bullying and harassment, to assist employers and their staff to be aware of what they can do to recognise and eliminate workplace bullying and harassment, and to develop a workplace strategy to ensure members are clear about what to do if they witness or suffer bullying and harassment.”.</p> <p><b>North East General</b></p> <p>Mover .....</p> <p>Seconder .....</p>	
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**ORDER PAPER****B3**

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

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

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

**ORDER PAPER****B3**

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

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

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

**ORDER PAPER****B3**

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

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

<p>35 36 37 38</p>	<p><b>12 Better Democracy (continued)</b></p> <p>Conference instructs the Association to pursue these better democracy objectives with all relevant bodies and political contacts, and to report annually to the membership on whom has been contacted, when that took place and the outcomes of those events.</p> <p><b>LT Retired</b> Mover .....</p> <p>Second .....</p> <p><b>Amendment:</b> <i>To delete all between 'be' in line 6 and '(c)' in line 10 and substitute 'by compulsory voting'.</i></p> <p><b>London &amp; Southern Retired</b> Mover .....</p> <p>Second .....</p>	<p>35 36 37 38</p>
<p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23</p>	<p><b>13 Labour Party</b></p> <p>That this Conference is appalled at the current leadership of the Labour Party, and with Starmer's subversion of adherence to the party's pledges on policies, that he agreed to support when he was elected leader in 2020, and his erosion of policy principles that the Labour Party had supported until then. These failings include:</p> <ul style="list-style-type: none"> <li>(a) threatened or actual removal of the party whip from MPs who stood on unions' official picket lines including those of rail workers;</li> <li>(b) no firm commitment to overturn all Tory industrial relations legislation undermining trade unions;</li> <li>(c) no pledges to consistently oppose privatisations, nor for early commitment to renationalise the railways or take them back into public ownership;</li> <li>(d) no pledges to plan for trade embargoes or boycotts of the worst states with appalling human rights records;</li> <li>(e) not least his unpopular refusal to support a call for general ceasefire in the ongoing Israel and Palestine war, a call supported by so many other democratic states, and</li> <li>(f) the leadership's continuing expulsion of local parties and members for maintaining socialist policies, or who criticise or condemn party policies being overturned, and those who support Palestinian independence with opposition to Zionism, on the false grounds that this is antisemitism, while he and at least 75 other MPs and MSPs and 37 peers still remain supporters of Labour Friends of Israel.</li> </ul> <p style="text-align: right;"><i>(Continued)</i></p>	<p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23</p>

**ORDER PAPER****B3**

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

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

	<b>13 Labour Party (continued)</b>	
24	The expulsions of so many long-serving members plus the tens of thousands who	24
25	have left the party because of Starmer's leadership or his rejection of	25
26	established party policies, and the imposition of electoral candidates by the	26
27	party leadership instead of those elected by local parties, is an unacceptable	27
28	overall standard to merit our ongoing support.	28
29	Conference therefore instructs the EC to ensure cessation of all donations from	29
30	the EC, branches and SOGs, other than the Association's minimum affiliation fee	30
31	to The Labour Party forthwith, until such time as the party resurrects the	31
	former and established policies and replaces Starmer with a credible leader. If	
	there is no significant and transparent improvement in Labour Party policies in	
	these areas of concern by our Annual Conference date in 2025, that this	
	Conference instructs the EC to plan for the earliest possible withdrawal of the	
	Association's affiliation.	
	<b>Kent</b>	
	Mover .....	
	Seconders .....	
	<b>Amendment A:</b>	
	<i>To delete all between 'appalled' in line 1 and '(a)' in line 6 and substitute 'that</i>	
	<i>the Labour Party is failing to adhere to policy principles that had been</i>	
	<i>supported including:'.</i>	
	<i>To delete all after 'Israel' in line 23 and substitute (new paragraph):</i>	
	<i>'Conference instructs the EC to advise the Labour Party leadership that</i>	
	<i>conference is concerned of their failure to adhere to Labour principles.'.</i>	
	<b>South East Wales General</b>	
	Mover .....	
	Seconders .....	
	<b>(Amendment B accepted)</b>	

**ORDER PAPER****B3**

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

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

<b>14 Resignation Honours List</b>		
1	That this Conference notes that between 2016 and December 2023 there have	1
2	been resignation honours lists equating to 45 life peers, created by 4 Prime	2
3	Ministers none of whom have served a full term of office.	3
4	Conference considers that the Prime Minister’s resignation Honours list should	4
5	be abolished to prevent cronyism and patronage, as the first stage of the	5
	abolition of all Political Honours.	
6	Conference instructs the EC to bring this motion to the attention of the Labour	6
7	Party.	7
	<b>Midlands Retired</b> Mover .....	
	<b>London &amp; Southern Retired</b> Secondor .....	
	<b>(Amendment A accepted)</b>	
	<b>Amendment B:</b>	
	<i>To insert between ‘patronage.’ in line 5 and ‘Conference’ in line 6 (new paragraphs):</i>	
	‘Conference notes, however, that a petition to abolish the practice of ex-Prime Ministers having Resignation Honours Lists was rejected on 10 June 2023 by the House of Commons officials on the basis that: “The submission of nominations for honours and appointments by outgoing Prime Minister’s is a convention, and the Government and Parliament cannot prevent outgoing Prime Ministers from submitting such nominations.”	
	Conference therefore agrees that the best way to end the convention of resignation honours is to abolish the unelected House of Lords and to introduce a democratic second chamber, elected by, and accountable to, the electorate.’.	
	<b>Retired Members’ Group</b> Mover .....	
	Secondor .....	

**ORDER PAPER****B4**

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

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

	<p><b>15 Housing</b></p> <p>1 That this Conference welcomes the Labour Party's Plan for Housing. This aims to  2 deal with many of the problems created or failed to be resolved by successive  3 governments since the Thatcher era. Their failure to adequately invest in social  4 housing, inadequate building regulations, housing associations that failed to  5 maintain good quality repairs and services, whilst pushing up rents and service  6 charges, the greed of building companies to maximise profit, poor new build  7 quality, bad decisions by the independent Bank of England, are just a few of the  8 reasons why we have a housing crisis.</p> <p>9 Conference notes that Labour intends to tackle some, but not all of these issues,  10 but it is disappointed that the housing plan fails to mention anything about  11 supportive infrastructure in the proposed new communities. Transport, health,  12 education, support for young and elderly people have to be part of the plan and  13 not left to the market economy. Conference instructs the EC to make the  14 Labour Party aware that building houses is not an end in itself and that housing  15 has to be part of a community with an infrastructure to meet the needs of all its  16 residents. As a minimum Labour should commit to building significantly more  low rent council housing, introduce rent controls on private landlords and  ensure secure tenancies.'</p> <p>Anglia South General Mover .....</p> <p>Network Rail North London Seconder .....</p> <p>(Amendment accepted)</p>	<p>1 2 3 4 5 6 7 8  9 10 11 12 13 14 15 16</p>
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**ORDER PAPER****B5**

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

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

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

**ORDER PAPER****B5**

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

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

**Motions**

<b>Composite A - Palestine (Items 18 and 19)</b>		
1	That this Conference notes the reporting of over 27,000 deaths in the Israel and	1
2	Palestine region. Conference mourns the loss of life on both sides of the border	2
3	but condemns the decisions of the state of Israel to wreak indiscriminate war	3
4	against Palestine.	4
5	Whilst Conference recognises the need for Israel to protect its citizens, and	5
6	condemns the actions of Hamas on 7 <sup>th</sup> October 2023, Conference is appalled at	6
7	the actions taken by the state of Israel to instigate a humanitarian disaster in	7
8	Palestine. By limiting vital resources such as water, food, fuel and medical aid	8
9	into the country whilst displacing civilians into cramped conditions, the state of	9
10	Israel has condemned a generation of Palestinians to deprivation and	10
11	instability.	11
12	Conference notes and supports the case brought by South Africa to the	12
13	International Court of Justice, that Israel is committing genocide against the	13
14	Palestinians, in the wake of Hamas's 7 October attack.	14
15	Conference condemns the Tory Government's complicity in this genocide as an	15
16	ally of Israel and demands that Labour shows support for the South African case.	16
17	Conference believes that suffering in the region must stop, and that the only	17
18	path to peace is through a total and immediate ceasefire. Conference is	18
19	concerned that the stance of the Labour Party of support for a sustainable	19
20	ceasefire not only risks the Party losing the confidence of voters, but more	20
21	importantly endanger the lives of civilians in Gaza.	21
22	Further, Conference is concerned that the Government felt able to use military	22
23	force in Yemen without seeking the will of Parliament and believes that this sets	23
24	a dangerous precedent for future conflicts.	24
25	Conference instructs the EC to support calls to make Labour Party policy for an	25
26	immediate ceasefire in the region.	26
27	Conference further asks that the EC encourages Branches, SOGs and Divisional	27
28	Councils to affiliate to the Palestine Solidarity Campaign, or if already	28
29	affiliated, to make a donation.	29
30	Conference instructs the EC to mobilise member support for protests and	30
31	demonstrations called for by Palestine Solidarity Campaign, Stop the War	31
32	Coalition, and others.	32
FutureTSSA Mover .....		
Network Rail London South Seconder .....		
18	Palestine	
19	Palestine	
<i>(Withdrawn for Composite A)</i>		

**ORDER PAPER****B6**

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

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

	<b>20 Net Zero</b>	
1	That this Conference condemns the announcement by Rishi Sunak on 20 <sup>th</sup>	1
2	September 2023 that many of the targets for reducing emissions to achieve net	2
3	zero by 2050 would be put back, without any scientific evidence to back his	3
4	assertion that the legal deadline would still be met.	4
5	Conference recognises that delay in achieving the emissions targets	5
6	recommended in the Sixth Carbon Budget produced by the independent	6
7	Committee on Climate Change will increase costs for the British	7
8	public. Conference therefore calls on the Labour Party to commit to restoring	8
9	the targets within the first 100 days of the Labour Government.	9
10	Conference instructs the EC to bring the contents of this resolution to the notice	10
11	of the Leader of the Labour Party and the Shadow Energy and Net Zero	11
12	Secretary.	12
	<b>Midlands Retired</b>	
	Mover .....	
	Seconder .....	

Motions

**ORDER PAPER****B6**

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

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

	<b>21 Climate Justice</b>	
1	That this Conference notes that:	1
2	(a) the UN Secretary General has said we are in a new era of global boiling with	2
3	unprecedented extreme weather impacting every part of the globe with	3
4	increasing frequency;	4
5	(b) the International Energy Agency (IEA) states that to stay below the Paris	5
6	Climate Agreement of 1.5oC fossil fuel use must reduce by 25% this decade	6
7	and we cannot develop any new fossil fuel sites;	7
8	(c) the working class in the UK and globally are already being impacted by the	8
9	terrible consequences of climate change, through loss of lives, livelihoods,	9
10	food, access to water, housing and accommodation, forced migration,	10
11	unbearable working conditions and an intolerable burden on emergency	11
12	services, and	12
13	(d) the UK Government is doing little to safeguard workers or people from the	13
14	impacts of climate change and, far from it, is advancing a narrative that	14
15	seeks to make a virtue of weakening its commitments.	15
16	Conference believes:	16
17	1. we need a rapid transition away from oil and gas to prevent catastrophic	17
18	climate breakdown;	18
19	2. failing to take urgent measures to transition away from fossil fuels puts	19
20	jobs at risk from sudden climate events or their economic consequences	20
21	and foregoes opportunities to build in a timely way the larger skilled	21
22	workforce needed across the whole economy without which	22
23	decarbonisation cannot happen;	23
24	3. inequality and declining standards of living for working class people are	24
25	explicitly locked into a fossil-fuelled market economy and austerity	25
26	policies;	26
27	4. the costs of transition to a decarbonised economy and society must not fall	27
28	on those least able to pay;	28
29	5. transition policies must be generated by state investment;	29
30	6. we must resist attempts aimed at using climate to divide working people;	30
31	this only serves elites and distracts us from our common interest in jobs	31
32	and a secure future;	32
33	7. political posturing on net zero policies does not help our class and we must	33
34	fight for policies that address climate change and environmental	34
35	degradation rooted in economic and social justice;	35
36	8. trade unions and workers in all sectors are central to transition plans, and	36
37	9. workers in other countries are our allies.	37
	<i>(Continued)</i>	

**ORDER PAPER****B6**

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

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

	<b>21 Climate Justice (<i>continued</i>)</b>	
38	Conference asks the EC to promote TSSA's progressive climate policies to	38
39	members, to work with other unions and to lobby the government and Labour	39
40	Party for:	40
41	a. policies to address climate change and environmental degradation that	41
42	are in the interests of workers and communities, and a plan for the forms	42
43	of bargaining and industrial action to achieve them;	43
44	b. negotiated transition plans that guarantee protection for all workers in all	44
45	sectors of the economy including across all equality strands, and as a	45
46	minimum should cover jobs, wages, pensions, training and skills and trade	46
47	union rights;	47
48	c. public ownership of key sectors such as energy, water, transport, mail,	48
49	broadband, education, health and social care;	49
50	d. a fair and progressive taxation system, accessing the wealth of one of the	50
51	world's richest countries without asking working people to pay for a crisis	51
52	they did not create;	52
53	e. a National Climate Service to plan, coordinate, fund and ensure	53
54	education/ training for the workforce necessary to undertake the rapid	54
55	and wide scale transformation to a decarbonised economy;	55
56	f. workers and their unions being directly and immediately engaged with	56
57	government in designing and defining what the decarbonised industries	57
58	and their workforces of the future look like, and	58
59	g. solutions to the climate crisis that are in the interests of workers and	59
60	communities, not capital.	60
61	Further, Conference agrees to build combines within and across sectors, at the	61
62	level of Branches as well as nationally and globally, to develop common	62
63	industrial strategies that contribute to a ‘whole economy’ approach to	63
64	decarbonisation, including engagement with community and climate justice	64
65	groups.	65
	<b>London South &amp; West General</b>	
	Mover .....	
	Seconders .....	
	<b>Amendment:</b>	
	<i>To add at end (new paragraph):</i>	
	‘Conference also instructs the EC to register the Association with the Carbon	
	Literacy Project, and to encourage all paid staff, representatives and	
	members to take part in Carbon Literacy training.’.	
	<b>TfL Central</b>	
	Mover .....	
	Seconders .....	

**ORDER PAPER****B7**

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

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

	<b>22 TSSA Membership</b>	
1	That this Conference notes trade union membership declined nationally in 2023	1
2	and the active participation in trades unions has continued to decline.	2
3	Conference instructs the EC to review how it delivers professional services to	3
4	members and how well members are served by the professional staff of the	4
5	Association.	5
6	Conference instructs the EC to assess the effectiveness of the staff	6
7	representative system within companies that we have recognition agreements	7
8	with and to encourage staff representatives to participate in Branches, Self-	8
9	Organised Groups, and other lay Trades Union organisations.	9
10	Conference instructs the EC to look at how the Association serves members in	10
11	grades for which the Association is not recognised and members who work for	11
12	businesses with which we do not have a recognition agreement.	12
	<b>Lancs &amp; Cumbria General</b>	
	Mover .....	
	Seconder .....	



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

<b>25 TSSA Campaigning</b>		
1	That this Conference notes the success of the campaign against the programme	1
2	of rail ticket office closures, announced by the Government and rail operators in	2
3	Summer 2023 and withdrawn in the Autumn. Conference notes that the	3
4	campaign involved a wide range of retired people's groups, disability campaigns,	4
5	rail users' organisations and transport campaigners as well as trade unions and	5
6	Trades Councils. Mass leafletting by a broad spectrum of participants resulted in	6
7	over three quarters of a million responses to the formal 'consultations' and	7
8	made the planned closures untenable.	8
9	Conference notes that, despite this setback, Government pressure on the train	9
10	operators to find ways of reducing staff levels on stations continues. As shown	10
11	with the recent proposals for LNER, these are likely to follow the 'digital first'	11
12	approach which, while apparently offering reduced fares for many, will mean	12
13	significantly greater expense, inconvenience and barriers to travel for those	13
14	without good internet access. This 'digital exclusion' risks exacerbating existing	14
15	patterns of discrimination and disadvantage against elderly, disabled and poor	15
16	people, and is a focus for campaigns by the National Pensioners' Convention,	16
17	the Digital Poverty Alliance and many others.	17
18	Continued vigilance and unity among the rail unions, and alliances with rail user	18
19	groups and those facing digital exclusion, remain essential both to defend jobs	19
20	and to ensure that rail services become accessible and affordable to all.	20
	Funding for public transport services is key. The government has stripped TfL	
	and London Underground of its £700 million operating grant, and government	
	loans have come with conditions attached, which have led to threats to	
	members' pay, conditions and job security.	
21	Conference calls on the EC and all parts of the Association to build on the ticket	21
22	office campaign by working to build effective campaigning partnerships within	22
23	and outside the trade union movement.	23
	<b>Retired Members' Group</b>	
	Mover .....	
	<b>TfL Central</b>	
	Seconder .....	
	<b>(Amendment accepted)</b>	



**ORDER PAPER****B8**

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

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

	<b>26 TSSA Code of Corporate Governance</b>	
1	That this Conference notes the endorsement by the 2007 Annual Conference of	1
2	the EC Report on Corporate Governance.	2
3	Conference notes the findings of the Conley and Kennedy Reports published in	3
4	2023 and believes that the TSSA Code of Corporate Governance has not been	4
5	adhered to over a long period despite it being long-standing Conference policy.	5
6	Conference believes that this policy should now be reviewed. Conference	6
7	therefore instructs the EC to:	7
8	(a) carry out a review of all aspects of the TSSA Code of Corporate	8
9	Governance to ensure that it is fit for purpose and that it takes account	9
10	of recent revelations and developments;	10
11	(b) consult on the review with Branches, Divisional Councils and SOGs;	11
12	(c) table proposals for a revised Code of Corporate Governance to the 2025	12
13	Annual Conference, and	13
	(d) to ensure that the proposals are in compliance with the Kennedy and	
	Conley Reports.	
	<b>North East General</b>	<b>Mover .....</b>
	<b>Disability Working Group</b>	<b>Seconder .....</b>
	<b>Supported by London Bus &amp; Rail Operators</b>	
	<b>(Amendment A withdrawn for Amendment B</b>	
	<b>Amendment B accepted)</b>	
	<i>Minute 77 at 2007 Annual Conference read:</i>	
	<i>TSSA Corporate Governance</i>	
	<i>That this Conference endorses the EC's report. Conference congratulates the EC</i>	
	<i>and all those involved in the preparation of the Corporate Governance Report,</i>	
	<i>but recognises that this is part of an ongoing process of openness, improving</i>	
	<i>the Association's efficiency and making members more aware of our internal</i>	
	<i>democracy. Conference therefore looks forward to further developments by the</i>	
	<i>EC and members based on their experiences. Conference calls on members to</i>	
	<i>promote the Association's Governance policy within the trade union and labour</i>	
	<i>movement as and when appropriate.</i>	
		<b>CARRIED</b>
	<i>The 2007 EC Report on Corporate Governance is attached as an Annex to this</i>	
	<i>Agenda, from page 97</i>	

**ORDER PAPER****B8**

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

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

	<p><b>27 TSSA Executive Committee</b></p> <p>1 That this Conference has growing concerns of EC members not attending EC 2 meetings.</p> <p>3 The Executive Committee is the governing body of the Association. It is there to 4 offer guidance and leadership, to determine the direction that this Association 5 takes both politically and industrially and to manage the finances of the 6 Association. There is no more vital role you can undertake as a lay member.</p> <p>7 Conference understands that unforeseen circumstances may keep EC members 8 away from EC meetings (illness, bereavement etc) but these should be at a 9 minimum. An EC member is elected, by their own choice, to serve - and this is 10 what they should do.</p> <p>11 Conference believes that this issue is now so serious that the following actions 12 must be taken:</p> <p>13 (a) a full disclosure of EC members' attendance be given to Branches each year, 14 with an explanation for non-attendance;</p> <p>15 (b) the EC to review, in consultation with Branches, Divisional Councils and SOGs, the feasibility and desirability of introducing a mechanism to trigger an election for an EC seat if a member fails to meet a threshold of attendance at EC meetings, and</p> <p>(c) the EC to present a Report, and Rule Alterations if appropriate, to 2025 Annual Conference.</p> <p><b>Southeastern Metro</b> Mover .....</p> <p><b>Retired Members' Group</b> Seconder .....</p> <p><i>Supported by Lancs &amp; Cumbria General</i></p> <p style="text-align: right;"><i>(Continued)</i></p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p>
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**ORDER PAPER****B8**

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

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

	<p><b>27 TSSA Executive Committee (continued)</b></p> <p><b>Amendment A:</b>  <i>To delete all after 'Conference' in line 1 and substitute 'acknowledges concerns that some EC members are not attending all meetings of the EC.</i></p> <p>The Executive Committee is there to ensure that the decisions of Annual and Special Delegate Conferences are implemented, to provide leadership, to oversee the good governance of TSSA, and to discharge the duties and exercise the powers as set out in Rule 9.1, and, as commented on by the Kennedy Report, "it is the EC's job to hold the TSSA to its objects". Being a member of the EC is therefore a vital role and it is essential that members of the EC give adequate time and energy to the duties of being an EC member.</p> <p>Conference understands that circumstances such as personal emergencies and work commitments may mean that EC members may not be able to attend all EC meetings, but EC members should do everything they reasonably can to attend, prioritising EC meetings over meetings of other organisations.</p> <p>Conference instructs the EC to report to each Annual Conference on the attendance of individual EC members at meetings of the EC indicating reasons for any absences.</p> <p>Conference acknowledges Rule 9.2 regarding the removal of EC members.'</p> <p><b>North East General</b> Mover .....</p> <p>Secunder .....</p> <p><b>(Amendment C accepted  Amendment D withdrawn  Amendment B falls because of acceptance of Amendment C)</b></p>	
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**ORDER PAPER****B8**

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

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

<b>28 TSSA Executive Committee</b>		
1	That this Conference recognises the work that the members of the EC undertake	1
2	on behalf of our members. They do this on a voluntary basis without reward or	2
3	recompense.	3
4	It is illogical that Divisional Council Officers and Branch Officers receive	4
5	payment for duties carried out on behalf of the Association, yet EC members do	5
6	not.	6
7	Conference resolves that all EC members should be paid an honorarium, one	7
8	payment of £250 the week prior to TSSA Conference with a further payment of	8
9	£250 paid in December. This would be in recognition of the work they do	9
10	attending EC meetings alongside associated business.	10
<b>North East Operations</b>		
Mover .....		
Seconders .....		
<b>Amendment:</b>		
<i>To delete 'It is illogical that' in line 4.</i>		
<i>To delete 'payment' in line 5 and substitute 'commission'.</i>		
<i>To delete all following 'Association' in line 5 and substitute '. However, at this point in time, EC members should continue to represent members in their Divisional Council area without an honorarium being paid.'</i>		
<b>South East Wales General</b>		
Mover .....		
Seconders .....		

**ORDER PAPER****B9**

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

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

<b>Composite C TSSA Organisation - Self Organised Groups (Items 29 and 30)</b>		
1	That this Conference condemns the decision of the EC on 6 December 2023 to	1
2	derecognise the Association's Self Organised Group (SOG) for women - 'Women	2
3	in Focus' (WiF) - which Conference believes is a clear abuse of power.	3
4	Conference is appalled that the EC decision was made without any warning to	4
5	WiF that its inaction could possibly lead to derecognition and in the absence of	5
6	any attempt by the EC member that had responsibility for liaison with WiF to	6
7	encourage or assist WiF to comply with EC requests. As the Association purports	7
8	itself to be all inclusive and equality is a paramount issue, it seems bizarre that	8
9	the EC choose to take this course of action.	9
10	Conference is further appalled that the EC decided to abolish (derecognise) the	10
11	very TSSA organisation - WiF - that recently exposed the abuses of power, sexual	11
12	misconduct and misogyny perpetrated by past senior TSSA officials.	12
13	Conference firmly believes that any differences between the EC and WiF were	13
14	ones that could and should have been resolved by dialogue without resorting	14
15	without warning to the ultimate sanction.	15
16	Conference therefore censures the EC and requires immediate reinstatement of	16
17	WiF as the SOG for women in TSSA.	17
<b>Disability Working Group</b> Mover .....		
<b>Anglia No. 3</b> Secondar .....		
<b>Amendment:</b>		
<i>To add at end, 'Conference believes this derecognition of WIF, regardless of any replacement group imposed by the EC, if publicised widely among the trade union movement and within the TUC, will seriously discredit the Association's reputation, especially with its widely claimed public support for women's equality and advancement in a male-dominated society.'</i>		
<b>Kent</b> Mover .....		
Secondar .....		
29	TSSA Organisation - Self Organised Groups	
30	TSSA Organisation - Self Organised Groups	
<i>Withdrawn for Composite C</i>		

**ORDER PAPER****B9**

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

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

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

**ORDER PAPER****B10**

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

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

<b>33 TSSA Communications</b>		
1	That this Conference instructs the EC to introduce a working party with the	1
2	purpose of developing a web-based Branch management system which assists	2
3	with the effective communications and management of Branches, Divisional	3
4	Councils and SOGs. Provisions should also be made to allow for workplace	4
5	representatives to communicate with their constituents.	5
6	Conference believes that the system should allow appropriate access to	6
7	membership details and facilitate direct communication with members via	7
8	methods such as email, SMS, and post.	8
	Conference requires the working party to ensure the continuation of	
	communication with members who do not have access to online	
	communications.	
9	Conference hopes that a Branch management system will address a problem	9
10	which Branch and SOG secretaries have long suffered: being unable to	10
11	effectively communicate and engage with their members. A centralised system	11
12	will ensure only the most up to date details are used and will ensure compliance	12
13	with the GDPR regulations.	13
	<b>FutureTSSA</b>	Mover .....
	<b>LT Retired</b>	Seconder .....
	<b>(Amendment accepted)</b>	

Motions

**ORDER PAPER****B10**

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

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

**Motions**

<b>Composite D - TSSA Communications (Items 34 and 35)</b>		
1	That this Conference notes that many services provided by Government, its	1
2	agencies and many commercial concerns are increasingly only available	2
3	online/over the internet and that elderly and people in reduced finances often	3
4	cannot afford internet access and are unable to obtain these services.	4
5	Conference also notes that Association information is increasingly only	5
6	circulated via the internet/online. The General Secretary election hustings, the	6
7	ordering information for the 2024 diary and the EC's review of the rule book	7
8	working party were only announced on line and via email.	8
9	Conference recognises that the Covid pandemic required a major shift away	9
10	from using post to using email to members, Branches, SOGs and Divisional	10
11	Councils. Conference accepts that there are significant and increasing costs of	11
12	printing/postal operations and that the shift to circulation via email and the	12
13	website has created operational and administrative gains.	13
14	Conference is however concerned that the move from postal circulation to	14
15	online disadvantages some small, but not insignificant, groups within the	15
16	Association. Particularly affected are more elderly members who may not be	16
17	able to afford the financial commitment that IT and internet access in the home	17
18	require. In addition, smaller, perhaps more geographically widespread, Branches	18
19	may not have ready access to printing and postage facilities for circulation of	19
20	papers.	20
21	Conference instructs the EC to re-institute an appropriate postal mailing service	21
22	of circulars, notices and other documents from Head Office, Self Organised	22
23	Groups, Branches, Staff Representatives and elsewhere to those members and	23
24	groups, who cannot receive such information online and enable them to notify	24
25	Head Office that they wish to opt-in to receive printed material they specify, to	25
26	ensure that at all times all members receive the information they require,	26
	either online, or via post.	
	This is to ensure that all information reaches 100% of the membership.	
	<b>London &amp; Southern Retired</b> Mover .....	
	<b>Crewe &amp; Cheshire General</b> Seconder .....	
	Supported by <b>London Bus &amp; Rail Operators</b>	
	<b>Midlands Retired</b>	
	<b>(Amendments A and B accepted)</b>	
34	<b>TSSA Communications</b>	
35	<b>TSSA Communications</b>	
	<i>Withdrawn for Composite D</i>	



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

**EC Presentation and open discussion on:**

## **Process for developing and agreeing a new Rule Book and related documents**

Note that Conference Regulations will be suspended for this discussion, and any TSSA member can take part at the discretion of the Chair.

**ORDER PAPER****R2****Closed Session - TSSA members and staff only**

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

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

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

**ORDER PAPER****R2****Closed Session - TSSA members and staff only**

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

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

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

**ORDER PAPER****R2****Closed Session - TSSA members and staff only**

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

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

	<b>38 Rule Alteration</b>	
1	<i><b>Preface:</b> to mandate that all TSSA members should have access to union</i>	1
2	<i>meetings and conferences as far as is practicable.</i>	2
3	<b>Rule 4 MEMBERS</b>	3
4	<b>4.4 Members' Entitlements</b>	4
5	<b>New Clause 4.4.5</b>	5
6	<i>To insert after clause 4.4.4 (new Clause):</i>	6
7	<i>'4.4.5 Accessibility</i>	7
9	<i>All members have the opportunity where practicable to participate in TSSA</i>	9
10	<i>meetings and activities. Therefore all TSSA meetings including, without</i>	10
11	<i>limitation, but particularly meetings of Branches, Self-Organised Groups,</i>	11
12	<i>Annual and Special Delegate Conferences, and the Executive Committee</i>	12
13	<i>shall as far as reasonably practical be fully accessible, both in terms of</i>	13
14	<i>physical presence and online participation, and all such arrangements shall</i>	14
15	<i>be suitable and sufficient in terms of allowing maximum participation.'</i>	15
16	<i>To renumber succeeding clauses.</i>	16
	<b>Disability Working Group</b>	
	Mover .....	
	<b>Midlands Retired</b>	
	Seconder .....	
	<b>(Amendment accepted)</b>	

**ORDER PAPER****R3****Closed Session - TSSA members and staff only**

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

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

	<b>Composite E - Rule Alteration</b> (Items 39 and 40)	
1	<i><b>Preface:</b> to detail procedures for the suspension and derecognition of SOGs</i>	1
2	<b>Rule 8 Self Organised Groups</b>	2
3	<i>To delete 'or derecognise' in line 1.</i>	3
4	<b>8.5 Funding</b>	4
5	<i>To delete all after 'Rules.' in line 12 and substitute (new Clause):</i>	5
6	<b>'8.6 WITHDRAWAL OF RECOGNITION</b>	6
7	In the event that a SOG does not comply with the Rules or policies as	7
8	determined by Annual Conference or the Executive Committee, the	8
9	Executive Committee shall have the power to withdraw formal recognition	9
10	from any SOG.	10
11	The Executive Committee shall only withdraw recognition after having	11
12	consulted with the SOG members in question and having allowed the SOG a	12
13	reasonable opportunity to remedy any issue or problem identified by the	13
14	Executive Committee. The Executive Committee may suspend a SOG prior to	14
15	withdrawal of recognition should there be a serious breach of TSSA Rules or	15
16	policies or if gross misconduct has been identified, such as promotion of	16
17	racism, misogyny or ableism etc, misappropriation of TSSA funds, actions	17
18	likely to bring the TSSA into disrepute etc.	18
19	If a SOG is derecognised it shall forfeit all and any claims to its Funds, books	19
20	and other property, all of which shall be handed over to the Head Office,	20
21	and in default, TSSA may take proceedings for recovery of the Funds, books	21
22	or other property held by any such SOG or its named contacts.'	22
	<b>North East General</b> Mover .....	
	<b>Disability Working Group</b> Secunder .....	
	<b>(Amendment A accepted)</b>	
	<b>Amendment B:</b>	
	<i>To add at end, 'Funds forfeited from the SOG will be distributed evenly between the other remaining SOGs.'</i>	
	<b>FutureTSSA</b> Mover .....	
	Secunder .....	

**ORDER PAPER****R3****Closed Session - TSSA members and staff only**

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

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

	<div>39 Rule Alteration</div> <div>40 Rule Alteration</div>		
	<i>Withdrawn in favour of Composite E</i>		
Rule Alts	<div>41 Rule Alteration</div>		
	1	<i>Preface: to allow SOGs to participate in internal TSSA elections for the</i>	1
	2	<i>purposes of endorsing or campaigning.</i>	2
	3	<b>Rule 8 SELF ORGANISED GROUPS</b>	3
	4	<b>8.4 Elections</b>	4
	5	<i>To delete 'not' in line 1.</i>	5
	6	<i>To delete 'positions.' In line 1 and substitute 'positions by means of endorsing</i>	6
	7	<i>or campaigning on behalf of candidates.'.</i>	7
	<b>FutureTSSA</b>		
	Mover ..... Seconder .....		
	<div>42 Rule Alteration</div>		
	1	<i>Preface: To give equality of tenure within the Executive Committee, by</i>	1
	2	<i>bringing the positions of President and Treasurer in line with the other EC</i>	2
	3	<i>members.</i>	3
	4	<b>Rule 9 EXECUTIVE COMMITTEE</b>	4
	5	<b>9.2 Election of President, Treasurer and Executive Committee</b>	5
	6	<b>Clause (a)</b>	6
	7	<i>To delete 'nominated.' in line 5 and substitute 'nominated to a maximum of six</i>	7
	8	<i>years.'.</i>	8
	9	<i>To delete '(other than the President or Treasurer)' in line 15.</i>	9
	10	<i>To delete '(other than in the capacity of President and Treasurer)' in lines 16</i>	10
	11	<i>and 17.</i>	11
	<b>Wales No. 1</b>		
	Mover ..... Seconder .....		

**ORDER PAPER****R4****Closed Session - TSSA members and staff only**

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

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

	<b>43 Rule Alteration</b>	
1	<i><b>Preface:</b> to make the Assistant General Secretary an elected position, and to</i>	1
2	<i>define the role and responsibilities of the Assistant General Secretary.</i>	2
3	<b>Rule 11 ELECTIONS, DELEGATIONS, ETC</b>	3
4	<b>11.1 TSSA Scrutineers</b>	4
5	<b>Clause (c)</b>	5
6	<b>Sub-clause (1)</b>	6
7	<i>To insert between 'Secretary,' and 'Trustees,' in line 3 , 'Assistant General</i>	7
8	<i>Secretary,'.</i>	8
9	<b>Sub-clause (2)</b>	9
10	<i>To insert between 'Committee' and 'and' in line 3, ', Assistant General</i>	10
11	<i>Secretary'.</i>	11
12	<b>Rule 12 GENERAL SECRETARY AND STAFF</b>	12
13	<i>To change title of Rule to '12 GENERAL SECRETARY, ASSISTANT GENERAL</i>	13
14	<i>SECRETARY and STAFF'</i>	14
15	<i>New Clause 12.2</i>	15
16	<i>To insert (new Clause):</i>	16
17	<b>'12.2 Assistant General Secretary</b>	17
18	(a) There shall be an Assistant General Secretary, who shall be responsible	18
19	and accountable to the General Secretary, and for assisting the General	19
20	Secretary.	20
22	(b) The Assistant General Secretary shall immediately join TSSA should that	22
23	individual not be a member when declared elected. The Assistant General	23
24	Secretary shall be a TSSA member and remain a member throughout their	24
25	term of office.	25
26	<i>Duties of the Assistant General Secretary</i>	26
27	(c) The Assistant General Secretary shall undertake duties as delegated by	27
28	the General Secretary and the Executive committee.	28
	<i>(Continued)</i>	

**ORDER PAPER****R4**

	<b>43 Rule Alteration</b> <i>(continued)</i>	
29	<i>End of Assistant General Secretary's Office</i>	29
30	(d) The Assistant General Secretary shall hold office unless dismissed from	30
31	office by the Executive Committee under the provisions of Rule 9.1(f) and	31
32	shall receive such remuneration as the Executive Committee shall decide.	32
33	The Assistant General Secretary shall give 3 months' notice of resignation.	33
34	The Assistant General Secretary shall receive 3 months' notice or pay in lieu	34
35	of notice if dismissed.'.	35
36	<i>To renumber subsequent clauses.</i>	36
37	<b>Rule 12 GENERAL SECRETARY AND STAFF</b>	37
38	<b>(Existing) 12.2 Election of General Secretary</b>	38
39	<i>To change title of Clause to '12.3 ELECTION OF GENERAL SECRETARY AND</i>	39
40	<b>ASSISTANT GENERAL SECRETARY'</b>	40
41	<b>Sub-Clause (a)</b>	41
42	<i>To Insert between 'Secretary's' and 'position' in line 1, 'or Assistant General</i>	42
43	<i>Secretary's'.</i>	43
44	<b>Sub-Clause (d)</b>	44
45	<i>To insert between 'Secretary' and 'if' in line 1, 'or Assistant General</i>	45
46	<i>Secretary'.</i>	46
47	<b>Sub-Clause (e)</b>	47
48	<i>To insert between 'Secretary' and 'if' in line 1, 'or Assistant General</i>	48
49	<i>Secretary'.</i>	49
50	<b>Sub-Clause (h)</b>	50
51	<i>To insert between 'Secretary' and 'if' in line 2, 'or Assistant General</i>	51
52	<i>Secretary'.</i>	52
	<i>(Continued)</i>	



**ORDER PAPER****R4****Closed Session - TSSA members and staff only**

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

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

	<b>43 Rule Alteration</b> <i>(continued)</i>	
53	<b>New sub-Clause (j)</b>	53
54	<i>To Insert after clause (i) (new sub-Clause):</i>	54
55	'(j) The Assistant General Secretary shall hold office for a period of five years	55
56	and shall be eligible for re-election subject to the provisions set out in these	56
57	Rules. The Assistant General Secretary shall take office from the date the	57
58	vacancy exists, or immediately if the vacancy already exists.'	58
	<b>FutureTSSA</b> Mover .....	
	<b>Retired Members' Group</b> Seconder .....	
	<b>(Amendment accepted)</b>	

**ORDER PAPER****R5****Closed Session - TSSA members and staff only**

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

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

	<b>44 Rule Alteration</b>	
1	<i><b>Preface:</b> To reinstate a process of seeking and publicising 'Expressions of</i>	1
2	<i>Interest' prior to calling for nominations in elections for the General Secretary</i>	2
3	<i>and EC positions.</i>	3
4	<b>Rule 11 ELECTIONS, DELEGATIONS ETC</b>	4
5	<b>11.3 Elections - General Rules</b>	5
6	<b><i>Procedure and Important Dates</i></b>	6
7	<b>Clause (a)</b>	7
8	<i>To insert between 'nominated.' In line 1 and 'The' in line 2 (new paragraphs):</i>	8
9	<i>'For elections covered by Rules 9.2 and 12.2, the Executive Committee shall</i>	9
10	<i>invite expressions of interest by publishing a written invitation to members</i>	10
11	<i>to indicate their interest in standing for the election. Whilst expressions of</i>	11
12	<i>interest are optional, they shall be published at least four weeks before the</i>	12
13	<i>date of the call for nominations and state a closing date two working days</i>	13
14	<i>before that date.</i>	14
15	<i>For elections for the General Secretary, any process conducted by the</i>	15
16	<i>Executive Committee to seek candidates outside TSSA membership will state</i>	16
17	<i>that applicants' names and trade unions will be published with the call for</i>	17
18	<i>nominations. The timing of this process will allow these applicants' details</i>	18
19	<i>to be published in this way.'</i>	19
20	<i>To delete 'nominations.' In line 3 and substitute 'nominations, which shall</i>	20
21	<i>include the names and Branches (or Trade Unions, if appropriate) of all those</i>	21
22	<i>who have expressed interest in being nominated or responded to any appeal for</i>	22
23	<i>candidates from outside the TSSA.</i>	23
	<i>Nominations from candidates who have not expressed interest in an election will</i>	
	<i>continue to be valid as long as other criteria have been complied with.'</i>	
24	<b><i>Candidate's Consent</i></b>	24
25	<b>Clause (b)</b>	25
26	<i>To delete all between 'Head Office' in line 1 and 'election.' in line 2 and</i>	26
27	<i>substitute 'and Scrutineers, a written or electronic communication indicating</i>	27
28	<i>the candidate's willingness to accept nomination and to indicate for which'.</i>	28
	<b>London Bus &amp; Rail Operators</b>	
	Mover .....	
	<b>Retired Members' Group</b>	
	Secunder .....	
	<b>(Amendments A and B accepted)</b>	

**ORDER PAPER****R5****Closed Session - TSSA members and staff only**

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

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

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

Rule Alts

**ORDER PAPER****R5****Closed Session - TSSA members and staff only**

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

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

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

**ORDER PAPER****R5****Closed Session - TSSA members and staff only**

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

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

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

## **ORDER PAPER**

**B6**

To be taken at 14:30 on Sunday 2 June

**GUEST SPEAKER:**  
**John McDonnell MP**

# ORDER PAPER

**D1**

## Closed Session - TSSA members and staff only

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

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

**Appeal: Jill Murdoch**

**Appeal: Manuel Cortes**

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

	<p><b>49 EC Reports and Accounts</b></p> <p>That this Conference adopts the Report and Financial Statements for 2023.</p> <p><b>Executive Committee</b>                                  Mover .....</p> <p>  Seconded .....</p>	1
	<p><b>50 Appointment of Auditors</b></p> <p>That this Conference endorses the EC's recommendation for the appointment of Hays McIntyre as Auditors.</p> <p><b>Executive Committee</b>                                  Mover .....</p> <p>  Seconded .....</p>	1 2
	<p><b>51 TSSA Guidance Note G - General Secretary Code of Conduct</b></p> <p>That this Conference endorses the EC Report and adopts the General Secretary Code of Conduct as Guidance Note G.</p> <p><b>Executive Committee</b>                                  Mover .....</p> <p>  Seconded .....</p> <p><i>The EC Report is attached from page 109</i></p>	1 2
	<p><b>52 EC Reserve Motion on TSSA Strategic Plan</b></p> <p>(Withdrawn)</p>	



**ORDER PAPER****D3****Closed Session - TSSA members and staff only**

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

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

	<b>Em1 TSSA Strategic Plan (<i>Emergency Motion</i>)</b>	
1	Conference expresses its disappointment that, as advised by the Circular dated	1
2	15 April 2024, Annual Conference Item 52 on TSSA Strategic Plan has been	2
3	withdrawn by the EC. The procedure now proposed by the EC in its Circular not	3
4	only delays the implementation of any Plan but also puts extreme pressure on	4
5	achieving the Cork Annual Conference target of 'achieving financial viability	5
6	within the next three years.'	6
7	Conference is of the view that if this target is not achieved it severely hinders	7
8	the Association's intent to remain as an independent union.	8
9	Conference instructs the EC to explain why the Strategic Plan was not sent to	9
10	branches in 2023 to ensure that it could be debated throughout the Association,	10
11	revised by the EC, and brought to fruition at 2024 Annual Conference.	11
12	Conference notes that one hour has been allocated to debate the Strategic Plan.	12
13	and considers that this amount of time is insufficient given the urgency of	13
14	securing the future of the Association. The EC is instructed to request that the	14
15	SOC allocate adequate time to the session that will allow all delegates, should	15
16	they wish, to speak in the debate.	16
17	The EC is instructed, following this Conference, to make the completion of the	17
18	Strategic Plan and its aims a prime objective.	18
	<b>Anglia South General</b>	
	Mover .....	
	Seconders .....	

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

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

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

**EC Presentation and open discussion on:**

**TSSA Strategic Plan**

Note that Conference Regulations will be suspended for this discussion, and any TSSA member can take part at the discretion of the Chair.

**ORDER PAPER****D5****Closed Session - TSSA members and staff only**

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

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

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

**ORDER PAPER****R6****Closed Session - TSSA members and staff only**

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

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

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

**ORDER PAPER****R6****Closed Session - TSSA members and staff only**

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

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

	<b>56 Rule Alteration</b>	
1	<i><b>Preface:</b> to clarify that any EC member can stand for election as General</i>	1
2	<i>Secretary or campaign in the election without contravening the EC's Code of</i>	2
3	<i>Collective Responsibility.</i>	3
4	<b>Rule 12 GENERAL SECRETARY</b>	4
5	<b>12.2 Election of General Secretary</b>	5
6	<b>New Clause (d)</b>	6
7	<i>To insert new clause:</i>	7
8	<i>'Participation by Executive Committee members</i>	8
9	<i>(d) Any member of the Executive Committee, including the President and</i>	9
10	<i>Treasurer, may recuse themselves from any decision of the Executive</i>	10
11	<i>Committee to nominate a candidate for General Secretary, and such a</i>	11
12	<i>member will then be free to stand themselves or to express support for any</i>	12
13	<i>candidate in the election.'</i>	13
14	<i>To re-letter subsequent clauses.</i>	14
	<b>Retired Members' Group</b>	
	Mover .....	
	Seconder .....	

Rule Alts

**ORDER PAPER****R6****Closed Session - TSSA members and staff only**

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

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

	<b>57 Rule Alteration</b>	
1	<i><b>Preface:</b> to ensure transparency around the EC process for nominating a</i>	1
2	<i>candidate for General Secretary.</i>	2
3	<b>Rule 12 GENERAL SECRETARY</b>	3
4	<b>12.2 Election of General Secretary</b>	4
5	<b>New Clause (d)</b>	5
6	<i>To insert new clause:</i>	6
7	<i>'Transparency of Executive Committee nomination process</i>	7
8	<i>(d) If the Executive Committee seeks applicants for the EC nomination, the</i>	8
9	<i>names and Branches or trade unions (as appropriate) of the applicants will</i>	9
10	<i>be published with the call for nominations.</i>	10
11	<i>If the Executive Committee conducts a shortlisting process before deciding a</i>	11
12	<i>nomination, the names and Branches or trade unions of the shortlisted</i>	12
13	<i>applicants will be published.'</i>	13
14	<i>To re-letter subsequent clauses.</i>	14
	<b>Retired Members' Group</b>	
	Mover .....	
	Seconder .....	

Rule Alts

**ORDER PAPER****R7****Closed Session - TSSA members and staff only**

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

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

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

**ORDER PAPER****R7****Closed Session - TSSA members and staff only**

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

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

	<b>59 Rule Alteration</b>	
1	<i><b>Preface:</b> to change the eligibility of individuals to stand for election to the</i>	1
2	<i>position of General Secretary to just those that are either TSSA members, or</i>	2
3	<i>permanent employees of TSSA.</i>	3
4	<b>RULE 12 GENERAL SECRETARY</b>	4
5	<b>RULE 12.2 ELECTION OF GENERAL SECRETARY</b>	5
6	<b>Sub-Clause (d)</b>	6
7	<b>New sub-Clause (4)</b>	7
8	<i>To insert after clause 12.2(d)(3) (new sub-Clause):</i>	8
9	<i>‘(4) on the date that nominations close, that individual is a member of TSSA</i>	9
10	<i>or is employed by TSSA in a permanent position.’.</i>	10
11	<i>To renumber subsequent sub-Clauses.</i>	11
	<b>London South &amp; West General</b>	
	Mover .....	
	Seconder .....	



**ORDER PAPER****R7****Closed Session - TSSA members and staff only**

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

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

	<b>60 Rule Alteration</b>	
1	<i>Preface: to ensure fair and transparent elections</i>	1
2	<b>Rule 12 GENERAL SECRETARY</b>	2
3	<b>12.2 Election of General Secretary</b>	3
4	<b>New Clause (g)</b>	4
5	<i>To insert before existing Clause (g) (new clause):</i>	5
6	‘(g) No TSSA resources, including staff time and official TSSA and EC	6
7	communication, shall be used in support of any candidate after the	7
8	distribution of the candidates’ statements and biographies, as in Rule 11.3.	8
9	Members of staff and EC members may indicate support for any particular	9
10	candidate, in their own time and using their own resources, and shall suffer	10
11	no negative consequence as a result of this.’.	11
12	<i>To re-letter subsequent clauses.</i>	12
	<b>Network Rail North London</b>	
	Mover .....	
	Seconder .....	

Rule Alts

**ORDER PAPER****E1**

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

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

<b>61 EC Reserve Motion on Transport Policy</b>		
1	That this Conference reasserts its long held belief that public transport in the	1
2	United Kingdom and Ireland should be publicly owned and operated. It is our	2
3	conviction that public transport run in the interests of the people of our nations	3
4	must also be accountable to communities, users and workers as well as being	4
5	organised on a fully integrated basis across all available modes including rail,	5
6	bus, tram and ferry.	6
7	Conference believes that public transport must also be fully funded to achieve	7
8	the benefits of greater use in the face of the climate emergency, something the	8
9	current UK Government has set itself against in the hope of a political	9
10	advantage at the next General Election. Instead, over the last year we have	10
11	witnessed:	11
12	(a) further cuts to HS2's planned route beyond Birmingham but with trains	12
13	proposed to continue on the already over capacity West Coast Mainline	13
14	from Hansacre Junction to reach cities in the North of England and	14
15	Scotland. The effect of this will be to deny additional paths for freight	15
16	trains that would have taken many polluting HGVs off the roads;	16
17	(b) money saved from cutting HS2 investment being promised for numerous	17
18	other transport projects, including road investment schemes that will	18
19	encourage car use at the time of a climate emergency;	19
20	(c) a decision to introduce a two year delay until 2026 for the construction of	20
21	the new trains for HS2. The manufacturer, Alstom, has now completed	21
22	existing orders for vehicles for South Western Railway and West Midlands	22
23	Trains and because of the lack of work has decided to close its production	23
24	lines at its train building factory at the historic Derby Litchurch Lane site.	24
25	This will mean laying off 3,000 skilled workers and putting at risk the jobs	25
26	of a further 15,000 people in the supply chain. The Department for	26
27	Transport has shown a distinct lack of urgency to resolve this situation by	27
28	bringing forward orders for other new trains to plug the gap but has	28
29	instead blamed the TOCs for not placing any orders, the same TOCs that	29
30	the DfT controls. In fact, no new orders for trains have been placed since	30
31	2019 which means that Hitachi's train factory in Newton Aycliffe and	31
32	CAF's at Newport, South Wales, may also soon be running out of work,	32
33	and	33
34	(d) that Network Rail's CP7 (2024-2029) plans have more emphasis on dealing	34
35	with the effects of climate change on its earthworks infrastructure but	35
36	without being given sufficient financial resources. This has led to	36
37	decisions to withdraw the highly efficient Track Relaying System and	37
38	reduce High Output Ballast Cleaning operations, on top of changes to	38
39	Maintenance practices, all creating the expectation of a further decline in	39
40	train service performance as well as serious safety concerns because of	40
41	the delayed renewal of life expired rail.	41
<i>(Continued)</i>		

**ORDER PAPER****E1**

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

	<b>61 EC Reserve Motion on Transport Policy (<i>continued</i>)</b>	
42	The Association continues its opposition to cuts to the jobs, pay, conditions and	42
43	pensions of our members which flow from these changes and others, including in	43
44	job roles and conditions of service for ticket office staff in English TOCs.	44
45	Conference notes that, at the same time as this underfunding continues, we see	45
46	a gradual rise in the number of people returning to rail with the latest ORR and	46
47	DfT figures showing passenger levels up at 90% or more of pre Covid levels.	47
48	Passenger rail revenue also grew by 20% according to the latest ORR Quarterly	48
49	Report (October - December 2023 compared to the same Quarter in the previous	49
50	year) and whilst that is only 79% of the same Quarter in 2019, it shows the	50
51	return to rail continues to grow but is hampered by the high cost passengers	51
52	face in Regulated Rail Fares and the option for many to work on a hybrid basis.	52
53	Despite the rise in passenger numbers and the growth in revenue, the	53
54	Conservative Government does not prioritise the future of the rail industry,	54
55	despite it being one of the main levers to pull to deal with the climate crisis.	55
56	It took nearly three years before the much anticipated Rail Reform Bill was	56
57	published in February 2024 and even then it was a ‘draft’ because of the need	57
58	to allow for ‘pre-legislative scrutiny’, something the Government has had plenty	58
59	of time to carry out.	59
60	The Rail Reform Bill sets out the legal basis for the establishment of the	60
61	Integrated Rail Body (aka Greater British Railways) that would act as a guiding	61
62	mind for the industry, something that many have called for, including the	62
63	Association and the other rail unions.	63
64	Conference notes, however, that other terms on the Bill are not welcome. The	64
65	Government plans to impose a statutory duty on the Integrated Rail Body that	65
66	means it will have to report on private sector involvement as a way to enhance	66
67	participation from that quarter, an obligation the Association could not support.	67
68	Our railways have suffered for too long from profit extraction that only leads to	68
69	higher fares for passengers, less jobs and less money for rail investment.	69
70	Further, the Association cannot support the Bill because of its failure to make	70
71	any mention of one of the core aspects of the Williams Shapps Plan for Rail, the	71
72	30 year Whole Industry Strategic Plan (WISP). This would have removed the	72
73	politically convenient short term stop start nature of how the railway industry is	73
74	managed in the future, something that has been seen in the repeated cuts that	74
75	the Government has imposed in recent years.	75
	<i>(Continued)</i>	

**ORDER PAPER****E1**

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	<b>61 EC Reserve Motion on Transport Policy (<i>continued</i>)</b>	
76	Conference calls on Labour when it comes into Government to:	76
77	(1) Make a priority of replacing the draft Rail Reform Bill, omitting the drive	77
78	to private sector involvement but including the commitment to a long	78
79	term 30 year Whole Industry Strategic Plan;	79
80	(2) Renew its pledge to support and fund HS2 in full;	80
81	(3) Provide a steady pipeline of work for Britain’s train builders, moving	81
82	away from the boom and bust mentality that loses highly skilled jobs	82
83	and means that future orders have to be placed in other countries;	83
84	(4) Provide sufficient additional financial resources to Network Rail to	84
85	ensure it can operate, maintain, renew and enhance our railway’s	85
86	infrastructure, and	86
87	(5) Live up to its promises to take TOCs into the public sector either when	87
88	their contracts come up for renewal or when they fail tighter scrutiny.	88
89	Conference reaffirms that buses are important because they are the most used	89
90	form of public transport across our nations and are the first choice for many	90
91	people who haven’t got access to a car or who either can’t afford to pay for rail	91
92	fares or are cut off from the network since Dr Beeching.	92
93	Despite this, bus services and routes before Covid were allowed to wither with	93
94	many services and routes across Britain cut, especially in England where a half	94
95	of the 17,394 bus routes have been lost and about 90% of council run services no	95
96	longer operate. Scotland has not been immune to bus cuts because since 2007,	96
97	there has been a 38% decline in local bus routes with 160 routes alone lost in the	97
98	year to August 2023.	98
99	The situation in Wales has been made worse by the threat of up to 25% of bus	99
100	services being lost because of the ending of the Welsh Government’s Emergency	100
101	Funding Scheme provided during the Covid Pandemic.	101
102	Covid has made worse the situation for bus routes and the services that operate	102
103	on them.	103
104	Conference notes that belated measures have been taken by the Governments	104
105	of our nations. In England, the Government’s ‘Bus Back Better’ Strategy in 2021	105
106	and promised investment of £3bn was designed to reduce fares and improve	106
107	road infrastructure through Bus Service Improvement Plans.	107
108	However, analysis by the Campaign for Better Transport (CBT), published in	108
109	March 2024, has found that the allocation of the investment was initially	109
110	restricted. It is also based on a competition between local authorities meaning	110
111	that it has not been evenly spread, despite its claims to be a national strategy.	111
112	This means bus routes in some areas are still at risk of being cut as can be seen	112
113	from the latest DfT figures that show a 5.1% reduction in bus service miles.	113
	<i>(Continued)</i>	

**ORDER PAPER****E1**

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	<b>61 EC Reserve Motion on Transport Policy (<i>continued</i>)</b>	
114	Conference sees that the monopoly by the private bus companies, who could	114
115	determine which services they ran without regard to the lifeline network that	115
116	they provide for many people, has been strengthened by the Bus Services Act	116
117	2017 that makes it unlawful for a local transport authority in Britain to form a	117
118	new municipal publicly owned bus company. However, in London, Manchester	118
119	and now Glasgow the system has been challenged and this means that buses are	119
120	publicly controlled and franchisees have to work for the public interest.	120
121	Conference, our demands on Labour are not only about National Rail but also	121
122	call on the Party for:	122
123	i. A reinstatement of the UK Government's Operating Grant support to	123
124	Transport for London;	124
125	ii. The repeal of legislation that allows franchising but prevents municipal	125
126	ownership of bus services, and	126
127	(6) A long term strategic plan for the provision of bus services across	127
128	Britain, reconnecting communities and ensuring funding that will	128
129	encourage their use.	129
130	The Association also has an interest in Britain's ferry network, especially in	130
131	Scotland with CalMac and around the UK and the Republic of Ireland with Stena	131
132	Line.	132
133	Conference notes that the Clyde and Hebrides Ferry Service (CHFS) contract,	133
134	currently operated in the public sector via CalMac Ferris Ltd, expires on 30 <sup>th</sup>	134
135	September 2024 and is now up for renewal. It could be lost to a private	135
136	company, but this Conference opposes such a move as the CHFS contract	136
137	provides lifeline ferry services to many island communities and which must not	137
138	be lost to a commercial company intent on profit extraction via cost cutting.	138
139	Conference instructs the EC to bring this motion to the attention of the Labour	139
140	Party and the TUC.	140
	<b>Executive Committee</b>	
	Mover .....	
	Seconder .....	
	(Continued)	

**ORDER PAPER****E1**

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	<p><b>61 EC Reserve Motion on Transport Policy (<i>continued</i>)</b></p> <p><b>Amendment A:</b>  <i>To insert between first 'and' and 'Ireland' in line 2, 'the Republic of'.</i></p> <p><i>To delete 'Hansacre' in line 14 and substitute 'Handsacre'.</i></p> <p><i>To delete all between 'of' in line 32 and 'that' in line 34 and substitute 'work; (d) the train-building crisis in the UK exemplifies a lack of forward planning, with Transport for London now obliged to order ahead of its plans for extra Elizabeth Line trains, to keep the Alstom Works at Derby alive, while on the main lines ageing trains need replacement, and electrification of routes remains in abeyance, and (e)'.</i></p> <p><i>To insert between 'TOCS.' in line 44 and 'Conference' in line 45 (new paragraph):</i>          'The Association believes and supports that the key function of passenger transport is to connect people with objectives, and that this should be open to all, particularly through provision of accessible and affordable fares for all. These must not be dependent on having access to online facilities, therefore entailing retention of station booking offices. Such fare accessibility must therefore include affordable 'walk up' fares of reasonable cost without prior booking. The Association also believes the true beneficiaries of public transport, the destination organisations, must contribute toward the costs of transport provision by methods such as but not limited to a payroll tax or a land value tax.'</p> <p><i>To delete 'aka' in line 61 and substitute 'also known as'.</i></p> <p><i>To delete first 'less' in line 69 and substitute 'fewer'.</i></p> <p><i>To delete 'stop start' in line 73 and substitute 'stop-start'.</i></p> <p><i>To delete 'Dr Beeching' in line 92 and substitute 'the Beeching cuts of the 1960s onwards'.</i></p> <p style="text-align: right;"><i>(Continued)</i></p>	
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During each debate, the President will permit one speech 'against' of three minutes' duration as detailed in Conference Regulation (2).

<p><b>61 EC Reserve Motion on Transport Policy (<i>continued</i>)</b>  <b>Amendment A (<i>continued</i>)</b></p> <p><i>To delete all between 'Pandemic' in line 102 and 'Conference' in line 104 and substitute (new paragraph):</i></p> <p>'The impact of Covid across our territories reduced bus operations to minimal or non-existent levels, which hindered people from carrying out essential duties outside of the home, as well as taking a health toll on many of those who continued to provide and support those services. The Association recognises those workers and expresses its undiluted appreciation to those who made sometimes the greatest sacrifice to help others. Return of these services has been uneven, and many areas including major cities have not seen a return to pre-Covid service levels, as well as the deregulation effect of many areas descending into minimum bus service, with parts of Thurrock (Essex), Cambridgeshire, Hampshire and north west Hertfordshire losing all their bus operations. This Association recognises the issues involved and seeks the return of transport for mobility and inclusion across the countries we serve.'</p> <p><i>To delete 'monopoly by' in line 114 and substitute 'monopolies of'.</i></p> <p><i>To delete 'for a local transport authority' in line 117.</i></p> <p><i>To insert between 'interest' in line 120 and 'Conference' in line 121 (new paragraphs):</i></p> <p>'Conference notes the Labour Party's intents for bus operations in England, to "create and save up to 1,300 vital bus routes", "allow as many as 250 million more passenger journeys per year" and "removing the Conservatives' ideological ban on publicly owned bus companies" among other objectives, when it comes to power but recognises this is only a beginning. Public ownership of vehicles as well as routes is a key factor. As is funding for those public ownerships, to ensure land can be used for bus depots, resourcing of administration, and accessing fuel supplies whether electric or other traction power.</p> <p>The Association supports a better application of cost-benefit analysis in assessing new transport projects and related infrastructure, to use a wider cost-benefit analysis than is currently applied (the "Green Book"), to apply those measurements over a longer timeframe (to be not less than 30 years) and extend that deeper into the communities, workplaces and environments these developments would serve."</p> <p>The Association supports and encourages all public transport to be inclusive and accessible to actual and intending users with mobility restrictions, and supports seeking and applying funds and resources to achieve these goals.'</p> <p style="text-align: right;"><i>(Continued)</i></p>	
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# **61 EC Reserve Motion on Transport Policy (continued)**

## **Amendment A (continued)**

*To delete all between 'London;' in line 124 and 'A' in line 127 and substitute:*  
 ‘ii. The repeal of bus service provision laws and regulations which prevent new municipal ownership of bus operations, and the removal of legislation which leaves a substantial element of franchising in the hands of profit-driven non-public enterprises;  
 iii”.

*To delete 'use.' in line 129 and substitute 'use, and*  
 iv The introduction of regulation of bus services in England and where appropriate elsewhere in the UK.

Conference asks the Irish Committee to consider seeking the same objectives in the Republic of Ireland.’.

*To delete 'Ferris' in line 134 and substitute 'Ferries’.*

*To insert between 'Party' and 'and' in line 140, 'transport bodies supporting provision of routes and services in the public interest without a profit motive,'.*

**LT Retired**

Mover .....

Seconder .....

## **Amendment B:**

*To delete all between 'years.' in line 75 and 'Conference' in line 89.*

*To delete all between 'interest.' in line 120 and 'The' in line 130.*

*To insert between 'cutting.' in line 138 and 'Conference' in line 139 (new paragraphs):*

‘Conference believes that printed publicity, including timetables and maps, should be widely available and help to advertise bus, train and ferry services to attract new and existing users.

Conference confirms its policy for the next Labour Government as follows:

- (1) Make a priority of replacing the draft Rail Reform Bill, omitting the drive to private sector involvement but including the commitment to a long term 30 year Whole Industry Strategic Plan;
- (2) Renew its pledge to support and fund HS2 in full;
- (3) Provide a steady pipeline of work for Britain’s train builders, moving away from the boom and bust mentality that loses highly skilled jobs and means that future orders have to be placed in other countries;
- (4) Provide sufficient additional financial resources to Network Rail to ensure it can operate, maintain, renew and enhance our railway’s infrastructure;

*(Continued)*





**ORDER PAPER****E2**

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

**Motions**

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

**ORDER PAPER****E2**

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

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

<b>63 Transport Policy - Overseas Ownership</b>		
1	That this Conference, mindful of and solidly supporting existing Association	1
2	policy to bring buses and rail transport into public ownership at the earliest	2
3	opportunities, expresses concern that, until that stage is reached, substantial	3
4	money from passengers, freight consignors and taxpayers is being exported	4
5	unchallenged from our nations to line the pockets of absentee shareholders,	5
6	and/or to fund improvements in other countries' transport infrastructures.	6
7	Conference condemns all such export of income from transport operations and	7
8	their allied businesses, and requires the EC to act in a constructive and prompt	8
9	manner with other relevant bodies to promote and ultimately secure significant	9
10	retention of fares and charges, and taxes supporting passenger and freight	10
11	transport for the benefits of our sovereignties and of our transport operations,	11
12	and also to seek the consent of the Irish Committee in the Republic of Ireland to	12
13	exercise this objective there.	13
<b>LT Retired</b>		
Mover .....		
Seconders .....		

Motions

**ORDER PAPER****E2**

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

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

	<b>64 Transport Policy - Wales</b>	
1	That this Conference notes the good work achieved by the Welsh Labour	1
2	Government. However, it considers that the 20 mph speed limit on roads in	2
3	Wales, replacing the previous 30 mph, has had a negative effect on the economy	3
4	and public road transport as bus services, despite retiming of most routes, are	4
5	being delayed on average by 8% each journey. A maximum speed of 20 mph in	5
6	certain areas including hospitals, schools and universities must remain but	6
7	30 mph should be the limit in most other locations until meaningful consultation	7
8	has taken place with the people of Wales to accept, or not, the policy of	8
9	20 mph.	9
10	If a similar major change is proposed in future, then a full explanation of the	10
11	proposals should be given to all affected by the change.	11
12	Conference instructs the EC to bring this motion to the attention of the Welsh	12
13	Government for their urgent consideration and necessary action.	13
	The 20mph speed limit also has a significant effect on bus routes to and from	
	England, especially in well populated areas. A very good example of this is the	
	large number of buses to and from Wales arriving at the Chester bus interchange	
	facilities in both England and Wales.	
	Conference also supports the Welsh Labour Government in its operation of	
	Transport for Wales bus and train services. It also looks forward to improved	
	bus and train fleets for the entire network especially the long distance routes.	
	<b>South East Wales General</b>	Mover .....
	<b>Crewe &amp; Cheshire General</b>	Seconder .....
	<b>(Amendment accepted)</b>	

**ORDER PAPER****E3**

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

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

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

**ORDER PAPER****E3**

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

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

<b>67 Transport Management - Train Fares</b>		
1	That this Conference supports the report 'A fare future for fares and ticketing	1
2	reform' published by the Campaign for Better Transport (CBT) in October 2022.	2
3	Conference notes that since privatisation, rail fares have risen above inflation in	3
4	real terms whilst the fuel duty rate remains frozen.	4
5	Fares have evolved into a complex system of charging, full of inconsistency. No	5
6	wonder the public are confused about the best offers available especially when	6
7	there are high 'walk-up' fares, peak hour or other restrictions and mileage rates	7
8	that vary wildly depending on which train operator or area provides your	8
9	service.	9
10	Conference instructs the EC to support the CBT campaign and to lobby the next	10
11	Labour Government to include fares reform as part of its commitment to the	11
12	railway industry.	12
	Conference believes that rail transport must be available to all, which apart	13
	from physical access issues means that affordable (perhaps to be legally	14
	defined) and simple fares are maintained, especially for 'walk-up' ticketing,	15
	that the timing of peak hour travel restrictions is standardised in each devolved	
	nation, and that Railcard discounts are available to all train fare types.	
	Conference also believes that a greater incentive for older generations to travel	
	is to make devolved nations' Concessionary Bus Travel Passes double-up as a	
	Senior Railcards, thus giving all older generations automatic access to lower	
	fares.	
13	Conference re-affirms its commitment to promoting public transport that is	
14	user-friendly at point of use and best practice for customer service. This is key	
15	to promoting reduced carbon emissions for climate change.	
	<b>London Bus &amp; Rail Operators</b>	Mover .....
	<b>LT Retired</b>	Seconder .....
	<b>(Amendment accepted)</b>	

**ORDER PAPER****E3**

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

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

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

Motions

**ORDER PAPER****E4**

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

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

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



**ORDER PAPER****E4**

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

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

<b>69 Transport Management - Network Rail (<i>continued</i>)</b>		
35	Conference instructs the EC to continue to support Association members in	35
36	Network Rail to seek to reverse the managed decline of maintenance of our rail	36
37	infrastructure and to take the lead in encouraging members to participate in	37
38	campaigns called for by our Association representatives to protect jobs and	38
39	safety are considered and suitably supported. The TSSA should work closely with	39
	the RMT on this issue and, though our actions may be different, they should be	
	coordinated.	
	<b>Network Rail London South</b>	<b>Mover .....</b>
	<b>Network Rail North London</b>	<b>Seconder .....</b>

Motions

**ORDER PAPER****E5**

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

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

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

**ORDER PAPER****E5**

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

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

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

Motions

**ORDER PAPER****E5**

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

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

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

**ORDER PAPER****G**

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

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

	<b>73 Rule Alterations</b>	
1	That this Conference, having duly passed the several Resolutions which involve	1
2	alterations to the Rules of the Association, hereby instructs the EC to give effect	2
3	to all such Resolutions by making the authorised amendments to the Rules	3
4	affected (including such re-numbering and verbal correcting as may be	4
5	necessary) and to have the same registered in accordance with statutory	5
6	requirements - also to produce a sufficient number of printed copies of the	6
7	amended Rules to be made available to each member on request; the revised	7
8	Rules to come into operation forthwith, except where otherwise provided for.	8
	<b>Executive Committee</b>	
	Mover .....	
	Seconder .....	

TSSA Annual Conference 2024  
NOMINATION RESULTS (Agenda Item 3)

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

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

TSSA Annual Conference 2024  
**NOMINATION RESULTS (Agenda Item 3)**

**ELECTION OF SCRUTINEERS 2024-5**  
 (Two required)

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

TSSA Annual Conference 2024  
**NOMINATION RESULTS (Agenda Item 3)**

**ELECTION OF TRUSTEES 2024-7**  
 (Two required)

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



TSSA Annual Conference 2024  
**NOMINATION RESULTS (Agenda Item 3)**

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

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

TSSA Annual Conference 2024  
**NOMINATION RESULTS (Agenda Item 3)**

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

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

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

TSSA Annual Conference 2024  
NOMINATION RESULTS (Agenda Item 3)

**ELECTION OF DELEGATION TO LABOUR PARTY CONFERENCE 2024**  
(Three delegates required)

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

TSSA Annual Conference 2024  
**NOMINATION RESULTS (Agenda Item 3)**

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

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

The above delegates have been elected unopposed.

## EC REPORT - CHALLENGING SEXUAL HARASSMENT IN THE WORKPLACE

The Kennedy and Conley Reports revealed a persistence culture of bullying and harassment within TSSA, including significant sexual harassment of particularly younger female staff.

The picture painted of TSSA's internal culture reflects behaviours and attitudes in many workplaces in the transport industry and beyond, as demonstrated by several high-profile reports of sexism and racism in the police, fire brigade and corporate/finance sector.

### **TUC Research shows that:**

- More than half (52 per cent) of all women polled had experienced some form of sexual harassment.
- Nearly one third (32 per cent) of young workers responding had experienced sexual harassment in the workplace.
- 7 out of 10 disabled women had experienced sexual harassment in the workplace.
- 2 in 3 LGBT workers experience sexual harassment in the workplace, with 1 in 8 LBT women experience serious sexual assault or rape at work.
- 4 out of 5 women did not report the sexual harassment to their employer.

In 2014 and 2021 TSSA commissioned Hazel Conley, Professor of HR Management at the University of West of England (UWE), to undertake two surveys of TSSA members. The first surveyed 1054 women and the second 2297.

A full analysis of the data collected in 2021 is yet to be undertaken. However, a comparison of the results reveals that gender-based discrimination and harassment increased in the seven years between the two surveys. The number of women "personally experiencing discrimination at work" increased from just under a third (31.4%) to nearly two fifths (38.1%). At the same time there had been an almost 6%<sup>1</sup> increase in women finding themselves the subject of bullying or harassment. 40.8% of women also reported that they had "witnessed others experiencing gender-based discrimination", an increase from the 33.1% in 2014.<sup>2</sup>

As a consequence of increased levels of gender-based discrimination and harassment, more women confirmed that they were having to make complaints. Well over a third (37.7%) of women taking part in the 2021 survey said they have had to complain, up from a fifth (21.2%) in 2014.

The transport sector has been identified as a site where violence is perpetrated against both transport users and transport workers. Violence takes many forms, from large scale terrorist attacks to microaggressions on crowded public transport where a large concentration of people, often in a rush and under stressful conditions, brings out the worst in human nature. (Conley et al, 2014)

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<sup>1</sup> Increase from 25.7 to 30.4%

<sup>2</sup> Women, Work and Transport  
Transport and Sustainability, Volume 16, 139–154  
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**EC REPORT - CHALLENGING SEXUAL HARASSMENT IN THE WORKPLACE**

37 The British Transport Police Authority Annual Report 2023 states that 2022-23 saw a 25%  
38 increase in recorded violent crimes against women and girls, a 99% increase in crimes  
39 involving sexual harassment and a 2% increase in sexual violence.<sup>3</sup>

40 BTP states that some of this may be due to an increase in reporting. BTP launched its 'Speak  
41 Up, Interrupt Campaign' (which encourages bystanders/witnesses to report incidents),  
42 delivered enhanced training for officers and the Priority Crime Task Force focused their  
43 proactive patrols on locating sexual offenders. However, the levels of violence towards  
44 women and girls on transport are shocking.

45 The workforce in the rail sector in Britain is largely male-dominated, gender-segregated and  
46 ethnically diverse. There have been significant gender and race equality issues in the sector  
47 that have resulted in a number of high-profile legal cases over issues such as discriminatory  
48 promotion requirements, equal pay and the entitlement of same-sex partners to benefits,  
49 and indirect discrimination in relation to working time and victimisation. Most of these cases  
50 highlight that, in common with other male-dominated sectors, women are vulnerable to  
51 intersectional discrimination. (Conley et al, 2014)

52 The concept of intersectionality was developed to understand how multiple categories of  
53 inequality interact to produce distinct experiences that cannot be captured by examining  
54 gender, race or other social categories separately.

55 Academic research has highlighted that gender-based bullying occurs where women move  
56 into occupational roles traditionally held by men, and others have found that sexual  
57 harassment can be a way of signalling that women are unwelcome in male environments.

58 It can also be argued that sexual harassment and bullying for working women it is often  
59 related to lower paid, lower status and insecure jobs, which can also affect immigrant  
60 workers or people from ethnic minority groups<sup>4</sup>. This raises the possibility of intersectional  
61 bullying and harassment where workers share more than one protected characteristic.  
62 Some research suggests that occupational class differentiates experiences of sexual  
63 harassment, with harassment more common for those who are in front-line, operational or  
64 customer-facing roles than those in professional, office-based jobs. Lesbian sexuality can  
65 represent either a separate or an additional ground for harassment of women in male-  
66 dominated work, as can a Trans+ identity.

67 Trades Union Congress (TUC) research has shown that sexual harassment is more prevalent  
68 for younger women, women with disabilities, those from minority ethnic groups, from the  
69 LGBT community and those in precarious work. (TUC, 2016, 2018, 2019).

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<sup>3</sup> Violent crimes against women and girls increased from 7,561 in 2021/22 to 9,438 in 2022/23. Crimes involving sexual harassment increased from 873 in 2021/22 to 1,736 in 2022/23. Sexual offences increased from 2,235 in 2021/22 to 2,285 in 2022/23. harassment and a 2% increase in sexual offences.

<sup>4</sup> The term minority ethnic group follows RDU guidance and refers only to the population of UK and Ireland, recognising that these diverse ethnic groups make up the global majority.

TSSA Annual Conference 2024  
**SEXUAL HARASSMENT (Agenda Item 10)**

**EC REPORT - CHALLENGING SEXUAL HARASSMENT IN THE WORKPLACE**

One of the key findings of TSSA's 2014 survey was that members in the rail sector experienced high rates of bullying and harassment, with one in five respondents saying they had been bullied. Significantly, amongst women, black and minority ethnic and disabled respondents in our survey, approaching one in three of each group reported that they had experienced bullying or harassment in the workplace. Further analysis of this data shows that bullying in the rail sector is significantly impacted by gender, race and ethnicity, age and disability.

However, the British legal system has not adopted principles of intersectionality in relation to discrimination. In practice this means that the law does not offer protection from the combined impact of social or protected characteristics. For example, older, black women who were most likely to report suffering from bullying and harassment in the TSSA survey would struggle to be adequately protected by the Equality Act 2010.

Until this is rectified, in the absence of legal protection, trade unions and employers have an added responsibility to carefully devise methods that can adequately identify intersectional disadvantage and to take proactive measures to protect the workers it affects.

TSSA is currently compiling a comprehensive log of policies covering sexual harassment in the companies where we represent members. Network Rail – sexual harassment policy and outcomes so that we can assess their suitability and address shortfalls in good policy and practice.

Further work on the TSSA model non-core pay claim to reference sexual harassment and other forms of bullying and harassment is required, as is the drafting of a model sexual harassment and bullying and harassment policy. These should be core items of our collective bargaining with employers.

The publication of the Kennedy and Conley Reports, which have been observed by employers and members alike, means that TSSA must act to proactively develop and promote good practices and policies internally and with employers. As a trade union that represents management and senior management grades we can achieve change and influence not only through collective bargaining, but by educating and supporting our members, some of whom are in positions to decide, influence and implement policies in workplaces. A Bullying and Harassment Community Practice could provide an opportunity for HR and other professionals and interested members to engage in discussion and share knowledge on such matters.

In 2021 TSSA's Network Rail team took a lead in addressing sexual harassment in the workplace, proposing that the employer negotiate a specific Sexual Harassment Policy. The employer did not agree to do this, instead developing a revised bullying and harassment policy with the involvement of the trade unions, key stakeholders and their Equity, Diversity and Inclusion team. This policy includes explicit examples for each protected characteristic, examples of sexual harassment; and guidance for reporting and providing support. Network Rail also committed to:

TSSA Annual Conference 2024  
SEXUAL HARASSMENT (Agenda Item 10)

**EC REPORT - CHALLENGING SEXUAL HARASSMENT IN THE WORKPLACE**

1. Create a specific 'Everyone Matters' guide on sexual harassment, positioned to support colleagues and give practical guidance to line managers and colleagues.
2. Work with the RDG Vulnerability and Safeguarding team on the project on Unwanted Sexual Behaviour and Women's Safety. The outcome of this is likely to be that Network Rail will run an internal awareness campaign on sexual harassment, promoting our guidance, and re-running sessions on how to challenge, aligned with our White Ribbon status, a campaign to eradicate violence against women; and
3. Promote the updated policy and new guidance and to collaborate with Trade Unions, Employee Networks, HR Operations and Communications on a wider bullying and harassment campaign, to increase awareness about the subject, the policy/guidance and how we can better support all our people.

Going forwards TSSA must share examples of good practice and prioritise actions, materials and campaigns to that enable our Organisers, reps and members to make similar progress across all of the employers where we have members.

**Recommendations:**

- Deliver annual sexual harassment training that takes into account its intersectional nature for TSSA staff and senior representatives.
- Deliver annual bullying and harassment training that takes into account of all forms of discrimination on the basis of protected characteristics for all TSSA staff and senior representatives.
- Develop and deliver equivalent training courses for TSSA lay representatives, to be launched in 2024.
- Collate and maintain a record of all TSSA employers' bullying and harassment and EDI related policies.
- Review and revise the TSSA non-core bargaining claim to include specific reference to sexual harassment, and harassment on the basis of protected characteristics, taking into account the intersectional nature of sexual harassment.
- Review and revise the template TSSA sexual harassment policy and develop accompanying guidance, taking into account the intersectional nature of harassment and bullying.
- Make resources available to reps and members as part of a wider campaign against sexual harassment and other forms of harassment and bullying.
- Commission the writing of a report based upon a full analysis of the results of the 2021 survey conducted by Hazel Conley.
- Support the work of TSSA SOGs in engaging with members regarding sexual and other forms of bullying and harassment based upon protected characteristics.
- Develop a Bullying and Harassment Community of Practice.



## ANNEX (Agenda Item 26)

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

#### ***Introduction***

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

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

#### ***The Nolan Principles***

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

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

#### ***TSSA Vision***

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

#### ***TSSA Mission Statement***

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

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

*(Continued)*

## ANNEX (Agenda Item 26)

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

#### ***TSSA Values***

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

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

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

#### ***What is 'governance'?***

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

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

#### ***Compliance***

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

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

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

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

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

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

*(Continued)*

## ANNEX (Agenda Item 26)

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

#### ***General Obligations***

*A member should:*

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

*A member should not:*

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

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

*A member:*

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

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

#### ***Leadership***

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

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

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

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

(Continued)

## ANNEX (Agenda Item 26)

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

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

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

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

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

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

#### ***General Secretary and Executive Committee***

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

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

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

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

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

*(Continued)*

## ANNEX (Agenda Item 26)

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

#### ***Internal controls***

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

#### ***Managing risk***

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

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

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

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

#### ***Whistle Blowing***

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

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

#### ***Executive Committee Performance***

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

*The role descriptions statement, as a minimum, include:*

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

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

*(Continued)*

## ANNEX (Agenda Item 26)

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

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

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

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

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

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

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

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

#### ***Executive Committee Review***

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

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

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

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

*(Continued)*

## ANNEX (Agenda Item 26)

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

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

#### ***Executive Committee Authority***

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

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

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

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

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

#### ***Executive Committee Communication and Consultation***

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

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

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

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

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

(Continued)

## ANNEX (Agenda Item 26)

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

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

#### ***Executive Committee Openness and Accountability***

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

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

#### ***Executive Committee and Membership Categories***

*The EC policy on membership categories shows it:*

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

#### ***Equality and Diversity***

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

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

*(Continued)*



## ANNEX (Agenda Item 26)

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

#### *TRANSPORT SALARIED STAFFS' ASSOCIATION*

##### **ROLE DESCRIPTION**

**ROLE TITLE:**        *President*

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

**SCOPE OF THE  
ROLE**                *To lead and guide the EC. To participate in:*  
*x the collective leadership and governance of the Association*  
*x policy formulation and overseeing implementation*  
  
*x determination of strategic plans and resource allocation*  
  
*x monitoring outcomes*

**KEY ACTIVITIES  
AND  
RESPONSIBILITIES**    *x To act with integrity in the collective interests of the membership*  
*x as a whole*  
*To ensure compliance with the objects, purposes and values of  
the Association, and with its Rule Book*

- x To chair, and actively participate in Delegate Conferences*
- x To chair and actively participate in EC meetings (sub committees  
where appropriate)*
- x Develop and maintain appropriate, effective and empathetic  
relationships and communications with the lay structure,  
members and staff*
- x To ensure that EC members receive the necessary induction,  
training and ongoing support needed to discharge their duties*
- x Represent the Association to external bodies or organisations*
- x Act as an advocate of TSSA policy*
- x Actively participate in recruitment and organisation of members*
- x To work in partnership with the General Secretary and his/her  
management team.*
- x Positive perception of colleagues and constituents, lay activists  
and members of the contribution made*
- x Respect of paid staff*
- x Respect of external bodies and organisations*

**CRITICAL  
SUCCESS  
FACTORS**

*(Continued)*

## ANNEX (Agenda Item 26)

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

#### *TRANSPORT SALARIED STAFFS' ASSOCIATION*

##### **ROLE DESCRIPTION**

**ROLE TITLE:** *Treasurer*

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

**SCOPE OF THE ROLE** *To participate in:*  
*x the collective leadership and governance of TSSA*  
*x policy formulation and overseeing implementation*  
*x determination of strategic plans and resource allocation*  
*x monitoring outcomes*

**KEY ACTIVITIES AND RESPONSIBILITIES** *x To act with integrity in the collective interests of the membership as a whole*  
*To ensure compliance with the objects, purposes and values of the Association, and with its Rule Book*  
*x To oversee the financial affairs of the Association*  
*x To actively participate in EC meetings (sub committees where appropriate)*  
*x Actively participate in Delegate Conferences*  
*x Develop and maintain appropriate, effective and empathetic relationships and communications with the lay structure, members and staff*  
*x Represent the Association to external bodies or organisations*  
*x Act as an advocate of TSSA policy*  
*x Actively participate in recruitment and organisation of members*  
*x To deputise for the President as necessary and when appropriate approval has been gained*  
*x To work in partnership with the General Secretary and his/her management team.*  
**CRITICAL SUCCESS FACTORS** *x Positive perception of colleagues and constituents, lay activists and members of the contribution made*  
*x Respect of paid staff*  
*x Respect of external bodies and organisations*

(Continued)

## ANNEX (Agenda Item 26)

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

#### TRANSPORT SALARIED STAFFS' ASSOCIATION

##### ROLE DESCRIPTION

**ROLE TITLE:** *Executive Committee Member*

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

**SCOPE OF THE ROLE** *To participate in:*

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

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

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

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

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

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

(Continued)

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

***EXECUTIVE COMMITTEE CODE OF COLLECTIVE RESPONSIBILITY***

***Collective responsibility***

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

***All decisions are decisions of the whole Executive Committee***

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

***An EC member must not speak against EC policy***

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

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

***The confidentiality principle***

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

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

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

***Agreements to Differ***

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

***Addendum***

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

**TSSA GUIDANCE NOTE G (Agenda Item 51)**  
**EC REPORT ON GENERAL SECRETARY CODE OF CONDUCT**

**Background:**

At the 2023 Annual Delegate Conference in Cork, the following Rule Alteration was carried:

**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;

**TSSA GUIDANCE NOTE G (Agenda Item 51)**  
**EC REPORT ON GENERAL SECRETARY CODE OF CONDUCT**

- (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

**TSSA GUIDANCE NOTE G (Agenda Item 51)**  
**EC REPORT ON GENERAL SECRETARY CODE OF CONDUCT**

Rule 12.1 was therefore duly amended in the TSSA Rule Book. As set out in Rule 12.1(b) the General Secretary's code of conduct must now be published as Guidance Note G.

Baroness Helena Kennedy wrote the General Secretary Code of Conduct and this was published as Appendix 3 in the Kennedy Report (February 2023).

The General Secretary Code of Conduct, as it appears in the Kennedy Report, will now be published in full as Guidance Note G as is mandated in Rule 12.1.

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**General Secretary Code of Conduct**

1. The General Secretary commits to upholding the highest values of the trade union movement including equality, fairness, justice, and dignity and respect for all, as well as to showing care and compassion to all the union's staff and members.
2. The General Secretary commits to centring members in their decision making - always seeking to act in members' best interests. In doing so, the General Secretary commits to upholding the highest standards of integrity, operating truthfully and never making decisions based in their own, their family, their friends' or close colleagues' interests.
3. The General Secretary commits to best endeavours to increase the diversity of the union's membership, particularly its activist members. In making this commitment, the General Secretary understands that institutional barriers to participation and activism, such as 'social drinking,' long hours, expectations of travel and male dominant behaviours, need to be dismantled.
4. The General Secretary understands the importance and profile of their role as a figurehead and advocate, not just for the TSSA, but for the union movement, and so commits to best endeavours of exemplar conduct in both public and private life.
5. The General Secretary commits to seeking, proactively and regularly, feedback from diverse groups - staff, members, volunteers and Executive Committee members - on their role modelling of these values and their operation of this Code of Conduct.

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The Process for amending Guidance Notes is set out as follows in Rule 3.3

**TSSA GUIDANCE NOTE G (Agenda Item 51)**  
**EC REPORT ON GENERAL SECRETARY CODE OF CONDUCT**

### **3.3 Guidance Notes**

This Rule Book is complemented by a book of Guidance Notes and reference to it is made throughout this Rule Book.

Guidance Notes contain the administrative processes required to maintain the standards of and give effect to the Rules. Guidance Notes are binding on members and on organisations within the Association's structures (Branches, etc).

However, one or more of the processes and arrangements described in the Guidance Notes may be varied by the EC at any time in the following ways:

(a) at the request of a member or organisation to make allowance for specific circumstances;

(b) at the suggestion of a member or organisation that a generally applicable change is required;

(c) as a result of the EC's own deliberations regarding the efficient operation of the Association;

(d) as part of the three yearly review to be carried out by the EC in line with the Rule change cycle.

Any changes made to the Guidance Notes in the case of (b), (c) or (d) will:

- i. be opened up for consultation with Branches, etc;
- ii. require changes to be presented for ratification at the next Annual Conference;
- iii. need to receive a simple majority of those voting at Annual Conference.

35 The change to the Guidance Notes - the adding of the General Secretary Code of  
36 Conduct as written by Baroness Kennedy and mandated in Rule 12.1(b) - will now  
37 be presented to the 2024 Annual Delegate Conference for formal ratification. Such  
38 ratification will allow TSSA to formally fulfil an important recommendation of the  
39 Kennedy Report.

40 Branches and SOGs were consulted on this proposal in a Circular sent on 29  
41 February 2024, Branches and SOGs were given until 29 March 2024 to raise any  
42 questions or comments. No questions or comments were raised.



## GLOSSARY

## GLOSSARY

BTP	British Transport Police
CAF	Construcciones y Auxiliar de Ferrocarriles
CalMac	Caledonian MacBrayne
CBT	Campaign for Better Transport
CFDS	Clyde and Hebrides Ferry Service
CNER	Campaign for North East Rail
CP6	Control Period 6
CP7	Control Period 7
Covid	Coronavirus Disease 2019
DfT	Department for Transport
DWG	Disability Working Group
EC	Executive Committee
EU	European Union
GBR	Great British Railways
GDPR	General Data Protection Regulations
HGV	Heavy Goods Vehicle
HR	Human Resources
HS2	High Speed 2 (Railway)
HSE	Health and Safety Executive
IT	Information Technology
IEA	International Energy Agency
LBT	Lesbian, Bisexual, Transgender
LGBT	Lesbian, Bisexual, Transgender
LNER	London North Eastern Railway
LUL	London Underground Limited
MP	Member of Parliament
MSP	Member of Scottish Parliament
NHS	National Health Service
ORR	Office of Road and Rail
PPE	Personal Protective Equipment
PM	Particulate Matter
RDG	Rail Delivery Group
RMT	National Union of Rail, Maritime and Transport Workers
SMS	Short Message Service
SMT	Senior Management Team
SOG	Self Organised Group

**GLOSSARY**

TfL	Transport for London
TSSA	Transport Salaried Staffs' Association
TOC	Train Operating Company
TUC	Trades Union Congress
UFP	Ultra Fine Particles
UK	United Kingdom
UN	United Nations
WEL	Workplace Exposure Limits
WHO	World Health Organisation
WiF	Women in Focus
WISP	Whole Industry Strategic Plan