

## TSSA Annual Conference 2023, Cork

### Reserve and Emergency motions

Attached are:

- the EC Reserve motion 17 on Transport Policy;
- Emergency Motion Em1 on TSSA Organisation: Kennedy and Conley Reports;
- Emergency Motion Em2 on the Climate Change Emergency
- EC Emergency Rule Alterations Em3 and Em4, arising from the Report by Baroness Kennedy KC

Each branch or SOG can submit one amendment to each motion, to be received by SOC@tssa.org.uk (copied to [SupportServices@tssa.org.uk](mailto:SupportServices@tssa.org.uk)) by close of business on Monday 22 May 2023.

All amendments must be agreed at a branch meeting and confirmed by two branch officers, normally the Chair and Secretary. This can be carried out by one officer sending the email and copying the other officer in, with a confirmation email to follow from the second officer. Please provide the names and roles of the relevant officers.

We also enclose the Skeleton Programme for Annual Conference, and a Circular explaining the EC's reasons for withdrawing Item 36 from the Agenda.

Publication of the Final Agenda will follow shortly.

Yours in solidarity

Joe Kavanagh  
Chair, Standing Orders Committee

## Item 17 Transport Policy (EC Reserve Motion)

1	That this Conference reaffirms its commitment to a publicly owned and accountable,	1
2	well funded and properly integrated, public transport system that covers the provision	2
3	of rail, bus and other services across the UK and Ireland.	3
4	Conference remains opposed to private sector involvement in public transport which, by	4
5	its nature, means that the profit extraction priority threatens and potentially	5
6	undermines the provision of a safe, reliable and regular public transport service	6
7	provided through affordable fares designed to encourage its use at a time of a climate	7
8	emergency.	8
9	The climate crisis faced by the UK and Ireland needs to be addressed amidst warnings	9
10	that unless emissions are rapidly restricted by 2030, they could get out of control	10
11	meaning that 2050 targets will be unachievable.	11
12	In 2019, transport was the biggest single emitter of carbon, contributing a quarter (27%)	12
13	of the UK's domestic greenhouse gas emissions. Yet, within that figure, public transport	13
14	in the form of buses and trains, only contributed 4% - a figure that would reduce further	14
15	if appropriate measures were taken. As such, Conference affirms its support for	15
16	investment in the public transport of the UK and the Republic of Ireland, calling	16
17	for funding that would include fully electrified rail networks and the reinstatement	17
18	of drastically reduced bus routes and their services.	18
19	As such, Conference calls on the EC to campaign with climate groups in support of the	19
20	aspirations of the TUC and rail unions' sponsored Transport for Quality of Life	20
21	Report, 'Public Transport fit for the Climate Emergency: More services, More jobs, Less	21
22	emissions', published in April 2023. Conference also continues to support the aims of 'A	22
23	Vision for Scotland's Railways' and calls for a similar report to be produced for Ireland's	23
24	public transport system.	24
25	Conference re-confirms its support for:	25
26	a) The reinstatement of the construction of the full HS2 Project, including the	26
27	Eastern Leg;	27
28	b) A review of the Integrated Rail Plan to include the full Northern Rail Project;	28
29	c) The repeal of legislation that prevents municipal ownership of bus services, and	29
30	d) A reinstatement of operating grant support to Transport for London	30
31	Conference remains opposed to cuts in public transport funding and investment,	31
32	including in TfL, Network Rail and the Train Operating Companies, in each of which the	32
33	UK Government and employers are using the recovery from Covid 19 as an excuse to	33
34	attack jobs, pay, pensions, conditions and policies. Conference is particularly concerned	34
35	that ticket office closures and moving workers onto station concourses will lead	35
36	to members facing a greater level of abuse and assault.	36
37	The Williams Shapps Plan for Rail has also apparently stalled because of a lack of	37
38	Parliamentary time. This hasn't stopped progress in areas not requiring law changes, but	38
39	disappointment remains that despite Greater British Railways aiming to introduce the	39
40	long-called for 'guiding mind' approach, it perpetuates the private sector operation of	40
41	passenger rail service, fails to reform the strangle hold of the train leasing companies	41
42	and seeks to encourage private sector investment. Conference calls on the EC to remind	42
43	Labour of its commitment to public ownership and to apply it fully to the	43
44	Great British Railways when it wins the next General Election.	44
	<b>Executive Committee</b>	

## Emergency motions

### Em1 TSSA Organisation: Kennedy and Conley Reports

1	That this Conference notes that the report by Baroness Kennedy KC on sexual	1
2	harassment, discrimination and bullying in TSSA was published on 8 February 2023, and	2
3	that the UWE report by Professor Conley on Equality Policy and Practice in TSSA was	3
4	published on 21 February 2023.	4
5	Conference is appalled at the findings revealed in the reports, which describe a toxic	5
6	culture within the organisation and a gross abuse of power by certain senior individuals	6
7	that created an environment within which unacceptable behaviours and acts of sexual	7
8	harassment and sexual discrimination could be and were perpetrated, tolerated and	8
9	covered up.	9
10	Conference expresses its appreciation to the EC for instigating swift action in both	10
11	dealing with the individuals involved, and in taking steps to begin the change process	11
12	necessary to repair the damage both to the union and to individual victims.	12
13	Conference expresses its concern that following the resignations, suspensions and	13
14	dismissals of senior individuals which resulted in the EC having to step in to take charge	14
15	of the union, it has become apparent that there are serious questions to be asked about	15
16	the management of the Association's financial affairs. Conference is of the firm belief	16
17	that any criminal wrongdoing uncovered must be put in the hands of the Police.	17
18	Conference believes that it is now important that a statement is made on behalf of the	18
19	Association that makes a fulsome apology to victims of the toxic culture - staff, former	19
20	staff, members and former members - for what has happened to them.	20
21	Conference also instructs the EC to create the safe environment within which any	21
22	victims that so far have not made statements to Kennedy and Conley are able to do so.	22
23	Conference believes that it is essential that the full truth is known.	23
24	Conference believes that the EC must take all necessary steps to ensure that:	24
25	• the best interests of the Association's members are put first and that the	25
26	Association remains a member-led union;	26
27	• all parts of the Association act ethically, transparently, responsibly and in	27
28	accordance with the Rules, Association policies, and the principles of good	28
29	governance;	29
30	• that the Association's staff are managed in a manner consistent with established	30
31	trade union principles and values.	31
	<b>North East General</b>	

## Em2 Climate Change Emergency

1	That this Conference welcomes the publication of the IPCC 6 <sup>th</sup> Assessment synthesis	1
2	report on 20 <sup>th</sup> March which emphasizes that <b>even a small increase in temperature has</b>	2
3	<b>far-reaching and severe impacts</b> on both the average climate and extreme weather	3
4	events. These consequences have a significant impact on our food, water, homes,	4
5	health, economy, and natural environment. The "experiment" we're conducting with our	5
6	planet is unparalleled, and it poses a danger to us all.	6
7	We further note the report's conclusions that we are nowhere near doing enough to	7
8	avoid catastrophic effects, let alone achieve the goals of the Paris Agreement, but that	8
9	we have the solutions readily available to address this issue: efficiency, clean energy,	9
10	regenerative agriculture, and green infrastructure, which not only mitigate climate	10
11	change, but also improve resilience, accelerate the transition to a clean energy future,	11
12	and address health, equity, justice, and economic concerns.	12
13	We welcome and endorse the UN General Secretary's call that, "It's crucial to act	13
14	quickly" and "to massively fast-track climate efforts by every country and every sector	14
15	and on every timeframe. Specifically, leaders of developed countries must commit to	15
16	reaching net-zero as close as possible to 2040, the limit they should all aim to respect.	16
17	This can be done. Some have already set a target as early as 2035."	17
18	This Conference, recognising the urgency of the situation, agrees to support the UK	18
19	committing to amend the UK's Climate Change Act to achieve net-zero by no later than	19
20	2040, and to plan and legislate for "just transition" arrangements to achieve that.	20
21	We also condemn the UK Government's revised net-zero strategy published on March	21
22	30 <sup>th</sup> (following last year's court ruling that its previous version was unlawful), which still	22
23	doesn't meet legal targets for reducing UK emissions, let alone the deeper cuts that	23
24	Prime Minister Rishi Sunak promised at international climate talks just four months	24
25	previously, and relies on continuing fossil fuel burning with unproven at scale and on the	25
26	limited evidence incredibly expensive carbon capture technology.	26
27	We call on the EC to lobby the TUC, Labour Party and UK Government to adopt this new	27
28	2040 net-zero target together with "a just transition" legislation and a pragmatic	28
29	approach that protects vital UK industries and interests and doesn't simply export	29
30	carbon emissions and jobs to other countries, that opposes solutions which continue	30
31	fossil fuel burning, and to submit appropriate motions to adopt these commitments to	31
32	the next TUC and Labour Party conferences.	32
	<b>North East General</b>	

## Em3 Rule Alteration

1	<i>Preface: To clarify the role of the General Secretary, as recommended in the Report by</i>	1
2	<i>Baroness Kennedy KC</i>	2
3	<b>Rule 12 GENERAL SECRETARY AND STAFF</b>	3
4	<b>12.1 GENERAL SECRETARY</b>	4
5	<b>Duties of General Secretary</b>	5
6	<i>To delete entire Rule 12.1(a) and substitute:</i>	6
7	<b>'Duties of General Secretary</b>	7
8	(a) There shall be a General Secretary whose duties shall be:	8
9	(1) to be accountable to the Executive Committee for the administration of the	9
10	Association and for its day-to-day operational management	10
11	(2) to oversee the financial stewardship of the Association and report regularly to	11
12	the Executive Committee on financial matters	12
13	(3) to represent the Association externally in the media, with employers and as	13
14	directed by the Executive Committee	14
15	(4) to report to the Executive Committee regularly on staffing issues including on	15
16	staff turnover, staff development, succession planning, diversity and equality	16
17	matters, staff grievances, staff disciplinary matters and any staff settlement	17
18	agreements	18
19	(5) to adhere to the General Secretary Code of Conduct (to be published as	19
20	Guidance Note G).	20
21	(6) to ensure that the Association operates within and complies with all relevant	21
22	statutory trade union, diversity, equality and other relevant legislation	22
23	(7) to attend all delegate conferences and Executive Committee meetings	23
24	(8) to carry out such other duties as may from time to time be determined by the	24
25	Executive Committee.	25
26	The General Secretary shall be, and remain, a member of TSSA and shall have the right	26
27	to speak but not vote on any business at Conference and Executive Committee	27
28	Meetings.'.	28
	<b>Executive Committee</b>	

## Em4 Rule Alteration

1	<i>Preface: To broaden the field of candidates for election to the post of the General</i>	1
2	<i>Secretary, as recommended in the Report by Baroness Kennedy KC</i>	2
3	<b>Rule 12 GENERAL SECRETARY AND STAFF</b>	3
4	<b>12.2 ELECTION OF GENERAL SECRETARY</b>	4
5	<i>To delete entire Rule 12.2 and substitute:</i>	5
6	<b>‘12.2 ELECTION OF GENERAL SECRETARY</b>	6
7	(a) If the General Secretary’s position becomes or is due to become vacant, the	7
8	Executive Committee shall order an election, specifying the dates of the call for	8
9	nominations and close of nominations.	9
10	<b>Nominations</b>	10
11	(b) The Executive Committee and each Branch shall have the right to nominate one	11
12	candidate. Candidates for the posts of General Secretary shall be either:	12
13	(1) Members of the TSSA or a TUC affiliate union with not less than five continuous	13
14	years membership immediately preceding the start of the election process; or	14
15	(2) Officials or paid employees of the TSSA or a TUC affiliate union.	15
16	<b>Election Procedures</b>	16
17	(c) A candidate shall only be eligible to stand for the position of General Secretary if	17
18	that candidate is nominated by the Executive Committee or, for Branch nominated	18
19	candidates, receives 5 or more nominations including at least 2 nominations from	19
20	Branches in different Divisional Council areas. A candidate satisfying one of the	20
21	conditions in this Rule 12.2(c) shall be referred to as a Qualifying Candidate.	21
22	(d) If there is more than one Qualifying Candidate there shall be an individual vote of	22
23	members. Each member shall have one vote. The qualifying candidate obtaining the	23
24	highest number of votes shall be declared elected and shall take up office from the date	24
25	the vacancy exists or immediately if the vacancy already exists.	25
26	(e) Subject to this Rule, Rule 11.3 shall apply to the conduct of the election and:	26
27	(1) the period between the call for nominations and the close of nominations shall not	27
28	exceed six weeks and	28
29	(2) ballot packs under Rule 11.3(e) shall be sent out within six weeks of the close of	29
30	nominations and	30
31	(3) the period over which the ballot is held shall not exceed four weeks, and	31
32	(4) All references in Rule 11.3 to candidates shall be read as references to Qualifying	32
33	Candidates	33
34	<b>Persons not eligible to be nominated</b>	34
35	(f) The following persons shall not be eligible to be nominated in the election for	35
36	General Secretary:	36
37	(1) persons who have less than five years’ combined membership of the TSSA or TUC	37
38	affiliate unions on the date of close of nominations	38
39	(2) Retired members of the TSSA, as defined in Guidance Note A (or, in the case of	39
40	members of another union, the equivalent).	40
41	<b>Members not Eligible to be Nominated and/or to vote</b>	41
42	(g) If, on the date the ballot packs are sent out, a member is:	42
43	(1) an Honorary member, as defined in Guidance Note A	43
44	(2) a member whose subscriptions are twelve weeks or more in arrears	44
45	that member shall not be eligible to be nominated and/or to vote in the election for	45
46	General Secretary.’.	46
	<b>Executive Committee</b>	