

No: 311/24

16<sup>th</sup> September 2024

**TO: ALL BRANCHES**

Dear Colleague

## **TRADES UNION CONGRESS 2023: CWU DELEGATION REPORT**

The 2023 Trades Union Congress took place from Sunday 10<sup>th</sup> September at the ACC, Liverpool.

All unions were entitled to submit two motions to the agenda. The CWU National Executive Council agreed the following motions:-

### **MOTION 1 – COORDINATING THE TRADE UNION MOVEMENT**

“The past year has seen trade unions and thousands of striking workers take centre stage in the national conversation around the cost-of-living crisis. But workers have come up against well-funded, organised anti-union forces, including the Tory Government and union-busting consultancies.

We have seen unacceptable attacks on workers by senior managers who have been paid to break up companies, rather than build them. Gross corporate mismanagement has become the norm and workers have been made to pay the price for profiteering across our economy.

It is clear that employers act in a coordinated fashion and more than ever, the trade union movement needs to act together in fighting back.

Congress believes it is time for unions to have a proper debate about how we can introduce models of trade unionism that can take cooperation, solidarity and the organisation of workers to the next level.

Congress resolves:

- To complete the TUC review and ensure that democracy is reflected at every level of the TUC
- For the TUC General Council to establish and agree a collective bargaining strategy for multiple sectors across the economy, to be published in the next six months
- For the TUC to create and endorse trade union-backed media to fight back against the right-wing bias in traditional media and to use this to launch the biggest joint recruitment exercise in recent years
- To lobby the Labour Party to adopt the New Deal for Workers in full upon the election of Labour Government.”

## **MOTION 2 – TECHNOLOGY IN THE WORKPLACE**

“Congress believes that the rapid proliferation of the use of new or advanced technologies in the workplace has left trade unions, and their members, on the back foot.

Surveillance technologies and artificial intelligence (AI) are being rapidly expanded and used to exacerbate workplace inequalities, create pressure on staff and in some cases, create an unsafe work environment. Congress believes that if these technologies continue to be introduced in our workplaces without consultation and agreement, they will result in a degradation of pay, terms and conditions and infringe on our basic human rights.

Congress believes there is also a growing problem in the lack of knowledge and policy surrounding the development of technologies like AI and that the labour movement must improve our resources if we are to confront the inappropriate use of these technologies in the workplace.

Congress believes that the gap in workers’ rights in regards to technology must be addressed and an iron-clad legal right to consultation must be introduced.

Congress resolves:

- To work with the Labour Party and the Government to ensure that the legal right to consult trade unions on the introduction of new technologies is enshrined in law
- To invest in a major research project which identifies the use of and the risks of technology, including tracking and AI, in workplaces across multiple sectors
- Make the TUC campaign against the unscrupulous use of technology in the workplace a key initiative for 2024.”

**COMMUNICATION WORKERS UNION**  
**2023 TRADES UNION CONGRESS – LIVERPOOL**

**MINUTES OF THE TUC DELEGATION MEETING**  
**HELD IN THE BOARDROOM, HILTON HOTEL, LIVERPOOL**  
**ON SUNDAY 10<sup>TH</sup> SEPTEMBER AT 10.30 AM**

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PRESENT: Jane Loftus, Karen Rose, Dave Ward, Andy Furey, Adam Alarakhia, Steve Croke, Graham Colk, Rob Wotherspoon, Jacky Morrey, Michelle Bailey, Andrew Mercer, Angela Whitter

IN ATTENDANCE: Kate Hudson, Katie Dunning, Chloe Koffman, Janina Dunn, Chris Webb, Peter Metcalfe, Bill Taylor, Dave Wilshire, Quincy Raymond

### **1 WELCOME - INTRODUCTIONS & APOLOGIES**

The Chair welcomed all CWU Delegates to the meeting in particular those who were attending the TUC Congress for the first time and asked the delegation to introduce themselves to the meeting.

Apologies were received from Tony Kearns (OUB), Andy Kerr T&FSE (Covid), Dave Tee (unwell), Scott Hartles (Hospital Operation), Richard Wilkins (Pressure of Work), Maria Exall (OUB) and Des Arthur (domestic).

### **2 GENERAL SECRETARY OVERVIEW**

The General Secretary welcomed all delegates and said it's been a difficult year for the CWU and the whole trade union movement. Dave mentioned that Maria Exall has been the President of the TUC this year and wanted to note a vote of thanks for all the work she has done over the year.

### **3 EXPLANATION OF TUC DOCUMENTS**

Bill Taylor provided an explanation of the TUC pack provided at the meeting which included:

- General Council Report 2023
- Final Agenda 2023
- GPC Report and Consolidated Final Agenda 2023
- Congress Guide 2023

#### 4. CWU POLICY POSITION ON MOTIONS AND AMENDMENTS

The SDGS went through the CWU policy position on motions and amendments.

##### Motions flagged for discussion

- Motion 1 (Unite)
- Motion 71 (GMB)

**Table 1: CWU motions to move, second, amended by CWU and possible other interventions**

Action	Motion	Title/description
Move	42	Artificial Intelligence in the workplace
	74	Coordinating the trade union movement
Amended by CWU	21 (Accord)	Fair Taxation
	29 (Aegis)	Financial services supporting the e-disadvantaged
Seconded by CWU	76 (POA)	The role of trades councils
Possible other interventions	02 (NASUWT)	Workers' rights/trade union rights
	04 (FBU)	Campaign against the Minimum Service Levels legislation
	06 (USDAW)	Tackling one-sided flexibility
	14 (Disabled Workers Conference)	Closure of ticket offices
	16 (Unison)	A tipping point in the climate emergency – we need to act now
	19 (GMB)	RPI – save the rate
	22 (NASUWT)	Affordable housing for key workers
	26 (NEU)	Ending child poverty – supporting children to learn and grow (Free School Meals)
	32 (EIS)	Violence at work
	33 (CSP)	Violence against women and girls
	38 (TUC Black Workers Conference)	Ending the hostile environment
	40 (TUC LGBT+ Conference)	Protect trans and non-binary rights
	45 (Aegis)	The impact of artificial intelligence on financial services
47 (PCS)	Investment in Public Services	

	<b>63 (USDAW)</b>	<b>Childcare: Delivering a just and prosperous society</b>
	<b>73 (NEU)</b>	<b>Right to boycott</b>

**Table 2: Policy recommendations for the delegation meeting**

<b>Motion</b>	<b>Details of Motion</b>	<b>Union</b>	<b>CWU Position</b> S = Support O = Oppose
<b>Section 1 – Industrial Action and Protecting Our Rights</b>			
01 Trade union and employment rights	Congress calls upon the General Council to oppose any new anti-trade union legislation and campaign for the repeal of all current anti-trade union legislation.	Unite  Amend Equity	S
02 Workers' rights/trade union rights	Congress calls on the General Council to build coalitions to campaign against further restrictive trade union legislation	NASUWT  Amend Unison  Amend British Dietetics Association (BDA)	S
03 Opposing the strikes (minimum service levels) Bill	The Strikes (MSL) Bill represents the biggest attack on trade union rights since the 1900 Taff Vale judgement.  Congress agrees we must use all means necessary to defeat this unjust law	RMT  Amend NEU	S
04 Campaign against the Minimum Service Levels legislation	Congress agrees that we have no choice but to build mass opposition to the MSLs laws, including a strategy of non-compliance and non-cooperation to make them unworkable.	Fire Brigades Union	S
05 Stop employer intimidation and defend the right to strike	Congress applauds UCU members in continuing their action short of strike action despite vindictive pay deductions.  Congress condemns all attacks on trade unionists' right to participate in industrial action.	University and College Union	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	Congress calls on the TUC to lead an industrial campaign to defend the right to engage in all forms of industrial action		
06 Tackling one-sided flexibility	<p>One-sided flexibility, where flexibility benefits the employer at the expense of employees, means it is too easy for employers to change shifts at short notice.</p> <p>Congress welcomes the Labour Party's commitment to implementing a new deal for workers, including provisions to tackle one-sided flexibility and insecure work.</p> <p>Congress resolves for the TUC to look at the technical elements of introducing and enforcing the new deal proposals around tackling one-sided flexibility and insecure work</p>	USDAW	S
<b>Section 2 – The Economy and Cost of Living Crisis</b>			
07 Time to value UK arts and heritage	<p>Congress recognises that arts and heritage make a huge contribution to the UK economy, education and well-being for all. Public funding for arts and heritage is too often seen as an easy target for cost-cutting.</p> <p>Congress calls on the General Council to:</p> <p>i. devise a fair and sustainable funding model for arts and heritage</p> <p>ii. lobby all relevant government bodies for this to be implemented.</p>	Prospect Amend UCU	S
08 A national co-ordinated creative arts policy	Congress calls on the TUC and creative unions to lobby the present and future governments to develop a co-ordinated	Artists' Union England	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	approach to the creative arts in the UK.		
09 Ending the low pay/no pay culture in arts and creative industries	Congress agrees to campaign for the arts and to work with affiliates to ensure that self-employed workers in the creative industries are properly and fairly paid.	Artists' Union England	S
10 Streaming and fair pay for writers	<p>Congress recognises the global success of subscription video on demand (SVOD) providers such as Netflix, Amazon Prime, Disney+ and others.</p> <p>Congress agrees to support the WGGB's collective bargaining efforts, campaign for fairer pay for writers working for streaming providers and end buy-out agreements.</p>	Writers' Guild of Great Britain	S
11 Steel and national security	<p>Congress calls on the TUC to:</p> <p>i. Campaign for the government to recognise the vital national importance of retaining a strong and sustainable domestic steel industry, both for our economic and national security, and the need to provide decisive support that will enable us to compete on a level playing field with our EU competitors.</p> <p>ii. Lobby government to outline a strategic plan of support, addressing the most pressing challenges facing UK steel – including the transition toward sustainable steel, recognising the importance of keeping open all green steelmaking technology solutions, and fair energy pricing and protection from dirty steel imports</p>	<p>Community Amend Unite</p> <p>Amend Nautilus International</p>	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
12 Solidarity with transport workers and a renewed campaign for better public transport	<p>Congress supports a campaign to achieve:</p> <ul style="list-style-type: none"> <li>i. an integrated, publicly owned and accountable rail, bus and ferry network</li> <li>ii. a massive growth in public transport use, delivered by a huge increase in funding, such as outlined in the TUC/transport unions-commissioned report <i>Public Transport Fit for the Climate Emergency</i>.</li> <li>iii. ending the damaging outsourcing of vital public transport functions</li> </ul>	<p>RMT</p> <p>Amend Unite</p> <p>Amend TSSA</p>	S
13 Invest in rail	<p>Congress calls on the General Council to:</p> <ul style="list-style-type: none"> <li>i. lobby the government to complete the original scope of HS2 in full</li> <li>ii. lobby the government for the investment needed by Network Rail to be able to renew and maintain core assets to keep our rail network safe and reliable</li> <li>iii. champion public transport and rail freight when highlighting how to tackle the climate emergency</li> </ul>	ASLEF	S
14 Closure of ticket offices	<p>This conference agrees to stand with the RMT who is opposing plans by the government and train companies to close nearly one thousand ticket offices across the rail network.</p> <p>One of the key concerns is that station ticket machines are often not accessible to disabled people.</p>	Disabled Workers Conference	S
15 Tackling flags of convenience and	Congress condemns continuing proliferation of Flags of Convenience (FOCs), which drive	Nautilus International	S



Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
growing domestic shipping	<p>down wages and on-board conditions, induce fatigue, and stress through excessive hours of work with minimal rest.</p> <p>Congress calls on the government to enact laws with the clear aim of protecting domestic shipping industries and inland waterways, growing the UK flag, and increasing employment and training opportunities for domestic maritime professionals.</p>		
16 A tipping point in the climate emergency – we need to act now	<p>Congress reaffirms that the climate emergency is real and that time is running out to achieve the necessary changes required to get to net-zero by 2050.</p> <p>Congress calls on the General Council to lobby UK government to recommit to their climate commitments and to introduce a Just Transition Commission with dedicated ministerial oversight and representatives from all stakeholders including unions</p>	<p>Unison</p> <p>Amend Prospect</p> <p>Amend Chartered Society of Physiotherapy</p> <p>Amend FBU</p>	S
17 Charting a just transition for maritime professionals	<p>Congress believes that the transition to a net-zero carbon future must be a 'just transition' that not only tackles emerging environmental issues but also confronts systemic injustices within the world of work.</p>	Nautilus International	S
18 Unplug the profiteers – the case for public democratic ownership of energy	<p>Public, democratic ownership of the entire energy network can end profiteering, make energy affordable for all, and create new jobs in a sustainable industry.</p> <p>Congress resolves to support full public, democratic ownership of the energy network in the interests of workers and our communities.</p>	<p>Unite</p> <p>Amend Nautilus International</p>	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
19 RPI – save the rate	<p>Congress believes the planned abolition of RPI represents an attack on millions of workers and pensioners' living standards and a permanent deepening of the cost-of-living crisis.</p> <p>Trade unions have always fought for an inflation measure that reflects working people's cost of living as a foundation of collective bargaining</p> <p>Congress calls on the TUC to lobby Labour and the government to preserve an independent RPI, or otherwise create and agree with unions a new rate suitable for collective bargaining</p>	GMB	S
20 UK tax raising measures	Congress commends the STUC report <i>Options for Increasing Taxes in Scotland to Fund Investment in Public Services</i> and instructs the General Council to prepare a similar report for the UK by Congress 2024.	Educational Institute of Scotland	S
21 Fair Taxation	Congress calls upon the TUC to develop proposals to enable the General Council to lead a debate on reform of our tax system in the UK to deliver fairer outcomes for working people, public services and public sector pay.	<p>Accord</p> <p>Amend CWU</p> <p>Amend PCS</p> <p>Amend FDA</p>	S
22 Affordable housing for key workers	<p>Congress calls on the General Council to campaign with unions, charities and other bodies for political parties to commit to:</p> <p>a. prioritise access to affordable social housing as a key priority</p> <p>b. prioritise access to affordable housing for all key workers, including teachers</p>	<p>NASUWT</p> <p>Amend USDAW</p>	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
23 Secure affordable housing for all workers	<p>Congress welcomes Equity's 'Dignity in digs' campaign, ensuring touring workers are provided with accommodation that is safe, secure, clean, private and close to the venues they work within.</p> <p>Congress agrees that all workers have the right to safe, decent and affordable housing, both while working away and in their wider lives.</p>	Equity	S
24 Social security	<p>Congress notes that UK benefits fall below the minimum living cost by £140 per month, which covers food, energy and everyday essential items.</p> <p>Congress calls on the General Council to campaign for an immediate and permanent uplift in benefit rates to match inflation and provide for restoration.</p>	PCS Amend NUJ	S
25 A stronger safety net	<p>Congress notes that the application of the UC minimum income floor (MIF) is causing extreme hardship among self-employed and atypical workers in many industries, including the creative and cultural sectors.</p> <p>Congress recognises the insufficiency of current provision. It endorses and will campaign to achieve the recommendations of Equity's research including:</p> <ul style="list-style-type: none"> <li>a. the abolition of the MIF</li> <li>b. the need for a review of how our social security system treats atypical workers.</li> </ul>	Equity	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
26 Ending child poverty – supporting children to learn and grow	Congress calls for the TUC to continue to campaign for free school meals for all primary school children, and the removal of barriers to learning for children such as inadequate social security and costs of schooling	NEU	S
27 Free school meals	<p>Congress is alarmed that around 800,000 children are living in poverty but are not eligible for free school meals and that four million are experiencing food poverty.</p> <p>Congress agrees that universal free school meals for all primary school children would reduce inequality and the stigmatisation of pupils experiencing food poverty.</p>	BDA  Amend Unison	S
28 Regulation on corporate profiteering	Congress agrees to join the Bakers, Food and Allied Workers union in calling for urgent regulatory action to tackle the plague of excessive corporate profiteering by the UK supermarkets and urges the government to introduce a statutory 'right to food' for everyone in our country.	BFAWU	S
29 Financial services supporting the e-disadvantaged	<p>Since 2015, over 5,000 big name banks have disappeared from our high streets. Despite the drive to digital not everyone has access to online banking and the loss of face-to-face services throughout the country adversely impacts the e-disadvantaged.</p> <p>Aegis calls on Congress to campaign for a level of secure service for the e-disadvantaged, to give protections that place the onus of access and security on service providers and government, not consumers.</p>	Aegis  Amend GMB  Amend CWU	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
30 The Covid-19 Public Inquiry	<p>Congress notes the Covid-19 public inquiry hearings, which began in June, have revealed serious failings in the UK government's preparedness and response to the pandemic.</p> <p>Congress agrees that the TUC should continue to hold decision makers to account.</p>	<p>Unison</p> <p>Amend NASUWT</p> <p>Amend Royal College of Midwives</p> <p>Amend FBU</p>	S
<b>Section 3 – Building a stronger, more diverse movement</b>			
31 Equal work, voice pay	We need to ensure that equalities issues are not just the subject of good policies but part of any collective bargaining agenda that delivers concrete results and good agreements dealing with priority issues for women, BME, LGBT+ and young and disabled workers.	Unite	S
32 Violence at work	<p>Congress condemns the risks of violence faced by all workers at their workplaces, especially for LGBT, BME and female workers.</p> <p>Congress instructs the General Council to write a report on work-related violence.</p>	Educational Institute of Scotland	S
33 Violence against women and girls	<p>Violence against women and girls is a human rights violation, affecting one in three globally. It is a crisis driven by misogyny and women's inequalities.</p> <p>Recognising the need for a worker-led solution to violence in the workplace, Congress calls on the TUC to extend its Leadership Programmes for LGBT+ and disabled workers and to include new programmes for women, younger and older workers.</p>	Chartered Society of Physiotherapy	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
34 Tackling sexual violence in the workplace	However, one area where unions have not been making enough of a difference is reducing sexual violence in workplaces. This should now be a genuine priority across our movement.	Society of Radiographers  Amend UCU	S
35 Sexual harassment	This conference agrees that the TUC should lead the way by encouraging:  i. TUC affiliates to no longer use gagging clauses to silence staff on sexual harassment  ii. affiliated unions to implement sexual harassment training for both members and staff	TSSA	S
36 More work needed to tackle sexual harassment in our movement and in the workplace	Sexual harassment is still a major problem and although good work has been done to highlight issues and in providing education and training, more is needed.  It is essential that we continue working to achieve a zero-tolerance approach to sexual harassment in all workplaces and to build cultures and practices that prevent sexual harassment.	TUC Women's Conference	S
37 Equal conditions for female professional footballers	The Professional Footballers' Association (PFA) calls on Congress to support its campaign for parity of conditions for our female professional members.  The recommendations in the recent review led by Karen Carney MBE provide an excellent framework for the future	PFA  Amend Royal College of Podiatry	S
38 Ending the hostile environment	Congress calls for:  i. a statutory judge-led public inquiry into how the Windrush scandal came about and the failings of the compensation scheme	TUC Black Workers Conference	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	ii. the Windrush Compensation Scheme to be run independently of the Home Office		
39 Research and guidance for trans young people	Congress notes that the trans community is one of the most discriminated against in the UK today. Congress calls for robust, bias free research to establish what best supports trans young people to flourish.	Association of Educational Psychologists	S
40 Protect trans and non-binary rights	<p>Congress notes:</p> <p>With deep concern that the UK government prevented the Gender Recognition Reform Bill passed by the Scottish Parliament from going for royal assent, using (for the first time) section 35 of the Scotland Act 1998.</p> <p>Congress believes transphobia cannot go unchallenged, and the TUC should challenge it</p> <p>Congress calls on the TUC to support efforts, as far as practicable, to overturn the Section 35 Order</p>	TUC LGBT+ Conference	S
41 Young workers say no to poverty pay!	<p>Young workers are some of the lowest paid in the workforce. Often in casual, junior or apprenticeship positions, they are on the sharp edge of the cost-of-living crisis.</p> <p>Congress asks the TUC Young Workers Forum to take actions on this issue including working with the TUC General Council to campaign against discriminatory minimum wage rates for young workers.</p>	TUC Young Workers Conference	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
42 Technology in the workplace	Congress believes that the rapid proliferation of the use of new or advanced technologies in the workplace has left trade unions, and their members, on the back foot.	CWU  Amend USDAW	Move
43 AI	Search-AI and generative AI applications could undermine the entire music sector and our culture more widely so it is crucial that the potential impacts are explored and relevant stakeholders consulted before any legislative or licensing solutions are put into law.	Musicians' Union	S
44 Artificial Intelligence	Congress instructs the General Council to:  i. develop and widen the work of the TUC's AI working group.  ii. campaign for ethical usage of AI, with consent and appropriate remuneration of creators for their content.  iii. campaign against the use of AI in workplaces without explicit collective agreement.	NUJ  Amend Artists' Union England	S
45 The impact of artificial intelligence on financial services	Many financial services providers are already using AI to detect fraud and make trading decisions. The predictions around job displacement are frightening, with call centre and customer service roles estimated to drop by 75 per cent as a direct result of AI.  Aegis calls on Congress to put pressure on the government to ensure employees are not left behind through addressing the lack of state regulation and providing funding for reskilling and retraining	Aegis  Amend Community	S



Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
46 Fair funding for public services	<p>Thirteen years of cuts have left public services in tatters.</p> <p>Congress notes that councils across the UK face billions in funding shortfalls, with many declaring bankruptcy.</p> <p>Congress calls on the General Council to:</p> <p>i. call on all political parties to commit to needs-based funding for all public services, ensuring fair wages for those who provide them</p>	<p>UNISON</p> <p>Amend Unite</p> <p>Amend Prospect</p>	S
47 Investment in public services	<p>Congress agrees that the Tories have broken Britain. Congress calls on the general Council to:</p> <p>i. lay bare the brutal record of the Tories in a series of communications over the next year</p> <p>ii. give full support to public servants taking industrial action to fight back against Tory cuts.</p>	<p>PCS</p> <p>Amend BDA</p>	S
48 Public service investment	<p>Disinvestment in public services harms workers and service users. In healthcare, a funding gap of £60bn has emerged since 2008, with UK spending falling behind the historic average.</p> <p>Congress calls for the TUC – with its affiliate unions - to campaign for public service investment. This should include the dissemination of robust evidence demonstrating the case for public finance restoration.</p>	<p>Chartered Society of Physiotherapy</p> <p>Amend Royal College of Midwives</p> <p>Amend FDA</p>	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
49 Pay Review Bodies	As our public services face up to the challenges of the future, a new compact between government and public servants is needed. Pay review bodies have a critical role in ensuring the government is able to deliver quality public services and they can only do this if they have an independent voice, free from political interference.	FDA  Amend PCS	S
50 Pay Review Bodies	Conference calls on the TUC to work with unions in different sectors to produce a model template for PRB's and work with affiliates in either making sure that PRB's are fit for purpose or other methods of settling pay, such as direct negotiations, are promoted if more appropriate.	Royal College of Podiatry	
51 Pay Restoration and Public Sector Pay	Below inflation and below average pay awards have become a permanent scar across the public sector since Austerity. This is a symptom and cause of the workforce crisis that is undermining services to the public.  Congress calls on TUC to:  i. support and promote an index-linked pay restoration guarantee for public servants in work	Society of Radiographers	S
52 Working hours and an end to unpaid overtime for midwives and maternity support workers (MSWs)	Staffing shortages in maternity services are chronic and longstanding, the NHS in England is short of 2,500 midwives. The impact of these shortages are felt by midwives and MSWs on a daily basis.	RCM	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	Congress calls for measures to address this staffing crisis.		
53 Burnout	<p>By addressing employee burnout, we aim to foster healthier and more sustainable working environments that prioritise worker well-being.</p> <p>Congress calls on the TUC to take actions to address this issue, including requiring all workplaces to regularly review their policies and procedures to reduce workloads and ensure better work-life balance for employees.</p>	Royal College of Podiatry	S
54 Our NHS in crisis	<p>Congress calls on the General Council to:</p> <p>a. prioritise a campaign to protect our NHS by demanding adequate funding and a plan to reverse the current trend of outsourcing and privatisation.</p> <p>b. work with health unions to press for a real plan for pay restoration.</p>	BDA  Amend Royal College of Podiatry	S
55 Making midwifery a career accessible to all	<p>Apprenticeships can make access to midwifery more equitable. The abolition of the bursary from 2017 impacted the demographics of applicants onto midwifery degree programmes, the number of older applicants and applicants with caring responsibilities fell.</p> <p>Congress calls for:</p> <p>i. the NHS Long Term Workforce Plan apprenticeship commitments to be backed up by the investment required</p>	RCM	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
56 Measures to increase medical students	Congress is dismayed by the scant detail on the proposal to increase the pipeline of new doctors in the NHS. Congress calls upon the General Council to: <ul style="list-style-type: none"> <li>i. voice concern over the impact on training standards and patient safety of new initiatives such as medical internships and apprenticeships;</li> <li>ii. lobby for rigorous workforce planning to be undertaken to provide training places for the new cohort of medical students and retain senior doctors to train them.</li> </ul>	Hospital Consultants and Specialists Association (HCSA)	S
57 Clarity, safety and fairness in associate practitioner roles	Congress notes the blurring of distinction between associate professionals and doctors, with proposals to describe both groups as 'medical professionals'. Congress believes ambiguity increases risks for patients.	HCSA	S
58 Standing of education in the UK	Congress calls all political parties to once again make education central to their manifesto commitment in the run up to the next general election.	NAHT  Amend NEU  Amend Educational Institute of Scotland	S
59 Education workload pressures and retention	Congress recognises that staff retention and recruitment is a particular challenge for the education and school sector and calls on the TUC to work with teachers and unions to develop for solutions to this.	Community  Amend NASUWT	S
60 SEND in crisis	The SEND (special educational needs and disability) system in England remains in crisis.	NAHT  Amend GMB	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	Congress calls all political parties to commit to a needs-led approach to SEND funding so that every pupil has the level of support they require.		
61 Resources for early intervention and specialist support for children	Congress is concerned about the impact on children of austerity, the pandemic and cost of living crisis. Congress calls for more emphasis on and resources for early intervention and prevention support for children across the UK.	Association of Educational Psychologists	
62 Education: ensuring all political parties put students and staff first for the 2024 General Election	<p>Congress condemns the devastating funding cuts in post-16 education since 2010, including the scrapping of the Union Learning Fund, and the tuition fee model in higher and further education which lumps students with exorbitant debts and requires providers to compete for students.</p> <p>Congress calls on the TUC to campaign, ahead of the 2024 general election and beyond, for funding and regulatory reform in post-16 education which would:</p> <p>i. scrap tuition fees and introduce a sustainable funding model which values all students, staff, subjects, and provider types</p>	UCU	S
63 Childcare: Delivering a just and prosperous society	<p>Government must deliver a fully funded, comprehensive childcare system which is easily understood by and supports working parents including:</p> <p>i. significant increases to maternity and paternity leave and pay</p>	USDAW	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	ii. 30 hours of funded childcare per week from the end of parental leave		
64 Standards in public life	<p>Our current prime minister appointed his deputy, Dominic Raab, despite knowing of complaints of bullying, and allowed him to resign rather than be sacked when found guilty of breaching the ministerial code.</p> <p>Congress welcomes the Labour Party's commitment to establish a new ethics and integrity commission which will assume responsibilities over the Ministerial Code and Advisory Committee on Business Appointments.</p>	FDA	S
65 Renewing our fire and rescue service	<p>Congress supports the FBU's demands, including:</p> <p>a. long-term and viable investment in the fire and rescue service</p>	FBU	S
66 A Royal Commission into the criminal justice system	<p>Since 2010 the whole criminal justice system has fallen into disrepute whether it be access to legal aid, or a right to a fair trial.</p> <p>Congress recognises that there is an urgent need for a root and branch review of the whole criminal justice system from policing to prisons our court system and probation service</p>	POA Amend Community	S
67 Lives at risk – government failures on the Probation Service	<p>Congress seeks public support from the General Council for 'Operation Protect', and for the General Council to lobby the Official HM Opposition to clearly map out their future plans to restore probation to a gold</p>	NAPO	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	standard service within the wider criminal justice system.		
68 Remove CAFCASS from civil service pay remit	<p>Workers in the Children and Family Court Advisory and Support Service (CAFCASS) carry out essential work assisting parties involved in traumatic family breakdowns.</p> <p>CAFCASS recruits from local authority social work teams whose pay increases have outstripped those of Cafcass staff in recent years. The result has been more staff leaving CAFCASS for other social work roles, which undermines the stability and effectiveness of the organisation.</p>	NAPO	S
69 BBC	Congress calls on the TUC to support the BBC license fee model and lobby for adequate funding for the BBC in order to secure its future and sustainable jobs for those who work for it.	Musicians Union  Amend Equity	S
70 Future of the BBC	<p>Public service broadcasting (PSB) plays a crucial role in providing unbiased news reports, scrutinising political parties' claims, and holding politicians to account.</p> <p>Congress instructs the General Council to:</p> <p>i. lobby for the Media Bill to be used as an opportunity to strengthen PSB in every respect,</p>	NUJ	S
71 Solidarity with Ukraine	<p>Congress unequivocally condemns Russia's illegal invasion of Ukraine.</p> <p>Congress supports:</p>	GMB	For discussion

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	The continuation and increasing of moral, material, and military aid from the UK to Ukraine		
72 Solidarity with Ukraine	<p>Congress notes with grave concern the horrendous human and environmental cost of the Ukraine conflict</p> <p>Congress instructs the General Council to support the re-construction and re-development of Ukraine post war and send solidarity to all Ukrainian trade unionists.</p>	ASLEF	S
73 Right to boycott	<p>Conference notes:</p> <p>i. the government's Economic Activity of Public Bodies (Overseas Matters) Bill giving the government the power to veto the right of public authorities, including public sector pension funds, to divest from companies proven to be responsible for human rights violations.</p> <p>ii. the legislation would shield the Israeli government from accountability, alongside companies complicit in its occupation, by legislating to silence those trying to achieve change.</p>	<p>NEU</p> <p>Amend UNISON</p>	S
<b>Section 5 – Working together as the TUC</b>			
74 Coordinating the trade union movement	<p>It is clear that employers act in a coordinated fashion and more than ever, the trade union movement needs to act together in fighting back.</p> <p>Congress believes it is time for unions to have a proper debate about how we can introduce</p>	CWU	Move



Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	models of trade unionism that can take cooperation, solidarity and the organisation of workers to the next level.		
75 TUC – The next 10 years	<p>However, Congress is concerned that union membership dropped by 200,000 in 2022 and that, across the economy, just one in five workers are union members. Private sector union membership is at crisis point.</p> <p>Greater urgency is needed to secure a vibrant and successful TUC for the next 10 years and beyond.</p>	Prospect	S
76 The role of trades councils	<p>Congress accepts that trades councils have a rich history in the trade union movement. Currently trades councils are entitled to a single delegate to congress and can submit only one motion.</p> <p>Congress, therefore, agrees a rule change so that at Congress 2024, trades councils shall be entitled to:</p> <ul style="list-style-type: none"> <li>i. a Congress delegation of three</li> <li>ii. a single seat on the TUC General Council</li> </ul>	POA	S
77 National trade unions' support for trades' councils' solidarity work	<p>Congress applauds all local trades councils who have been working so hard during 2022 and 2023 to deliver picket line solidarity with strikers.</p> <p>Congress further believes that provision of accurate and timely information is crucial to every aspect of relationship building between trades councils, unions, and their branches.</p>	Trades Councils Conference	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	Congress therefore urges the TUC General Council to encourage all affiliated trade unions to keep trades councils informed and updated about union activities, disputes, strike dates and times and progress of negotiations.		
78 Risks e-newsletter	<p>On 23 June, the Hazards Campaign was informed – without any warning or consultation - that TUC had cancelled <i>RISKS</i> with immediate effect, apparently following the withdrawal of funding by Thompson’s Solicitors. This is a major blow to health and safety reps, especially those working in smaller unions without a dedicated health and safety department and to union health and safety officers at all levels within our unions.</p> <p>This conference instructs the TUC to:</p> <p>i. consult with <i>Hazards</i> magazine with a view to urgently maximising and increasing support and additional funding to ensure the security and sustainability of the magazine</p>	TSSA	S
79 Supporting the Ron Todd Foundation as a movement	<p>The Ron Todd Foundation has supported 34,733 trade union members over a 12-month period (2021–22) through practical solidarity, Ron Todd House and solidarity education workshops.</p> <p>Congress agrees that the trade union movement needs to support organisations who offer practical solidarity rather than traditional charity. Congress agrees to affiliate to the Ron Todd Foundation and to support its work.</p>	Bakers Food and Allied Workers Union	S

The following interventions were agreed and notified to the TUC.

<b>PROPOSITION</b>	<b>TITLE</b>	<b>SPEAKER</b>
Motion 74	<b>Coordinating the Trade Union Movement</b>	Dave Ward
Composite 13	<b>Artificial Intelligence in the Workplace</b>	Karen Rose
Composite 10	<b>Financial Services supporting the e-disadvantaged</b>	Andy Furey
Composite 06	<b>Tax raising measures and fair taxation</b>	Andy Mercer
Motion 76	<b>The role of trades councils</b>	Tony Kearns
Composite 01	<b>Campaign against the Minimum Service Levels (MSLs) Legislation</b>	Michelle Bailey
Motion 6	<b>Tackling one-sided flexibility</b>	Ruth Harris
Motion 14	<b>Closure of ticket offices</b>	Rob Wotherspoon
Composite 05	<b>A tipping point in the climate emergency – we need to act now</b>	Tony Kearns
Motion 19	<b>RPI save the rate</b>	Graham Colk
Composite 07	<b>Secure, affordable housing for all workers</b>	Jacky Morrey
Composite 09	<b>Ending child poverty</b>	Adam Alarakhia
Composite 12	<b>Tackling violence, harassment, and sexual harassment in all workplaces</b>	Angela Whitter
Motion 38	<b>Ending the hostile environment</b>	Michelle Bailey
Composite 14	<b>Investing fair funding in public services</b>	Jane Loftus
Motion 63	<b>Childcare: delivering a just and prosperous society</b>	Karen Rose
Composite 22	<b>Right to Boycott</b>	Andy Mercer

## 6 ELECTIONS

- GS nominated for General Council
- Jane Loftus nominated for Section D (Women from Unions with fewer than 200,000 members)
- Maria Exall nominated for General Council (LGBT Section I)

The recommended candidates were agreed.

## 7 FRINGE MEETINGS AND RECEPTIONS

The delegation was advised of a number of fringe meetings involving, or of special interest to the CWU.

## 8 DELEGATION SEATING ARRANGEMENTS

The Chair confirmed that the Congress seating plan was contained on middle pages of the Congress Guide. CWU would be situated in Rows A – 1- 12 and B 8 - 15.

## 9 CWU COMMUNICATIONS

Chloe informed the delegation that there was a CWU delegation Whatsapp group.

## 10 ABSENCES DURING CONGRESS

The Chair asked the delegation to confirm to Jane Loftus or Chloe Koffman if they would be absent during Congress, or if they were required to leave Congress early.

## 11 ANY OTHER BUSINESS

The delegation will be advised by Whatsapp of any meetings.

There being no further business the meeting closed at 12.30 p.m.