

POLICY MOTIONS and AMENDMENTS

POLICY MOTIONS and AMENDMENTS

MOTIONS

AMICUS MSF SECTION

1. BEDFORD STAFF 0577

1 Conference recognises the importance to have current, factual
2 information available to assist union representatives in the
3 execution of their responsibilities in the workplace.

4 Apart from information available from Amicus MSF Section
5 publications, a further source is that provided by the Labour
6 Research Department (LRD) through its specialist publications
7 such as; a monthly magazine, booklets, bargaining reports etc.
8 that provide extensive information for trade unionists.

9 The Labour Research Department also provides a detailed 'on-
10 line' internet service called 'Payline'.

11 This internet service explicitly provides information on the latest
12 available pay, holidays, terms and conditions of hundreds of UK
13 companies.

14 The 'Payline' service is accessible to any trade union member
15 and can be accessed by a personal computer providing that they
16 or their union have subscribed to the service.

17 However, amicus MSF Section does not subscribe to this service
18 and thus denies workplace representatives immediate access to
19 information that would assist them in formulating their
20 negotiations etc.

21 Conference therefore instructs the NEC to subscribe to LRD's
22 'Payline' service on behalf of the union to allow members and
23 representatives 24 hour access to the database.

24 Conference also requests the NEC recommend to members that
25 they submit the latest details they have on their workplace pay
26 and condition agreements etc., to LRD's 'Payline' in order to
27 provide a more comprehensive database.

2. NORTH EAST LANCS UNITED CRAFT 2808

1 Communications are very important, contact and support are of
2 the top priority. Now, whilst we are producing some fine circulars
3 the required contact and support from both Head Office and
4 Regional Organisation, is insignificant and needs to be changed.
5 Several complaints have been received by this branch with
6 regard to this.

7 To improve this we would ask that:-

- 8 ● A complete overall of our communications takes place. (its
9 no use bragging about our Web site if we cannot answer the
10 telephone)
- 11 ● Our information on Health and Safety should be second to
12 none, and be readily available to all members when
13 requested.
- 14 ● A policy of replying to all correspondence should be
15 employed.

16 Knowledgeable employees should be staffing the telephones, this
17 would help the pass you around the office syndrome.

3. CAMBRIDGE MEDICAL 0369

1 This Conference deplores the decision taken by the NEC to insist
2 that amicus-MSF members employed by the Medical Research
3 Council (MRC) who had taken the democratic decision to be
4 organised in a single branch, be dispersed to a number of
5 branches throughout the country. Branch believes that the
6 preference expressed by members to remain in a particular
7 branch following democratic debate should not be overturned by
8 the NEC.

9 The NEC's decision will undermine the efforts made by the
10 members to organise in a cost effective and democratic way to
11 improve the effectiveness of amicus in MRC. This comes at a
12 time when we appear to be experiencing more difficult
13 employment relations in the MRC and when effective union
14 organisation is crucial.

15 This Conference while recognising the advantages of the current
16 general geographical organisation of amicus members, asks
17 Conference to support a more flexible approach to membership
18 organisation, that enables members with a single employer who

AMENDMENTS

Higher Education Central & West Scotland 9314

After "database" in line 27, add new paragraph –

"In addition, Conference requests the NEC to recommend to all
branches and Regional Councils that they should affiliate to, and
subscribe to, the Labour Research Department."

East London 0338

Line 7 delete all of line 7 and replace with "This Annual Conference
instructs the NEC as part of the current merger process"

Line 8 insert at start of line "To make sure"

Line 8 delete all after full stop after "place" to the end of line 10

Line 11 insert at start "To ensure"

Line 15 delete full stop and insert "with correct records kept."

Line 16 & 17 delete all and replace with "With this in mind and given
the present difficulties for lay officials and group representatives to
obtain details on current membership status and employment
legislation quickly and easily through the normal union channels, this
Annual Conference further instructs the NEC to set up a phone 'hot
line' properly staffed by knowledgeable people and 'web pages' to our
site updating employment legislation and related issues"

19 are widely distributed to organise in the most effective way, which
20 may mean being in a single branch.

4. CMA SECTION

1 This Annual Conference recognises that the organisation of
2 managers and professionals must form an important component
3 of the development of Amicus as the key union for the 21st
4 century.

5 It calls on the MSF section NEC to work in conjunction with the
6 AEEU section to prepare a strategy for the organisation and
7 representation of managers and professionals with the following
8 aims:

- 9 ● to promote the organisation of managers and professionals
10 in Amicus
- 11 ● to co-ordinate the activities of groups and sections in Amicus
12 representing managers and professionals
- 13 ● to raise the internal and external profile of Amicus as the
14 organisation to represent managers and professionals in the
15 public and private sectors
- 16 ● to position Amicus as a voice for managers and
17 professionals with government, the media and
18 professional/trade bodies.

5. LEEDS & BRADFORD UNIVERSITIES 9212

1 Conference is seriously concerned with the lack of human and
2 financial resources currently being dedicated to the working
3 environment unit of Amicus (MSF Section) and to health and
4 safety nationally.

5 We believe that there is a need to regain our once leading
6 position on health and safety issues within the trade union
7 movement and is therefore of the utmost importance that this
8 union commits resources to that cause.

9 This Conference therefore calls upon the NEC to commit
10 additional substantial amounts of resource, both human and
11 financial, to exclusively promote and enhance health and safety
12 issues through the working environment unit.

6. EAST SCOTLAND TECHNOLOGY 0349

1 This Annual Conference believes that the precise and impartial
2 application of Rule is essential, both for the protection of the
3 individual member and the Union as a whole.

4 In particular this applies to discipline and appeal, where
5 departures from rule lead to injustice, and to unnecessary injury
6 to our reputation and finances.

7 Conference further deplores the misuse of Regulations for the
8 Administration of the Rules, not for clarification but for alteration.

9 Conference reminds the National Executive Council that they
10 have the power to interpret Rule between Annual Conferences,
11 but not to set aside or amend.

12 Conference therefore instructs the National Executive Council to
13 ensure no further departure from the will of the members as
14 embodied in the Amicus MSF Rule Book.

7. QUEENS UNIVERSITY BELFAST 0163

1 Conference notes that Whitehall College is a valued resource for
2 this union. It provides excellent facilities and is a wonderful
3 environment where members, reps and full time officials can
4 come together to learn and develop the skills, knowledge and
5 confidence to deal effectively with social and industrial change in
6 the workplace and in the wider community. More than three and
7 a half thousand members from these islands visit the college
8 each year to participate in union learning. Whitehall Online, the
9 unions virtual college, provides members with Internet access to
10 the distance learning programmes accredited by the University of
11 Leeds.

12 Conference believes that lifelong learning should be high on the
13 new union's agenda. Amicus MSF has been actively involved in
14 the development of the role of the learning representative,
15 successfully campaigning, with the TUC, for formal rights and
16 statutory recognition for workplace learning reps. The union has
17 also played an active role in the campaign for paid study leave.
18 Conference welcomes the work that has been done by Amicus
19 MSF and its partners in pushing lifelong learning higher up the
20 policy agenda.

21 Lifelong learning is a key area of work in Amicus. Conference
22 calls on the NEC & JEC to continue to give full support to:

PSA Harlow & Home Counties North 9022

Add as line 19 new bullet point

"to support the active recruitment campaigns underway in the
professional associations, such as the PSA (Professional Sales
Association)"

Greater Stockport 0516

Add after line 29

"Conference believes that all information regarding Whitehall facilities
and programmes should be more widely distributed to all members of
Amicus MSF"

- 23 1) Whitehall College and its facilities;
 24 2) Amicus MSF open and distance learning programmes;
 25 3) The campaign for lifelong learning, supporting learning
 26 representatives in promoting learning in the workplace, and
 27 liaising with existing political, trade union and educational
 28 partners to continue to press for a statutory right to paid
 29 educational leave.

8. TYNESIDE ENGINEERING 0207

- 1 Conference recognises that there has been a continuous loss of
 2 membership in the Manufacturing sector.
 3 At the same time, the large majority of workers in the industry are
 4 not organised.
 5 The amalgamation with the AEEU will not itself reverse this trend,
 6 particularly if there is a period of cut backs and redundancies
 7 amongst officers and staff.
 8 Further, we recognise that recruitment is strongly related to plant
 9 organisation.
 10 We call on the NEC and the Joint NEC to draw up a strategy for
 11 maximising the impact that Amicus can have in the workplace,
 12 taking account of the following:-
 13 A) Enhanced recognition and support for plant organisations.
 14 B) Infill in the strongest workplaces.
 15 C) Increase in status for Stewards and Representatives.
 16 D) Targeting of smaller Companies where we have members
 17 but no organisation.
 18 Regular reports specific to organisation and recruitment to be
 19 circulated to Regional Councils and Branches.

9. BRISTOL WEST 0903

- 1 This Conference recognised the need to maximise income to the
 2 union especially as we go into the merger.
 3 Trades Unions' main source of income is membership fees and yet
 4 figures have been plummeting, often due to high redundancy rate.
 5 The new union looks helpful in increasing membership figures but
 6 more needs to be done.
 7 Lay representatives give their time, free, to recruit in the work
 8 place and at other events in their regions and elsewhere.
 9 It has been noted that in some cases paid officers carry out duties
 10 outside of the union, on public and other bodies, which
 11 sometimes have payments attached. These positions are offered
 12 due to their position in our union and carried out in union time.
 13 This Conference suggests that all our officers will be keen to
 14 ensure the future financial stability of our union. They will wish to
 15 help in any way they can to promote our organisation and its
 16 principles, in as many forums as possible.
 17 Therefore this Conference agrees that the NEC should advise
 18 officers that all funding received in this way should be paid into
 19 the union coffers.

ECONOMY

10. BASILDON 10/GH 3302

- 1 This Conference should view, with concern, the levels of human
 2 exploitation at the workplace regarding the use of immigrant
 3 labour, especially in industries such as construction where
 4 unscrupulous employers motivated by greed and the use of black
 5 economy create working conditions involving immigrant labour as
 6 equal to the undeveloped world inside the framework of our own
 7 U.K economic base.
 8 Therefore, we call on our N.E.C and Parliamentary Group to
 9 campaign for equal rights conditions for immigrant labour working
 10 in the United Kingdom.

Dudley & District 0754

From Line 9 delete all and replace with

“Conference welcomes the fact that lay members and full time officials have helped create the highest level of gross recruitment, in the last quarter of 2002, ever achieved in MSF’s history. If all sectors and regions successfully reproduced this best practice, the union would be benefiting from rapid expansion.

Conference also welcomes the contribution lay and full time officers make in the wider trade union movement and in their communities.

Conference recognises that the work undertaken, in addition to their normal duties, brings benefits to the wider membership and the political and industrial work of the union.

Conference believes that lay reps and full time officials should continue to promote our organisation and principles in as many forums as possible.”

EDUCATION**11. LEEDS & BRADFORD UNIVERSITIES 9212**

1 Conference welcomes the significant breakthroughs that have
 2 been reached in national negotiations for higher education staff
 3 following the Bett report, which include,

- 4 * Groundbreaking new guidance to help tackle the issue of
 5 equal pay in the sector.
- 6 * Modernisation of the pay arrangements for HE staff through
 7 the introduction of anew single pay spine and grading
 8 structures linked to it.
- 9 * Discussions on a reduction in the number of staff on fixed
 10 term and casual contracts; working hours for manual staff
 11 and modernisation of the contract for lecturers in the post-92
 12 universities.

13 However Conference also recognises the continued need for
 14 further funding from the government to be introduced into the
 15 Higher Education sector so that these and many other issues
 16 identified by the Bett report can be realised in the near future.

17 This Conference therefore calls upon the NEC to lobby our
 18 numerous MPs in Westminster to ensure adequate funding is
 19 made available to complete the findings of the Bett report.

12. THAMESIDE & LONDON SE 1310

1 This Annual Conference is extremely concerned at the
 2 Government's failure to tackle the perennial funding crisis in
 3 Higher Education. This has resulted in widespread staff
 4 redundancies and course closures, and a decline in student
 5 numbers in many newer universities. Proposals to introduce top-
 6 up fees and open-up higher education to greater competition will
 7 simply make matters worse and reinforce existing inequalities in
 8 student access and levels of resources.

9 This Conference therefore calls on the NEC to campaign within
 10 the TUC and with other trade unions to force the Government to:

- 11 a) reject proposals for top-up fees and market competition
- 12 b) abolish tuition fees and restore student maintenance grants
- 13 c) increase levels of public funding in line with the projected
 14 expansion in student numbers.

ENVIRONMENT**13. GLASGOW CENTRAL 0043**

1 Conference notes that the UK Government has recognised the
 2 need for a sustainable energy policy, and also its actions an
 3 attendance at recent world economic and environmental
 4 conferences have been a testament to this. However, Conference
 5 there has been much more rhetoric than practical action in
 6 addressing the situation.

7 Therefore we call upon the NEC to liase with Amicus-MSF
 8 Parliamentary Group to pressurise our Government into
 9 formulating an action policy especially in the field of renewable
 10 energy sources. Many of these sources of energy as well as
 11 helping the environment have potential for creating many job
 12 opportunities in the manufacturing sector.

13 Conference we also call for a rethink regarding the Government's
 14 present nuclear energy policy due its non-cost effectiveness
 15 compared with other sources of energy and this is not factoring in
 16 the environmental costs.

Blackpool & Fylde 0520

Delete all after line 12

EQUALITIES

14. NEC

1 Conference recognises Amicus-MSF's campaigning
 2 achievements in the field of equal rights. In particular, Conference
 3 notes that Amicus-MSF leads the trade union movement in its
 4 campaigning on equal pay, the family-friendly agenda and
 5 disability rights. Conference welcomes the recognition given to
 6 these campaigns by both the government's Barbara Castle Award
 7 for our work on equal pay and the family-friendly agenda, and the
 8 £50,000 awarded by the EU for our Disability Champions at Work
 9 project.

10 Conference accepts that these equality campaigns have been
 11 driven by the need to meet the needs of our members in the
 12 workplace and recognises that this focus is vital in order to recruit
 13 new members and engage them in the work of the union.

14 Further, while welcoming new statutory employment rights in the
 15 field of equality, Conference recognises that they do not go far
 16 enough to provide comprehensive equal rights for our members.
 17 For instance the union welcomes the Government's initiative on
 18 family friendly working, in particular the provisions in the
 19 Employment Act 2002 which amongst other things, gives the right
 20 to request flexible working. Whilst this is an important entitlement
 21 in that it provides for a working parent to ask for flexible working,
 22 this is not an absolute entitlement to work flexibly, nor is there a
 23 right for trade union representation, as contained in the
 24 Employment Relations Act and in accord with the Human Rights
 25 Act. Also the provisions only apply to a child under six.

26 Conference therefore calls on the NEC to:

- 27 i. continue to support equality campaigning as central to the
 28 union's industrial, organising and political agenda.
- 29 ii. promote best practice agreements for workplaces
- 30 iii. ensure that all those employed by or active in the union take
 31 full responsibility for driving forward this agenda throughout
 32 our regions and industrial sectors.
- 33 iv. to review the flexible working provisions to render them more
 34 accessible to working parents.
- 35 v. to campaign for the right of TU representation, as in the
 36 Employment Relations Act and also in accord with the
 37 Human Rights Act.

15. LEAMINGTON SPA 0933

1 This Amicus-MSF section Conference instructs the MSF Section
 2 NEC to express concern that the Governments intention to
 3 replace the Disability Rights Commission within a Single Equality
 4 Body should not take place, until the outstanding
 5 recommendations of the Disability Rights Task Force are to be
 6 implemented in full.

7 The Single Equalities Body will require additional resources to
 8 promote equality in relation to age, sexuality and religion, as well
 9 as continue work in the areas of sex equality, race and disability.

10 To leave the outstanding recommendations of the Disability Task
 11 Force whilst the new body is formed with the probable resulting
 12 competition for limited funds and priorities that will take place
 13 between established and new equalities demands is no way
 14 forward to promoting equality within our society.

15 A Single Equality Body may well be a longer term progressive
 16 step, particularly in the many cases where individuals experience
 17 multiple discrimination, but this must not be at the expense of
 18 many years of work and campaigning on disability rights, and the
 19 sidelining of the Task Force recommendations.

20 All people in our society who are oppressed by discrimination
 21 must have a remedy, supported by a Commission to act on their
 22 behalf, but to create competition, or even worse, a challenge
 23 funding market for equality work, under a one umbrella Equalities
 24 Body is a retrograde step.

25 Amicus-MSF Section is committed to the implementation of the
 26 Disability Task Force recommendations. The NEC must pursue
 27 this objective and must not be diverted by the argument for a
 28 Single Equalities Body unless there is a clear and unambiguous
 29 commitment to implement the Disability Task Force
 30 recommendations in full.

a. Trent General 0563

Line 27 insert "i To re-affirm motion 61 passed at Annual Conference 2002"

Delete lines 35 to end.

Insert "(vi) To campaign for the right of TU representation in all workplaces."

Renumber Roman numerals accordingly.

b. Bristol West 0903

Add new ii) and re number

"ii Campaign for appropriate changes in the Equalities Legislation to make this effective to ensure that equal pay is achieved as soon as possible."

c. Croydon & Crystal Palace 0018

End of Line 34, remove full stop and add:

"and extend the provision to cover employed carers of aged parents."

d. Barrow 0401

Insert the following new paragraph between lines 25 & 26

"Conference recognises that leave with no pay or reduced pay is a major limitation to real access to family friendly policies and hence equality for many of our members. Therefore improvements to legislation to include paid leave are significant, in addition workplace negotiators should seek improvements (and top ups) to minimum requirements."

16. EXECUTIVE STAFFS NO.1 0623

1 Conference recognises the high profile Amicus campaign to gain
2 equal pay for women. In particular,
3 Conference applauds the demonstration at the CBI Conference in
4 Manchester in November 2002 and recognises that Amicus
5 campaigning has resulted in over 100 employers committed to and
6 undertaking voluntary equal pay reviews of their pay systems.
7 Conference recognises that other groups in the labour market
8 face discrimination in pay systems which also need to be
9 addressed by employers. In addition to sex discrimination in pay,
10 Conference recognises that pay discrimination on the grounds of
11 race, disability, sexuality, and age is also unacceptable and must
12 be challenged.
13 In the light of the Government's plans to create a national, unified
14 equalities commission dealing with discrimination on the grounds
15 of sex, race, disability, sexuality and age,
16 Conference calls on the NEC to:
17 press the government to provide support so that equal pay
18 campaigning across all areas of discrimination is a central goal of
19 a new equalities commission;
20 raise awareness among Amicus reps of the need to extend the
21 demand for workplace equal pay reviews to cover pay
22 discrimination on the grounds of race, disability, sexuality and age.

EUROPE**17. LUTON AUTOMOTIVE 1211**

1 Conference has watched with disbelief as companies have
2 closed operations in the UK in preference to their other
3 operations in mainland Europe. Some companies have openly
4 admitted and Conference suspects many other companies of
5 taking this action because it is easier and cheaper to close
6 operations in the UK, than it is, in almost, any other country in
7 mainland Europe.
8 Conference recognises that it is not easy to conclude exactly why
9 it is easier and cheaper.
10 Employment legislation covering consultation, redundancy rights,
11 company mergers and companies community responsibilities,
12 are difficult to compare. What is known is that the bulk of the
13 differences are encapsulated within employment legislation.
14 Conference notes that this Government is not, at this time,
15 prepared to consider changes in employment legislation to an
16 extent that would provide an even playing field for UK workers.
17 Conference applauds the work done by the MSF Political Unit in
18 beginning to identify the specific legislative changes required to
19 offer significantly more security to our members. Conference also
20 compliments them on the work they are doing with the MSF
21 Parliamentary Group to seek their support.
22 Conference calls on the NEC to vigorously campaign for the early
23 introduction of legislative change that will bring about an even
24 playing field for UK workers so they may survive in Europe.

18. NEC

1 Conference is concerned that the European single market does
2 not develop exclusively in the interests of capital, but that the
3 social, economic and employment rights of workers and their
4 families are firmly entrenched. In this context, the process of
5 breaking down barriers across Europe to develop the European
6 Social Model, should incorporate a single currency in a single
7 market, provided it is designed for the benefit of all the people of
8 Europe and not simply a free market for capital.
9 Conference supports the policy of the Government that the
10 five tests set by the Chancellor of the Exchequer will define
11 whether a clear and unambiguous case for joining the Euro can
12 be made.
13 Conference believes that the interests of manufacturing industry,
14 public services and the trade union movement will be best served
15 by a referendum on the European Single Currency only if a
16 sustainable exchange rate between the pound and the Euro is
17 achieved.
18 Conference notes that over 60% of the UK's exports go to EU
19 countries and tens of thousands of Amicus members' jobs are
20 dependent on this; the EU is now our domestic market. However,
21 sterling's volatility makes it difficult for Britain's exporters to plan
22 for the future and therefore British industry trades significantly

a. South Thames Community 0828

In line 22 after "age" – delete full stop and insert semi colon. Insert
"press the TUC to put equal pay campaigning at the top of its agenda,
to ensure that equal pay for work of equal value becomes a reality;
campaign with the Parliamentary group to change the law to make
equal pay reviews mandatory rather than voluntary"

b. CIS Manchester 0458

Add at end, new paragraph

"Continue to demand from the Government that equal pay reviews
become mandatory."

PSA Harlow & Home Counties North 9022

Add after line 24

Conference calls on the NEC to engage in preliminary talks and
negotiations with established and recognised trade unions in those
countries due to join the EU in 2004 in addition to existing EU member
countries. Conference calls on the NEC to start exploratory talks for
the purpose of establishing mutual recognition agreements, with
special regard to compliance to Health & Safety standards as laid out
in various European Directives"

a. Severn Vale 1016

Line 15 after "Currency" delete all of remainder of paragraph.

Add (after "Currency") "as soon as possible."

b. Birmingham 1/D 3101

Delete lines 26 to 37 inclusive.

23 less than it ought to. In a recent survey over 70% of Amicus
24 members believe that Euro membership would aid UK
25 manufacturing.

26 Conference believes that membership of the euro would lock in
27 long term stability and growth for the British economy and
28 therefore safeguard investment in our public services. The terms
29 of the Growth and Stability Pact do not affect the UK's
30 Government's ability to set the appropriate level of taxation and
31 spending that is needed to fund public services. The UK is
32 currently 13th in the EU for public spending as a percentage of
33 GDP.

34 Conference further believes that UK membership of the Euro
35 would assist trade unions throughout Europe through collective
36 bargaining in the multinationals, which is made more effective
37 through better pay transparency.

38 Conference calls on the Government to give priority attention to
39 bolstering British manufacturing and to ensuring our public
40 service provision and worker's rights are enhanced to the level of
41 our EU partners.

42 Conference therefore looks forward to the UK Government's
43 assessment of the five economic tests in June. If the tests are
44 validated, Conference will support our manufacturing and allied
45 sectors in securing a level playing field for our export led sectors,
46 to defend the jobs of our members.

19. CROYDON & CRYSTAL PALACE 0018

1 This Annual Conference instructs the NEC to campaign for a NO
2 vote in any referendum to join the Euro currency.

20. SOUTH THAMES COMMUNITY 0828

1 Conference Notes that a merger between two companies, a take-
2 over bid, a sell-off or a closure – has now become an almost daily
3 occurrence. Conference is particularly concerned with how staff
4 are treated in these circumstances. The announcement of job
5 losses on breakfast news broadcasts when a company has
6 neither informed nor consulted with the employee representatives
7 is wholly unacceptable. Amicus MSF has been at the forefront at
8 the campaign to change this situation.

9 Conference welcomes the adoption of the EU Directive on
10 Information and Consultation. For the first time, UK employees
11 will have a statutory right to be informed and consulted over a
12 number of issues including information on the recent and
13 probable development of the organisation's activities and
14 economic situation; information and consultation on the situation,
15 structure and probable development of employment, particularly
16 where there is a threat to employment; and information and
17 consultation on decisions likely to lead to substantial changes in
18 work organisation or in contractual relations.

19 However Conference is concerned that the UK may not
20 transpose this legislation in full into UK Law.

21 The result of this would be to create a two-tier information and
22 consultation process in Europe with weaker laws in the UK.

23 Conference therefore instructs the NEC to campaign for the
24 Government to transpose in full the EU Information and
25 Consultation Directive into UK Law.

GLOBAL ISSUES

21. LIVERPOOL & HALTON GENERAL 0968

1 Conference is appalled and expresses its deep concern and
2 anger at the continued and escalating violence, including
3 intimidation and assassination, of trade union officials and
4 members, human rights workers and many other social activists
5 in Colombia. According to official figures, in 2001, 170 trade
6 unionists were assassinated. The vast majority of those targeted
7 by the paramilitaries are from the public sector.

8 Conference warmly welcomes the initiative by the TUC General
9 Council and endorsed by Congress 2002, working in conjunction
10 with Justice for Colombia, to set up a 'Respite Scheme'. The
11 scheme aims to give Colombian trade unionists who are under
12 threat of assassination, a chance to come to the UK and for
13 respite and capacity building opportunities. We must applaud
14 Amicus-MSF Section for the offer to use its Whitehall College as

Bristol Rolls Royce 0904

Add after "Euro currency" "if there is a compelling case that joining the single European currency would damage the long term interests of UK workers and our members"

15 a one of the venues for the Respite Scheme.
 16 Congress welcomes the ILO special technical co-operation
 17 programme for Colombia to promote social dialogue and the
 18 protection of trade unions and employers' organisations and calls
 19 on the Government to support it.
 20 Conference is however disappointed that the ILO Governing
 21 Body did not agree to the establishment of a Commission of
 22 Inquiry on Colombia, and instructs the NEC to seek to place this
 23 on the agenda for reconsideration by the ILO at the most
 24 opportune moment.
 25 This Conference also calls into question the military involvement
 26 of the US and urges the Government to put pressure on the Bush
 27 administration to rethink its policies in Latin America which have
 28 resulted in further human rights violations, deaths through armed
 29 conflict, displacement of millions of human beings, torture, and
 30 the reduction of rural areas to dangerous wastelands through the
 31 use of herbicides to destroy narcotics – without any attempt to
 32 address the issues which cause people to become involved in the
 33 drugs industry.

22. DERBY GENERAL 0880

1 This Conference of Amicus-MSF supports the use of Fairtrade
 2 products in order to secure a fairer share of the fruits of their
 3 labour for workers in the less developed world involved in their
 4 production.
 5 Conference calls on the NEC to arrange for their use by the union
 6 for all business and office purposes.
 7 Conference also asks for the use of Fairtrade products by
 8 individual members to be promoted in union publications.

23. COVENTRY (ENGINES) NO.1 0806

1 The Trades Union Congress is affiliated to the International
 2 Confederation of Free Trades Unions, which represents 157
 3 million workers in 225 affiliated organisations in 148 countries
 4 and territories and is a member of the International Labour
 5 Organisation, the United Nations key agency on social issues.
 6 These organisations have expressed serious reservations about
 7 the policies of the World Trade Organisation, the International
 8 Monetary Fund and the World Bank.
 9 This Conference agrees with the ICFTU's criticism of the
 10 tremendous imbalance between economic and social interests in
 11 the world economy, with financial crises hitting a succession of
 12 countries over recent years. Major companies are collapsing,
 13 there are increasing violations of workers' rights around the world
 14 and the repression of trades unions.
 15 This Conference endorses the ICFTU call for the ILO to be
 16 brought to the centre of setting the rules and procedures which
 17 govern globalisation and for all the global institutions involved to
 18 work together coherently to transform globalisation into a process
 19 which brings genuine benefits to the many rather than the few.
 20 Conference, therefore, opposes globalisation in its current form
 21 and instructs the NEC to promote and support the campaign for
 22 appropriate change.

24. LONDON COMPUTER STAFFS 9615

1 This Annual Conference rejects the policy of a War against the
 2 "Axis of Evil" adopted by the US administration and supported by
 3 the UK Government. Conference does not believe that the War is
 4 about combating terrorism or building democratic societies but
 5 rather about imposing US hegemony on global relations.
 6 This Conference rejects the attacks on civil liberties and
 7 increased racism that have accompanied this War.
 8 This Conference instructs the NEC to:
 9 a) Support activities against the War and against attacks on
 10 civil liberties, in so far as they are compatible with the
 11 Objects of the MSF Section, by promoting the participation
 12 of members of the MSF Section in such activities and by
 13 providing appropriate financial support to such activities.
 14 b) Join the TGWU, UNISON, CWU, NUJ, FBU, RMT, ASLEF,
 15 TSSA, PCS, NATFHE, NAPO and NUM by affiliating the
 16 MSF Section to the Stop The War Coalition.
 17 Conference calls on all Regions, Sections, Branches, Groups and
 18 individual members of the MSF Section to involve themselves in
 19 the campaign to Stop the War.

a. Trent General 0563

Line 7 delete "The World Trade Organisation"

Line 8 delete all after "Monetary"

Line 8 add after "Monetary" "Fund, the World Bank and the World
 Trade Organisation. More specifically the concerns with the WTOs
 General Agreement of Trade in Services. Already several examples
 exist internationally of public services being privatised to the detriment
 of workers and their families."

Add at end a new sentence "The NEC are to perform a vigorous role
 in this campaign at all levels, and specifically charge Regional
 Councils to carry out an educational campaign as a priority."

b. Severn Vale 1016

Add new paragraph at end

"Conference further instructs the NEC to affiliate Amicus MSF to the
 'Trade Justice Movement' a coalition of like minded organisations, &
 discuss the matter with Amicus AEEU colleagues with a view to full
 Amicus affiliation in due course"

London Housing 0037

Add at end

"Conference congratulates the organisers of the Feb 15th
 demonstrations in London, Glasgow, Belfast and Dublin and 600 cities
 around the world. Conference instructs the NEC to make a £1000
 donation to the Stop the War Coalition."

GOVERNMENT

25. EAST LONDON HEALTH 0007

1 Conference notes the opposition of refugee agencies, child
2 protection organisations, and teaching unions to the provisions of
3 the Nationality, Immigration and Asylum Act. Parliament's own
4 joint committee on Human Rights has highlighted 22 possible
5 breaches of human rights in this abhorrent legislation.

6 The act will lead to increasing numbers of asylum seekers being
7 held in accommodation centres, and to the segregated education
8 of the children of asylum seekers.

9 Conference believes that this legislation does nothing to end the
10 degrading and racist treatment of asylum seekers. In particular,
11 the treatment of children, and lack of provision for children with
12 special needs, cannot be justified in a humane society.

13 Conference instructs the NEC to campaign against the forced
14 dispersal or detention of asylum seekers, and against segregated
15 education for children of asylum seekers. Conference resolves to
16 affiliate to the Committee to Defend Asylum Seekers.

26. SCOTTISH EXECUTIVE STAFFS 0034

1 This Conference is opposed to the introduction of identity cards,
2 whether under the guise of 'entitlement cards' or any other name, as
3 being incompatible with civil liberties and inimicable to human rights.

4 Even if such cards were not made compulsory, they will become
5 mandatory for the acquisition of services and proof of identity.

6 Conference calls upon Amicus MSF to campaign against the
7 introduction of identity cards, and requests all members of the
8 Parliamentary Group to voice their opposition to such proposals.

27. LEICESTER WEST 0065

1 This Conference re-affirms the decision of the 1999 Annual
2 Conference that Amicus MSF is totally opposed to Private
3 Finance Initiative (PFI) for the funding of Government projects.

4 Conference believes that PFI is a way of reducing Public Sector
5 Borrowing Requirements to meet the demands of the Maastricht
6 Treaty. The Government can obtain cheaper loans through the
7 Gilts Market where Government funded projects do not have to
8 earn as high a rate of return as privately funded ones. PFI is a
9 substitute for public spending, not an addition and Government
10 policy is ruling out

11 Government funding in advance, leaving PFI as the only choice.

12 This policy has lead to PFI projects of 25-30 years with
13 Government paying for what it may no longer need. Funding
14 decisions are being driven by what is acceptable to the Private
15 Sector and not by the demands of public services.

16 Conference calls on the Government to discontinue further PFI
17 projects and return to publicly funded, publicly accountable
18 projects to avoid a waste of resources.

28. BIRMINGHAM CENTRAL METAL MECHANICS 4102

1 This Conference calls upon Amicus and its Parliamentary Group
2 in conjunction with the TUC and CSEU, to apply pressure and
3 influence on local councils, when considering proposals for any
4 vacant or future vacant site/land plans, to reserve space for
5 industrial use.

29. LOUGHBOROUGH GENERAL 0709

1 This Conference instructs the NEC to campaign both within the
2 Labour Movement and the Labour Party to ensure that the whole
3 Labour Movement understands the necessity to resist the
4 Governments suggestion that the retirement age should be moved
5 from 65 to 70 years of age. We must campaign to ensure that the
6 official age at which men and women can draw their state pension
7 is at 60 years of age. If people then decide that they want to remain
8 in employment whilst drawing their state pension beyond the age
9 of 60, this should be purely as the result of a personal choice.

30. MPU

1 This Conference believes that the health of the people is one of
2 the most fundamental social values and therefore

- 3 a) condemns the downgrading of the Minister of Public Health
4 post from Minister of State to Parliamentary Secretary, and
- 5 b) calls for health impact assessment of all policy decisions.

31. CPHVA

1 This Conference would urge Amicus-MSF NEC and the Amicus
 2 Joint Executive Council to put immediate pressure on the
 3 government to rescind its decision announced 29th October 2002
 4 to increase the personal allowance of cigarettes from 800 –
 5 3,200.

32. MANCHESTER & SALFORD 0515

1 Conference welcomes the Governments decision to relax
 2 licensing hours which has signalled its intention to be less
 3 coercive in its approach to alcohol control policy.

4 Conference notes that while alcohol has many beneficial uses,
 5 excessive alcohol consumption causes the premature deaths of
 6 over 30,000 people a year, leads many people to lose their jobs
 7 and to breakdown of families.

8 Conference also notes that excessive alcohol consumption can
 9 lead to poor productivity at work and in some jobs have severe
 10 health and safety implications.

11 Conference calls on the NEC to initiate a debate within the union
 12 on the subject of alcohol policy with a view to promoting best
 13 standards in the workplace and in the community.

INDUSTRY**33. BIRMINGHAM 1/DM 3102**

1 The manufacturing sector in Britain is in a deepening recession.
 2 We require a new emphasis from Government. The
 3 manufacturing sector is vital to the success of the whole
 4 economy, directly providing over 4 million jobs and £150 billion in
 5 exports. Manufacturing also contributes another 5 million jobs
 6 directly to the economy.

7 This Conference calls upon the General Secretary and the NEC
 8 to

- 9 a) Stress the benefits of manufacturing in the UK and
 10 campaign for investment in manufacturing from employers,
 11 inward investors and government.
- 12 b) Encourage employers to act responsibly in these difficult
 13 times stressing that the future of manufacturing is reliant on
 14 the skills that their workforces possess at present.
- 15 c) Develop a policy for the UK manufacturing industry that
 16 ensures sufficient investment is directed into the industry to
 17 ensure that its infrastructure is maintained and built upon.

34. WOLVERHAMPTON METAL MECHANICS 4114

1 This Conference feels the time is right for the Trade Union
 2 movement to underline the ongoing decline in manufacturing and
 3 organise a mass rally in support of regenerating the
 4 manufacturing industry in Great Britain. We therefore call upon
 5 Amicus to put pressure on the TUC through their General Council
 6 members to achieve this.

35. BRISTOL ROLLS ROYCE 0904

1 Amicus is Britain's biggest manufacturing union and has a critical
 2 role to play in campaigning to defend manufacturing jobs.

3 The success of the whole economy depends on a strong
 4 manufacturing base.

5 UK Manufacturing industries

- 6 * Directly employ 4 million people;
- 7 * Create nearly a quarter of our GDP;
- 8 * Earn over £150bn in exports;
- 9 * Support over 5 million jobs in the service sector.

10 Aerospace is one of the larger components of UK manufacturing.
 11 The Aerospace industry contributes over £18bn to the UK
 12 economy, 60% per cent of this from exports creating a positive
 13 trade balance of £3.8bn. This sector creates high added value
 14 jobs and is at the forefront of innovation in both product design
 15 and manufacturing techniques.

16 However, the industry continues to see massive job losses. And
 17 for every job lost in the main Aerospace companies, three are lost
 18 in the supply chain.

19 During the last year there were:

- 20 * 11,000 job losses from aerospace companies;
- 21 * A further 18,000 job losses in the immediate supply chain;

Barrow 0401

Add additional clause at the end of the motion

“d) Encourage the Government to use public expenditure (e.g. defence spending) to support UK manufacturing. Whilst recognising international treaty obligations, the Government should take a positive view of using public expenditure to support UK manufacturing where ever possible.”

Belfast Shorts 0303

Insert after Line 41

- * “Impose appropriate sanctions on companies which have benefited substantially from public funding and have not lived up to their commitments”

22 * A total of 40,000 job losses when the extended supply chain
23 is included: about 10% of the aerospace labour force.

24 Conference believes that this will not be the end of job losses due
25 to economic downturn, rationalisation and cost cutting. Some of
26 the UK's best supplier companies may not survive at all.

27 Conference calls for urgent action and believes that the
28 Government should:

29 * Show a clear commitment to a programme of technology
30 acquisition and centres of excellence that can support all our
31 high technology industries;

32 * Develop an integrated aerospace research strategy
33 embracing companies, the Ministry of Defence, Department
34 of Trade & Industry, universities and unions. This must also
35 include new funding mechanisms to ensure that the UK
36 supply chain can access public R & D funding;

37 * Support training for re-skilling and up-skilling for aerospace
38 workers;

39 * Determine, once and for all, an Export Credit Guarantee
40 framework that supports UK manufacturing as well as
41 competitor nations support theirs.

42 The civil aerospace market will recover and the military market
43 must not become dependant on the USA. The UK aerospace
44 industry must be supported in these difficult times to be able to
45 take advantage of the future market up-turn.

46 Conference instructs the NEC to:

47 * Work with the Government to ensure these measures are
48 implemented;

49 * Involve our members in the industry in campaigning for
50 these policies.

36. PRESTON UNITED CRAFT 2815

1 This Conference believes that the future for Manufacturing is in
2 training.

3 Conference also believes that if training is to be taken seriously,
4 then the Government needs to ensure that through legislation,
5 employers take training our members as seriously as we do.

6 Conference welcomes the recent legislation that gives protection
7 to learning reps, and applauds the NEC's quick reactions by
8 appointing Regional Learning Organisers to recruit Learning
9 Reps, but this good work will be wasted unless the employers
10 take an active part.

11 Therefore Conference calls on the NEC to lobby our
12 Parliamentary group to start the process of further legislation to
13 give employees the right to paid time off for training, whilst
14 introducing tax or other incentives to the employer to encourage
15 their positive participation.

37. SOUTHEND 35/GH 3330

1 Conference is concerned that false self-employment in the
2 Construction Industry is costing the Treasury over £1.5 billion a
3 year in lost revenue. Conference believes it is time for a thorough
4 overhaul of the Construction Industry Scheme for payment of tax
5 and National Insurance – that simply replaced one discredited
6 and unworkable scheme with another.

7 Conference recognises that there are several bogus self-
8 employment schemes currently operating in the Construction
9 Industry because of confusion over employment status:

- 10 ● Composite Companies – involving workers being part of a
11 limited company and wages being paid in "dividends".
- 12 ● Partnerships set up for payment of wages only to avoid tax
13 and National Insurance.

14 Contractors and subcontractors are exploiting the situation to
15 avoid directly employing their workforce and not paying
16 Employer's National Insurance Contributions. Furthermore,
17 Conference considers false self-employment as being the major
18 contributory factor for the Construction Industry's :-

- 19 ● Appalling Health & Safety
- 20 ● Poor training record
- 21 ● Denial of statutory employment rights

22 Conference therefore calls upon the NEC to campaign for the
23 Government to:

- 24 1) Review the Construction Industry Scheme
- 25 2) Take action to eliminate the various forms of false self-

- 26 employment operating in Construction.
- 27 3) Introduce a strict "business test" that would only confer self-
- 28 employment status to those genuinely running a business.

38. CHELTENHAM 1003

1 Despite the chemically inert nature of asbestos it physically
 2 wreaks havoc on human cells by penetrating the cell membranes
 3 and causing various forms of cancer. This only became apparent,
 4 due to the long incubation period, years after workers were
 5 exposed to the fibres. There are now many new fibres used to
 6 replace asbestos all claimed to be safe due to their chemical
 7 stability. We are concerned that another time bomb is being
 8 released onto unsuspecting workers especially where regulatory
 9 requirements fall short of those in place for the handling of
 10 asbestos at all stages.

11 We call upon the NEC to campaign for the following actions to be
 12 taken:

- 13 a. On research into new fibres
- 14 * Microscopic examination of all replacements to see if
 - 15 they have similar physical properties to asbestos,
 - 16 especially the width of fibre.
 - 17 * Use of cell culture techniques to establish if these
 - 18 replacement fibres can enter the human cell.
- 19 b. Legislation to be put in place to control the production,
 20 handling and disposal of replacement fibres and associated
 21 products, in include a review of individual material
 22 requirements based on the research results.
- 23 c. The introduction of registers where individuals can record
 24 their contact with the replacement fibres or associated
 25 products.

39. SCUNTHORPE 18/CH 3011

1 This Annual Conference deplores the action of Federal Mogal
 2 (USA) in filing bankruptcy under chapter 11 in the American
 3 courts and the knock-on effects this action is having on cases
 4 being stayed in the United Kingdom denying sufferers of
 5 asbestos related diseases satisfactory compensation and justice
 6 which they deserve.

7 This Annual Conference calls upon our National Executive and
 8 the National Craft Committee to use all their spheres of influence
 9 to put pressure on the United Kingdom Government to bring
 10 about a just and fair conclusion to the cases which have and are
 11 being affected by Federal Mogal's actions, and discourage
 12 companies using such measure in the future.

40. SMALL HEATH METAL MECHANICS 4112

1 This Conference calls for increased Apprenticeships throughout
 2 the manufacturing industry, with increased opportunities for all
 3 genders.

4 Since the late 1970s and early 1980s Apprentices have been in
 5 steady decline. Education of today's youth is paramount if
 6 engineering is to continue within the United Kingdom.

7 We therefore recommend investment in today's youth, to give us
 8 a stronger economic manufacturing base throughout the U.K.

9 Engineering is viewed as a lost cause by the younger generation
 10 and we must ensure that this is not the case.

11 Globalisation has taken its toll within engineering sectors and we
 12 need to safeguard jobs for this country and it's future workforce.

41. MANCHESTER 18B CRAFT 2814

1 The restraint that the state imposes on claimants for industrial
 2 deafness (loss of hearing) means that to receive any benefits,
 3 makes it virtually impossible to make a successful claim.

4 Conference calls upon the NEC to instigate a campaign to
 5 resolve this very contentious issue.

42. SE LONDON MEDICAL 0024

1 A recent survey by the Institute of Occupational Medicine for the
 2 HSE showed that only 3% of UK companies provided all the key
 3 elements of occupational health support and that only 1 in 7 workers
 4 have access to a comprehensive occupational health service.

5 Further the TUC report Rehabilitation and Retention states that
 6 what occupational health services provide tend to be medically
 7 driven, often used as a disciplinary tool and, as they are not
 8 integrated into the health and safety systems at work, lack
 9 preventative effect. The TUC report that only one in eight
 10 workplaces had what could be described as a rehabilitation service.

11 The TUC report lists measure employers, providing rehabilitation,
12 can take as including:

- 13 * Changing the employees tasks or work content.
- 14 * Allowing a phased return to work.
- 15 * Changing working hours.
- 16 * Encouraging workplace visits to keep in touch.
- 17 * Providing training.
- 18 * Adapting tools or equipment.
- 19 * Adapting the workplace.
- 20 * Reducing the tempo or speed of work.
- 21 * Providing mobility/transport.

22 These steps taken in agreement with the employee and union
23 representatives.

24 This Conference supports the aims of the TUC in seeking to
25 extend and improve workplace occupational health services and
26 asks that the Union considers rehabilitation services as a key
27 bargaining and campaigning issue of behalf of our members.

43. SMALL HEATH METAL MECHANICS 4112

1 Conference welcomed the Regional Health & Safety Conference
2 that MSF organised in 1998 to educate workplace reps on the
3 Working Time Directive when it became legislation here in the UK.

4 We believe Amicus has to continue to educate our members
5 about the Working Time Directive and to campaign for a real
6 implementation and adherence to this directive.

44. DERBY 3/D 3106

1 This Conference calls upon the NEC to campaign along with the
2 TUC to close the Bank Holiday loophole.

3 More than 400,000 UK workers are being cheated by their
4 employers, who are ignoring the legal requirement to give at least
5 four weeks paid annual leave.

6 A further 850,000 are losing out on their holiday entitlements
7 because of a loophole in the Working Time Regulations 1998
8 (WTD) in some circumstances allows employers to count Bank
9 Holidays as part of the minimum four weeks paid annual leave.

10 The Government should adopt a minimum standard for UK
11 employees of four weeks paid annual leave plus 11 paid Bank
12 Holidays – a total of 31 days paid leave for full-time workers with
13 pro rata arrangements for those working part time.

45. ABERDEEN GENERAL 9301

1 Conference welcomes the proposed extension of the Working
2 Time Regulations to the Offshore Industry in August 2003.
3 However concern is expressed at the failure of the offshore
4 employers to reach agreement with the unions on the
5 implementation of the Horizontal Amending Directive. As a result
6 of the employers' focus on cost not safety the proposed
7 framework is lacking in substance and detail and will deny
8 offshore workers parity with their onshore colleagues.

9 Conference therefore calls upon the NEC to campaign for the
10 guidance to be applied equally across the industry and to include:

- 11 * The right to 4 weeks paid leave outwith the normal work
12 cycle
- 13 * A definition of working time that includes travel times,
14 onshore training, medicals and meetings.
- 15 * Proper rest breaks
- 16 * Defined work cycles

46. GLASGOW HEC 2709

1 Conference recognises that the practice of self employed status
2 in the construction industry is on the increase and that such
3 working practice is damaging to industry national agreements
4 and the country's economy.

5 Under self employed status workers are forced to work for low
6 pay rates, no holiday or sick pay.

7 The cash starved, National Health Service is deprived of revenue
8 as the bogus self employed escape paying National Insurance
9 Contributions.

10 The employers of the self employed also evade paying National
11 Insurance which not only undermines the NHS it allows them to
12 undercut businesses that comply with national agreements.

13 Conference calls on the NEC to campaign for Government
 14 legislation to address this pernicious and damaging work
 15 practice, and ensure that the jobs of our members who work
 16 under National Agreements are protected.

EMPLOYMENT LAW

47. NEC

1 This Conference is deeply concerned with the growth in
 2 redundancies particularly in the manufacturing sector, which are
 3 currently running at an average of three thousand jobs per week.

4 This Conference notes that this continued trend arises from a real
 5 lack of employment protection vis a vis our European
 6 counterparts and the poor levels of statutory redundancy
 7 payments. If this country is to succeed as the "high performance"
 8 economy we must invest in our people not make them the easy
 9 option for redundancy.

10 Whilst we acknowledge the 1965 Redundancy Payments Act which
 11 gave employees for the first time some limited compensation for
 12 losing their jobs on redundancy, the law as it stands now has many
 13 deficiencies. For instance, the current statutory amount of
 14 redundancy pay, based on a week's pay of £250 per week, is well
 15 below the national pay average, even though it is now linked
 16 annually to inflation. If a week's pay was linked to average
 17 earnings, it would be well in excess of £400 per week.

18 Furthermore, when redundancy is linked to employer insolvency,
 19 statutory employment rights to notice pay, arrears of pay and
 20 holiday pay, do not adequately compensate sacked employees
 21 for their losses. Any contractual entitlements, such as enhanced
 22 redundancy pay or bonuses paid under a collective agreement
 23 are not secured debts on the employer, receiver or liquidator. In
 24 these circumstances, our members have little chance of
 25 recovering their losses.

26 The Conference calls upon Amicus to launch a full campaign to
 27 completely overhaul the existing Redundancy Laws that will
 28 include:

- 29 ● Significant improvements in statutory redundancy payments;
 30 including the linking of the statutory weekly payments to
 31 average earnings and enhanced multipliers for length of
 32 service linked to age.
- 33 ● Improved employment protection rights in line with our
 34 European counterparts.
- 35 ● To implement the Information and Consultation Directive
 36 fully that will, amongst other things, bring in meaningful
 37 consultation rights to avoid and mitigate redundancy
 38 decisions.

48. COVENTRY (ENGINES) NO.1 0806

1 Recalling that the Trades Union Congress 2002 called for the
 2 early implementation of its policies for the repeal of anti-trade
 3 union legislation. The TUC resolved for a public rally in 2003 and
 4 a series of meetings around the United Kingdom to promote a
 5 positive framework of Employment Law.

6 This Conference instructs the NEC to ensure that Amicus MSF
 7 performs a vigorous role in this campaign at all levels.

8 This Conference further instructs the NEC to organise promptly a
 9 national residential course in support of TUC Congress 2002
 10 Composite 1 and to ensure that the restoration and improvement
 11 of Trade Union Rights in line with TUC policy is an educational
 12 and campaigning priority for Regional Councils.

49. LEEDS GENERAL 9507

1 This Conference welcomes the TUC's position on the need to
 2 repeal anti-trade union laws and replace them with a framework
 3 of positive trade union rights. Conference also welcomes the
 4 TUC's commitment to working with other labour movement based
 5 organisations to disseminate ideas for a Charter of Workers'
 6 rights thus raising the issue of fairness at work up the political
 7 agenda.

8 Conference believes that a high-profile campaign on employment
 9 and trade union rights is required to ensure that current
 10 weaknesses in the legislation, including many aspects still left
 11 over from the Tory attacks, are removed. Too many workers are
 12 still denied statutory protection (seafarers, prison officers, the so-
 13 called unemployed) while others face increasing difficulties in
 14 enforcing their rights, either at work or through the Tribunal
 15 system. In particular, Conference demands that the ban on prison

16 officers taking industrial action be lifted and would totally reject
17 the extension of this ban to any other public sector workers.

18 Conference believes that the Government should do more to
19 recognise the positive role of unions at national level by
20 developing a framework for national sectoral bargaining within
21 major sectors of the economy.

50. BARROW 0401

1 This Conference notes that many employees in small and family
2 run enterprises do not have the full benefit of employment
3 legislation due to lack of enforcement.

4 Conference believes that organising these workers is the best
5 method of enforcing employment rights.

6 However, Conference recognises that this is a difficult and
7 expensive process.

8 Conference welcomes work done by organisations such as the
9 Citizens Advice Bureau (CAB) in assisting people in asserting
10 their rights. However this work is limited and only solves problems
11 once they have occurred.

12 Conference notes that the Government employees a large
13 number of people in other areas to ensure compliance with
14 regulations e.g. checks on benefit claims.

15 Conference believes that the Government has a responsibility to
16 ensure that employment legislation is enforced.

17 Steps the Government could take to improve the situation
18 include:

- 19 * The appointment of inspectors to ensure that all employment
20 legislation is fully enforced.
- 21 * Amend employment legislation to provide greater access to
22 workers in small and family run enterprises.
- 23 * Increase funding for organisations such as CAB to assisting
24 in protecting workers rights.

25 Conference instructs the NEC to raise this issue with the TUC
26 and Labour Party.

51. GLASGOW CENTRAL 0043

1 This Conference recognises that Amicus-MSF has raised
2 awareness as regards pension provision over the past year.
3 Unfortunately at this present time pensions are not covered under
4 TUPE arrangements.

5 We therefore call upon the NEC to liaise with Amicus-MSF
6 Parliamentary Group to influence and pressurise our Labour
7 Government in Westminster to change the present employment
8 law regarding having pension provision included under TUPE.

52. SHEFFIELD 9/C 3012

1 This motion instructs the NEC to campaign for changes to the
2 Employers' Liability (Compulsory Insurance) Act 1969.

3 In order to facilitate the identification of employee insurance
4 details we require statutory obligations to be placed upon
5 employers that:

- 6 i) all annual returns having, by law, to be deposited at
7 Companies House must include the name/s of the
8 Employers' Liability Insurance for that year, along with the
9 policy numbers and'
- 10 ii) this same information to be displayed on Employees Form
11 P60 issued annually, and on Form P45 issued at the time of
12 leaving employment by that company.

NHS

53. SHASTD 9108

1 This Conference instructs the NEC to make vigorous
2 representation to MEP's to ensure parity of cost of anti retroviral
3 drugs for HIV infection at the lowest possible price across all EU
4 countries.

Scottish Professional Executive Staffs 0034

In line 3 delete "lack of enforcement" and replace with "the failure of
this legislation to cover all employees irrespective of the size of the
workforce"

Delete lines 4 to 24

Add at end of line 26 "with a view to extending employment legislation
to cover all people in work"

St Pancras 0389

Add at end "Furthermore Conference instructs the NEC to campaign
for the provision of such drugs at a locally affordable price in third
world countries"

54. WESSEX HEALTH SERVICE 0062

1 This Conference recognises that the proposal to increase
 2 National Insurance in the last budget represents a firm
 3 commitment by this Government that a NHS funded through
 4 taxation and free at the point of need is the most fair and efficient
 5 means of delivering healthcare.

6 This will result in the largest ever-sustained increase in NHS
 7 expenditure in its history and will allow the Service to be
 8 modernised in line with our policy of progress by partnership.

9 The basic pay rates of many NHS professionals is simply too low
 10 and will have to be increased if the NHS is going to meet its
 11 objectives in the NHS Cancer Plan that will require a considerable
 12 increase in professional staff.

13 Conference therefore welcomes that current outdated and
 14 inequitable method of pay determination in the NHS is under
 15 review.

16 However Conference is also concerned that Staff
 17 Representatives be allocated sufficient time and resource by their
 18 employers to ensure a seamless transition between the old and
 19 the new pay systems and to allow the staff side to play a full and
 20 active part in partnership.

21 Finally Conference welcomes the Department of Health
 22 commitment to training and Continuing
 23 Professional Development for all skilled and professional staff.

24 This Conference therefore instructs the NEC to

- 25 1. Invite the Department of Health to join with Amicus MSF in
 26 lobbying the Government to ensure that the new pay
 27 system, "Agenda For Change" is adequately funded and
 28 supported.
- 29 2. Negotiate protection for those who may initially lose out on
 30 harmonisation.
- 31 3. Instigate negotiations with the Department of Health on a
 32 national framework for local facility agreements that
 33 recognises the importance of partnership and to enable our
 34 lay representatives at both national and local level sufficient
 35 time, support and resource to play a full and active part.
- 36 4. Join with like-minded NHS Professional bodies and lobby
 37 the Department of Health for sufficient resources for the
 38 training needs and professional development of NHS staff to
 39 reach their full potential in order to deliver better healthcare.

55. GLASGOW HEALTH SERVICE 9312

1 Conference welcomes the recent decision by the government in
 2 New Zealand to acknowledge "dark room disease" as a
 3 recognised occupational disease.

4 Conference applauds the work done by Amicus-MSF reps
 5 working in radiology departments in the NHS in UK in supporting
 6 members whose health has been affected by exposure to
 7 cocktails of various chemicals at work including glutaraldehyde.
 8 Conference is concerned at the apparent reluctance of the
 9 medical establishment to accept that the symptoms of individual
 10 members are linked to exposure to these chemicals.

11 Conference asks that the NEC:

- 12 * Seeks information to establish how many members have
 13 been and/or continue to be affected by "dark room disease".
- 14 * Lobbies the government to recognise "dark room disease"
 15 as an official occupational hazard.
- 16 * Publicises amongst members and the wider community any
 17 research produced and approved by the relevant advisory
 18 committees in Amicus-MSF which highlights the symptoms
 19 of dark room disease and advises members who may be
 20 affected to contact the union.
- 21 * Uses this campaign as a recruitment tool.

22 Conference further applauds the work of Amicus-MSF reps who
 23 have established the support and campaigning group WASTE
 24 (Working Against Senseless Toxic Exposure).

25 Conference requests the NEC:

- 26 * Affiliates to WASTE
- 27 * Encourages branches and regions to affiliate to WASTE and
- 28 * Campaigns within the wider Trade Union and Labour
 29 movement to support WASTE.

a. North Wales Health Service 0029

In Line 9 After "The" add "present"

In Line 9 After "low" add "to attract and retain the key professional staff
 required" and delete in line 10 "and will have to be increased if the
 NHS is going"

In Line 11 After "Plan" add "and other relevant National Service
 Frameworks" and delete in lines 11 & 12 "that will require a
 considerable increase in professional staff"

In Line 36 point 4, delete "Join with like minded" and add "Work in
 close association with the relevant"

In Line 36 Delete "and" add "to"

b. Aberdeen General 9301

Line 29 insert "lifetime" between "Negotiate" and "protection"

c. East London Health 0007

Line 28 replace full stop with comma, and add "and to oppose the
 implementation of 'Agenda For Change' if adequate funding is not
 obtained."

Line 30 replace full stop with comma and add "and to oppose the
 implementation of 'Agenda For Change' if full protection is not
 achieved."

56. MPU

1 This Conference believes that the Government's proposals for
 2 foundation hospitals and for a new system of NHS financial flows
 3 as presently set out, amount to the reintroduction of an internal
 4 market in strengthened form, with increased competition between
 5 hospitals in the NHS and between secondary and primary care.
 6 This will increase inequity. Conference is therefore opposed to
 7 these proposals.

57. CPHVA

1 With the introduction of Children's Trusts led, funded and
 2 commissioned by local authorities, this Conference calls upon the
 3 NEC to alert the Department of Health to our growing concerns
 4 that the protection of children is being jeopardised by cuts in
 5 resources and dangerous staffing levels in social services
 6 departments.

PENSIONS**58. QUEENS UNIVERSITY BELFAST 0163**

1 We consider the role and responsibility of the Government in
 2 respect of the UK occupational pensions is central. We believe
 3 the following proposals for action by the Government are
 4 essential to help resolve this crisis.

5 1 Contractual rights – pension benefits and contributions
 6 should be fully recognised as being 'pay' and brought within
 7 the coverage of contracts of employment and protected in
 8 the event of changes of ownership (TUPE etc). All pension
 9 changes should be the subject of prior consultation with
 10 employees and negotiated with trade unions where they are
 11 recognised.

12 2 Compulsion – The minimum level of contributions to second
 13 tier pensions (pension over and above the first tier Basic
 14 Pension) needs to be raised, from around 4% of earnings
 15 now, to 10% with at least two thirds coming from the
 16 employer. Of course this also requires membership of such
 17 schemes is made also compulsory for the employee (this
 18 was the case before the so called Thatcherite pensions
 19 "revolution" of the 1980s)

20 3 Tax incentives – Tax incentives to pension savings need to
 21 be increased and complex tax rules that unnecessarily
 22 complicate pension provision need to be simplified. The
 23 abolition of ACT tax relief needs to be reconsidered or its
 24 effects mitigated by other tax changes.

25 4 Security – the Government should encourage final salary
 26 provision by standing as guarantor for a Central
 27 Discontinuance Fund, which should take responsibility for
 28 benefits where schemes are discontinued, while requiring
 29 companies with final salary pension schemes to conform to
 30 a long term funding standard.

31 5 Accounting – the Government cannot stand back and allow
 32 a new inflexible accounting standard to put a blight on final
 33 salary pensions, it must insist on changes to allow
 34 companies to protect their reported finances from short term
 35 fluctuations in investment values.

36 6 Gilts – Pension schemes of all sorts would benefit from a
 37 greater supply of gilts. The present distortion of the gilts
 38 market would be relieved if the Government increased its
 39 borrowing to fund long term capital investment in health,
 40 education and transport.

41 7 Trustees – One important reason why we are in this current
 42 crisis we believe is because there has been a democratic
 43 deficit in the management of our occupational pension
 44 schemes. Therefore Government should legislate to ensure
 45 that in future 50% of schemes trustees are elected by and
 46 accountable to the members of the scheme.

a. South East London Medical 0024

Line 6 delete all after "inequity".

Insert new paragraph:

"Further Foundation Hospitals are likely to be able to opt out of the nationally agreed NHS pay scheme leading to pay inequality. The proposal by the Government that failing Foundation trusts will not revert back to NHS control but may be transferred to private sector management is unacceptable. Any failing Foundation Hospital should revert to NHS control. Conference declares it is opposed to the proposal for Foundation Hospitals and the Union will campaign against their introduction"

b. London Insurance & Finance 0480

Delete lines 6 and 7

Add "The result will be adverse conditions for NHS staff and the treatment of patients. Eventually these would lead to the privatisation of the NHS. Conference is therefore opposed to these proposals"

a. Derby General 0880

Delete all from Lines 36 to 40 inclusive

In Line 41 replace "7" with "6"

b. Derby General 0880

In Line 45 insert "at least" before "50%"

In Line 46 add at end of line a further sentence to read "When an employer is taking a contributions holiday they shall not be entitled to any trustees"

c. Glasgow No.5 0113

Lines 44, 45, 46

Delete sentence starting "Therefore..."

And replace with

"Conference therefore calls on the Government to introduce measures, by legislation if necessary, during this term of Parliament, to increase the number of member trustees, with a view to achieving 50% of trustees being trade union members, elected by the members of the scheme.

These measures are to include public sector pension schemes, currently administered by Local Authorities, where presently all trustees are elected councillors in their role as employers"

d. Higher Education Central & West Scotland 9314

After "scheme" in point 7 (line 46) add new sentence. "In addition, there should be a pensioner trustee, elected from, and by those in receipt of a retirement pension from the scheme."

47 Of course above all we need to establish a national consensus as
 48 to what constitutes a reasonable level of retirement income for
 49 the average employee and establish a framework for pensions
 50 which will ensure that the great majority of employees achieve
 51 that level. This will involve a recognition that this will require
 52 something a great deal more than the current or any prospective
 53 level of the Basic State Pension will provide and a great deal more
 54 than what employees on their own can add to the state pension.
 55 Also Amicus must produce appropriate written material on this
 56 issue which is accessible and readily understood by the members.

59. DONCASTER METAL MECHANICS 4210

1 This Conference calls upon the NEC and our Parliamentary
 2 Group to press the Government to institute tighter laws to protect
 3 final salary pension schemes.

4 Schemes are being wound up by employers. In a lot of cases the
 5 same employers who for many years have taken pension
 6 holidays and therefore have made very few if any contributions to
 7 the schemes.

8 This Conference strongly requests laws to protect final salary
 9 schemes and to stop these abuses taking place.

60. CARDIFF 0668

1 This Conference is appalled at the present trend of closing final
 2 salary pension schemes and replacing them with schemes that
 3 do not provide the same level of social security. Conference is
 4 also concerned at the disgraceful loss of pension rights for
 5 employees whose companies have gone into receivership.

6 Conference instructs the NEC to continue its vigorous defence of
 7 final salary pension schemes by all means at its disposal.

8 Conference also instructs the NEC to make all representation
 9 necessary to protect employees' pension rights.

61. YORK 0615

1 This Conference expresses its concern at the continuing closure
 2 of company pension schemes.

3 Under current legislation, such closures often result in existing
 4 employees, with many years of pension fund contributions
 5 totalling many thousands of pounds, losing it all.

6 The causes of the current crisis are:

7 * First, the extended contribution holidays taken in the past by
 8 the companies concerned.

9 * Second, the Gordon Brown "stealth tax" of cancelling tax
 10 credits on share dividends which is taking £5 billion each
 11 year from pension fund incomes.

12 * Third, the Stock Exchange crash.

13 Conference believes that practical measures, both short and long
 14 term need to be taken to address this serious problem.

15 In the short term

16 1. Tax Credits on share dividends should be restored to
 17 pension funds

18 2. Current legislation on Pension Fund closures should be
 19 changed to achieve a more equitable division of assets.

20 In the Longer term

21 Current legislation should be comprehensively reviewed to
 22 provide adequate statutory regulations in the future of
 23 contribution holidays.

24 Conference instructs the NEC to campaign on the above issues.

62. BRISTOL ROLLS ROYCE 0904

1 Conference calls on the NEC to continue the Amicus campaign
 2 for pensions. The attack on pensions is a massive threat to our
 3 members' standard of living in retirement and to their ability to
 4 retire at a reasonable age.

5 Conference recognises that better pensions and the ability to
 6 retire early with a decent income are as vital a part of rising living
 7 standards as higher pay and better conditions while in work.

8 Conference rejects the suggestion that decent pensions for
 9 working people are unaffordable and notes with concern calls
 10 from the National Association of Pension Funds and others for an
 11 increase in the State Pension Age.

12 Many employers enjoyed lucrative "pensions holidays" when
 13 share prices were high and are now looking to reduce costs by
 14 closing schemes when share prices and interest rates are low.

a. South Thames Community 0828

Remove lines 9,10,11 from "Second" down to "incomes". Alter line 12
 to read "Second" delete "Third"

b. East London 0338

Insert new line after line 20 and renumber as required. "Increase from
 the present 5% to 20% the allowance fund surplus limits"

London Housing 0037

Add at end

"Conference notes the decision by Parliament to extend full pension
 rights to the partners of MPs and calls upon the NEC to campaign for
 the Government to extend similar rights to all workers covered by
 public sector pension schemes."

15 Conference rejects a drive towards longer working lives because
 16 of inadequate state pensions and the attack on occupational
 17 pension schemes. A switch to inferior money purchase schemes
 18 will make early retirement an unaffordable luxury for most
 19 workers.

20 Reform of pensions provisions to favour working people is long
 21 overdue. Over 50% of the tax breaks on pensions goes to the top
 22 10% of earners, 25% to the top 2.5%. These people already enjoy
 23 extravagantly funded pension provision from resentful
 24 shareholders.

25 Conference calls on the Government to:

- 26 * Review recent pensions scheme legislation that has increased
 27 the costs to employers of final salary pension funds;
- 28 * Improve the tax treatment of pensions compared to short
 29 term savings to ensure that pensions remain worthwhile,
 30 long term savings schemes;
- 31 * Introduce legislation that makes pension provision for employees
 32 a higher priority for companies than shareholder value;
- 33 * Fundamentally and irreversibly shift the tax benefits of
 34 pension provision towards working people and away from
 35 the richest 10% of earners;
- 36 * Review the rules that allow companies to take pension
 37 holidays leaving pensions under funded in the long term;
- 38 * Provide better protection from greedy employers for pension
 39 fund assets

63. CHADDERTON 0991

1 Conference notes with concern the current crisis in occupational
 2 pensions, and commends to NEC's decision to place this issue at
 3 the top of its campaigning agenda.

4 Conference is concerned, however, that in taking desperate
 5 measures to shore up occupational schemes, companies may be
 6 tempted to relegate ethical and environmental issues relating to
 7 pension fund investments to a lower priority. This could reverse
 8 the limited but significant progress that has been made in
 9 requiring pension schemes to state their ethical policies, and to
 10 encourage their adoption and growth.

11 In the current economic climate, the guidance in investment
 12 policies offered to pension scheme member trustees by the
 13 pensions industry, is increasingly inadequate. Union members
 14 who are member trustees or pensions representatives need
 15 additional support from the union, to enable them to assert their
 16 views on investment proposals.

17 To help achieve the twin objectives of enabling our
 18 representatives to participate in ensuring that pension schemes
 19 fully meet their obligations to members, and to promote socially
 20 responsible investment (SRI) policies, Conference directs the
 21 NEC to facilitate new education and training resources, based on
 22 SRI, aimed primarily at pension fund member trustees and
 23 workplace representatives.

64. EAST DORSET 0088

1 Conference instructs the NEC to lobby the Parliamentary Group
 2 of MP's to campaign for new legislation

- 3 1. To reverse the trend of employers closing their Defined
 4 Benefits Schemes to new employees or all employees.
- 5 2. To reinstate such schemes which had previously existed.
- 6 3. To protect employees with existing Defined Benefit Schemes
 7 against closure and/or from any reduction in benefits.
- 8 4. To protect existing pensioners who were in such schemes
 9 against loss of any benefit.

Harlow & District 0892

Add after Line 9

"5) To protect the funding of pension schemes by reviewing the rules which allows companies to take contribution holidays leading to underfunding."

65. NORTH EAST LANCS UNITED CRAFT 2808

1 This Conference notes the crisis in Private Pension Schemes.
 2 Some fifteen years ago the cost of buying an annuity was half of
 3 what it is costing today. Thousands of pounds of our members
 4 money in deferred wages has been lost. The practice of
 5 companies transferring from Final Salary Schemes into Money
 6 Purchase Schemes is all too common, and should be fought
 7 against wherever possible. Conference should also note that a
 8 Pensions Advisory Committee suggests that because of the rise
 9 in population of elderly people, the retirement age should be
 10 raised to seventy years of age. Conference believes that the only
 11 way to protect our members retirement, is through a properly
 12 funded State Pension. Conference resolves to:-

- 13 ● Vigorously campaign to restore the link between pensions
 14 and wages.
- 15 ● Put pressure on the government to set up a fund to
 16 compensate the members who have lost money in the
 17 investment of these pensions.
- 18 ● Campaign to bring the retirement age down to sixty.

66. GLASGOW HEC 2709

1 The scandal of mis-sold pensions remains unresolved. With profit
 2 policies, have become without profits policies.

3 The track record of the financial services industry is a catalogue
 4 of over charging, mis-selling, and mismanagement.

5 If future pensioners cannot rely on private pensions to provide
 6 adequate income in their retirement, alternative financial
 7 provision is essential.

8 Conference calls on the NEC to campaign for a basic state
 9 pension that is linked to average earnings with annual increases
 10 that are also index linked.

11 Conference also recognises that the value of the basic state
 12 pension has declined in value from 25% of average earnings,
 13 from previous levels and instructs the NEC to campaign for
 14 increased state basic pension.

67. SOUTHAMPTON & EASTLEIGH UNITED CRAFT 3209

1 This Conference, recognises the Government's estimates of
 2 poverty in retirement is brought about by under-investment in
 3 pension schemes whilst in working years. We also recognise the
 4 damage done to pension schemes by short term vision on long
 5 term investments, by so called professional advisors.

6 There is clearly an issue to be addressed and believe this is best
 7 done by encouragement of individuals to save more in long term
 8 investment plans, which could be done by raising the tax
 9 thresholds on pension investments.

10 However, we reject the idea that all pension ills will be corrected
 11 by the individual working until 70 years of age and recognise the
 12 damage to training of young persons if government and
 13 companies were to push ahead with such suggestions.

68. PATTERNAKERS 3905

1 This Conference welcomes the Amicus campaign which
 2 highlights the crisis in occupational pensions. We have seen and
 3 heard of the decline in company final salary schemes.

4 This Conference therefore directs the NEC to lobby the
 5 Government to make the following changes.

- 6 1. Re-instate Advanced Corporation Tax (ACT)
- 7 2. To change the time span for actuary valuation (The
 8 introduction of FRS17 is based on one year and does not
 9 give a true scheme value).
- 10 3. Introduce contractual pension profits, with a guaranteed
 11 pension for members on retirement.

Southampton & Eastleigh United Craft 3209

Add at end

"Therefore this Conference instructs the NEC to actively campaign

- a) Against any raise in the retirement age
- b) To support any initiative to increase investments in pension savings, preferably company pension schemes, and
- c) To support increases in levels of personal investment in pension schemes by individuals"

69. NORTH EAST GENERAL 0695

1 The crises in state pension provision for the working population of
 2 the UK is now at such a stage that sustained action by Amicus
 3 along with all the TUC affiliates must be embarked upon. The
 4 present Government have introduced all manner of means tested
 5 hurdles for todays pensioners and the future retirement prospects
 6 for working people are bleak. Unless the Government is
 7 persuaded to pay a non mean tested state pension to everyone
 8 over the pension age it will continue to be eroded.

9 This Conference instructs the NEC to mount a visible and
 10 prolonged campaign for the state pension scheme to be linked to
 11 average earnings.

12 We instruct the NEC to gather support from the TUC and the
 13 national pensioners organisations to stop the erosion of the state
 14 pension.

70. SCALEMAKERS 3122

1 Conference recognises that there is a steady decline in final
 2 salary pensions, for reasons well rehearsed. Despite campaigns,
 3 which should continue, to arrest and reverse that decline,
 4 employers are moving to provide personal pensions which upon
 5 retirement, give the employee a cash sum to invest in an annuity.
 6 The return value of this type of pension for most people is not as
 7 good as a final salary pension, but does mean lower costs and
 8 risks for the employer. It is imperative therefore that employers be
 9 required to increase their contributions to their employees
 10 pension to help avert poverty pensions in the future. Conference
 11 calls on the NEC to launch a campaign with government and
 12 employers to raise the minimum amount an employer is required
 13 to make to an employees pension.

71. RUGBY 0574

1 Conference acknowledges the importance of state pensions as
 2 the foundation of income for retired members and

3 (a) emphasises the importance for it to be set at a realistic level
 4 and

5 (b) reaffirms its support for the re-establishment of the link with
 6 Average earnings.

7 Conference therefore calls upon the NEC to give every support to
 8 the National Pensioners' Convention and its campaigns.

London Computer Staffs 9615

Add new paragraph after Line 8

"Conference rejects Government policies that seek to shift the
 balance of pension provision from public to private schemes.
 Conference rejects any policy which leads to the standard of living of
 those retired from active employment being dependent on the
 vagaries of the market."

Add at end of Line 11

"and at a level that provides an income to support a reasonable
 standard of living without the need for recourse to additional private
 pension schemes."

a. Cheltenham 1003

Insert after Line 6 "(c) supports the opposition to raising the retirement
 age beyond 65 years"

b. Cheltenham 1003

In Line 4 delete "and"

After "earnings" in Line 6 insert "and (c) supports the opposition to
 raising the retirement age beyond 65 years"

c. Birmingham South 0803

Add at end

"Conference also acknowledges that both State and Occupational
 Pensions are under attack as never before. Employers, in spite of
 making massive gains via contribution holidays during the boom years
 of the 1990s, are using the recent falls in the stock market as an
 excuse to withdraw from Final Salary schemes. At the same time
 Government Think Tanks are floating the idea of increasing the State
 Pension age to 70, as yet another mechanism of cutting public
 spending.

If these trends go unchallenged, future generations face a life of
 penury in old age.

Conference believes that the Trade Union movement should join
 together in a co-ordinated campaign to develop awareness of the
 threat to old age pensions and the steps that need to be taken to
 defend and improve pension provision.

Accordingly, we call on the NEC to

- Affiliate MSF to the State Pension at 60 Alliance, if it has not
 already done so;
- Urge other Trade Unions to do likewise;
- Work with other Trade Unions via the TUC General Council in
 developing a public campaign."

72. LEICESTER EAST 0064

1 With the great expansion of employment agencies mostly offering
 2 casual/daily work, a good many employees will not complete full
 3 "qualifying years" in National Insurance payments. This Union to
 4 campaign vigorously for a 5 year audit of all contributions, any
 5 shortfalls to be advised, so that voluntary payments/benefits can
 6 be made to complete the "qualifying" year. To receive a full basic
 7 pension 44 "qualifying years" need to be completed, so this
 8 information is needed throughout the employee's life, not just
 9 before 60/65 years of age.

PUBLIC SERVICES**73. STOKE NEWINGTON 3332**

1 This Conference congratulates the TUC on the adoption of the
 2 motion on PFI. Conference also welcomes the Labour Party
 3 Conference's call for a review of PFI.
 4 Conference deplores the government's immediate declaration
 5 that it will continue with PFI, and its refusal to call a halt to PFI in
 6 order to allow an investigation of this method of funding.
 7 Serious doubts about PFI have been expressed by the National
 8 Audit Office the Public Accounts Committee, the Association of
 9 Chartered Certified Accountants and the Institute of Fiscal Studies.
 10 Mounting evidence shows that PFI not only does not improve
 11 public services but that it represents bad value for money for the
 12 taxpayer.
 13 This method of funding is disastrous for the manufacturing
 14 investment, advice from big business is that the best place to
 15 invest for a guaranteed long term profit is in the public services
 16 which are shown to need hospitals and schools therefore profits
 17 are guaranteed.
 18 Conference further condemns the lack of safeguards of rights and
 19 conditions for public sector workers subjected to PFI.
 20 Therefore Conference demands that the executive calls upon the
 21 TUC to launch a campaign for united action to oppose this sell out
 22 of public services.

74. CMA SECTION

1 This Annual Conference notes that some 14,000 members of the
 2 union are employed by Royal Mail.
 3 It further notes that Royal Mail is facing commercial, competitive
 4 and financial challenges unprecedented in its 350 year history,
 5 through the introduction of competition into UK postal services
 6 and the actions of the regulator Postcomm.
 7 This Annual Conference welcomes the policy and parliamentary
 8 support provided to our membership to date by the union and
 9 instructs the NEC to continue to campaign in support of the
 10 following:
 11 1. to avoid government and regulator requiring Royal Mail to
 12 follow different regulatory and strategic plans
 13 2. to press for Postcomm and Postwatch to abide by their
 14 statutory remits and not act as agents for private commercial
 15 competitors
 16 3. to develop the introduction of competition in a way that is
 17 gradual, measured and controlled to ensure benefits to all
 18 users – small and large, rural and urban, private consumer
 19 and business customer – and not simply provide a cherry
 20 pickers charter.
 21 4. to take whatever steps are necessary to ensure that Post
 22 Office Ltd remains an integral part of Royal Mail
 23 5. to maintain Royal Mail as a publicly owned and controlled
 24 public service.

East London Health 0007

Insert new paragraph after line 19

"Conference specifically notes the widespread introduction of NHS LIFT (Local Improvement Finance Trust) PPP schemes in the NHS. Conference believes it is essential that decisions on service development and service delivery are taken on clinical or social grounds, and never for commercial reasons, that all current NHS jobs remain as NHS jobs, and that there is no reduction in the funding of primary care in order to pay for NHS LIFT. Conference instructs the NEC to publicise these requirements throughout our membership in the NHS. Conference further instructs the NEC to give full support to members wishing to fight local LIFT schemes that do not meet these minimum criteria, including support for industrial action where necessary."

Delete "Therefore" in line 20

75. BRACKNELL 0939

- 1 This Conference is concerned about care for the elderly. It
 2 recognises that care comes, nowadays, mainly via residential
 3 homes which are, regrettably, mostly privately owned, and run for
 4 profit, via sheltered housing, which is frequently undermined by
 5 cuts in local government funding, and via care given by a carer,
 6 who is usually a close relative, and whose loving voluntary
 7 endeavours, often offered at great personal sacrifice, constitute a
 8 huge hidden subsidy to the state.
- 9 Conference understands that this is a political question, and calls
 10 on the NEC to undertake a high level campaign to persuade the
 11 Government to start implementing measures immediately to
 12 ensure that all our fellow citizens can enjoy real dignity and
 13 comfort in their old age.

76. CPHVA

- 1 Conference calls upon the Amicus MSF NEC/Joint Executive
 2 Council to lobby the Department of Education and Skills, also the
 3 Department of Health and the respective Departments for
 4 Scotland, Wales and Northern Ireland, to give our school age
 5 children, better conditions and facilities in respect of the following
 6 issues:-
- 7 ● Improve the cleanliness and hygiene of school toilets.
 - 8 ● Increase the amount of physical exercise/education that
 9 children participate in.
 - 10 ● Actively promote the "Water is Cool" in school campaign
 11 throughout the country.
- 12 Further to lobby local Education authorities and schools to
 13 identify finance, implement nationally acceptable standards and
 14 set a timescale to take forward these issues.

a. CPHVA

Line 1 – add "the" before "care"

delete "for the" and replace with "of our" before "elderly".

Line 1 Delete rest of paragraph and replace with

"It notes that this care, now, mainly comes from –

- Privately owned residential and nursing homes, that could be run for financial gain, rather than a homelike caring environment, and subject to closure if the owners consider the homes to be no longer profitable.
- Sheltered housing which maybe at risk if local government and/or housing associations have to make cuts.
- A carer, usually a close relative/friend, who by taking over the care of their loved one, save the State huge amounts on care bills. This often means great personal sacrifices for themselves and their own lives."

Line 9 delete "understands" through to "and"

Line 10 delete "level" and replace with "profile"

Line 10 delete the rest of the paragraph after "campaign" and replace with "and continue to lobby the government over the following issues –

- I. That care is well funded, of a good standard and equitable across the U.K.
- II. Ensure that benefits are made more accessible, through local provision.
- III. Benefit claim forms to be made more user friendly.

This would then start to improve the current state of our care for the elderly, so that we can all expect and enjoy Dignity, Comfort and a better Quality of life in our later years."

b. South East London Medical 0024

Insert after line 8 additional paragraph:

"Conference also recognises that much more could and should be done to support carers and recognise their contribution to the social healthcare economy. Much needed respite care facilities need expanding, the availability of nursing assistance (free of charge) in the community is inadequate and Primary Care Trusts do little to consult with carers groups when determining health care delivery."

c. Scottish Professional Executive Staffs 0034

Add at end

"Conference applauds the introduction by the Scottish Executive of free personal care for the elderly in Scotland as a significant step towards this end and calls upon the Westminster Government to take the necessary action to extend this provision to the rest of the UK."

a. Rugby District 0574

In Line 8 (second bullet point), after "Increase the amount" add "and variety".

b. Blackpool & Fylde 0520

Line 5 after "children" insert "and those working in the schools"

Between Line 11 & 12 add an extra bullet point "Reinstate the School Nurse/Health visits"

Line 12 delete "and schools"

Line 13 replace "identify" with "provide additional"

Line 14 after "issues" add "without putting further strain on the resources of schools and more undue pressure on already overworked Head Teachers"

77. HARLOW & DISTRICT GENERAL 0892

1 Conference calls upon this union to campaign for an immediate
 2 change of legislation to allow for a level playing field in the
 3 funding of Local Authorities and Housing Associations in the area
 4 of social and affordable housing.
 5 Furthermore, we call for the finances of Housing Associations to
 6 be open for scrutiny by the Local and National Authorities, and by
 7 their tenants.

TRADES UNIONS**78. HIBERNIAN 0488**

1 This Conference reaffirms a fundamental principle of trade
 2 unionism that the control of a trade union is in the decision of the
 3 lay membership as regulated for by the rule book and the
 4 decisions of Annual Conference.

79. NEC

1 This conference believes that an active and vibrant
 2 representative structure is the lifeblood of any trade union
 3 organisation. Representatives provide many of the services and
 4 activities within a workplace that help make everyone feel part of
 5 the union. They are the experts in representation, collective
 6 bargaining and negotiation with the employer and are an
 7 important resource base for understanding the organisation. As a
 8 union, Amicus provides its reps the training and development to
 9 perform their duties effectively.

10 However, this conference notes that trade union representatives
 11 operate on a voluntary basis and have little statutory protection.
 12 Health and Safety Representatives, who have a right to
 13 consultation under the law, are proven to be most effective and
 14 able to influence developments and make a difference in the
 15 workplace. The Government has now recognised the importance
 16 of a statutory base for union representatives by now introducing
 17 Union Learning Representatives.

18 Whilst welcoming the Partnership approach, based on mutuality
 19 in industrial relations, this can only be effectively achieved with
 20 the new rights to information and consultation and other rights, by
 21 providing an effective statutory recognition for all trade union
 22 representatives so that they enjoy the appropriate facilities,
 23 training and protection to do their jobs.

24 This will give trade union reps the skills and ability to consult and
 25 make decisions at a high level, with professionalism and
 26 authority. This will generate trust and confidence in the
 27 membership that their representatives will be able to deliver in
 28 their best interests in the workplace.

29 This Conference resolves to campaign:

- 30 ● for statutory recognition of trade union representatives
- 31 ● for access to provide resources for access to training
- 32 ● for a reappraisal of the law on time off for trade union duties.

a. London Computer Staffs 9615

Add new paragraph after Line 28

“Conference further recognises that the Employment Relations Act 1999 provides for a statutory right of Union representation for individual Union members facing disciplinary hearings in workplaces where the Union is otherwise unrecognised. This provides a significant opportunity to establish a Union presence in those workplaces. Conference however recognises that Amicus MSF has insufficient full time officers to take full advantage of this opportunity, particularly when dealing with redundancy situations. Conference recognises the need for a pool of accredited lay representatives to be able to act in addition to the full time officers. Conference calls for such representatives to be given the statutory right to represent individual members in all cases where an individual member would have a right to representation in a recognised workplace.”

Add at end

“Conference instructs the NEC, as a matter of urgency, to put in place a process, and training, to allow the Union to accredit lay representatives to act in unrecognised workplaces (not only their own) under the terms of the Employment Relations Act 1999 and any appropriate subsequent legislation.”

b. West End 0889

Add at end

“Conference instructs the NEC to make and implement suitable arrangements for the accreditation of Amicus MSF lay representatives. These must include accreditation for reps who are called on to represent members in workplaces other than their own.”

c. Leeds 9507

Add an extra bullet point after Line 32 as follows

“For the statutory right to bargain on matters relating to training and skill formation.”

d. Belfast Shorts 0303

Line 8 delete everything after “Amicus” to end of sentence and replace with “will provide its representatives with the training, development and protection of the union to perform their duties effectively.”

After Line 32 insert

- For legal protection of trade union representatives
- For an end to victimisation of trade union representatives

Conference also resolves that amicus will actively protect its representatives in the workplace and give full support to those amicus representatives who are victimised.”

80. LEEDS GENERAL 9507

1 This Conference calls on the TUC to re-examine its policy on
2 "partnership" between workers and employers. While Blair
3 continues to pursue a pro-big business agenda the balance of
4 power in the industrial arena will remain as favourable to
5 employers as it was under the Tories. Conference therefore
6 believes that in the current climate it is misleading and misguided
7 to pretend that there can be any partnership when there can
8 never be equality.

9 Conference fully accepts the need for workers and employers to
10 co-operate and reach agreements, but regards this as bilateral
11 negotiations not "social partnership". Conference notes that,
12 while the TUC is campaigning for the better information and
13 consultation rights, Stock Exchange regulations in this country
14 deny employees any prior notice of redundancies should any
15 public statement have an adverse financial effect on the
16 company. Thus workers would still face the prospect of being
17 partners one day and unemployed without any warning or say the
18 next day.

19 Conference therefore believes the only way forward is a new
20 industrial relations strategy that has at its heart strong collective
21 bargaining, free and independent unions with full rights to
22 withdraw their labour in the face of hostile employer action. Such
23 a strategy will go beyond the need to simply inform and consult
24 with workers and will provide workers' representatives with an
25 effective voice in the decision-making process of the company.

St Pancras 0389

Add at end "Conference instructs the NEC to adopt this new strategy
and to actively campaign along these lines"