



**SCOTTISH TRADE UNION CONGRESS  
126<sup>TH</sup> ANNUAL CONGRESS**

**FINAL AGENDA**

**STUC PRESIDENT  
PAULINE ROURKE  
COMMUNICATION WORKERS UNION**

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# MOTIONS &

# AMENDMENTS

## SECTION 1: GENERAL COUNCIL

### **Motion 1 - Saving our Public Services – Fairer Taxes for Scotland**

“That this Congress believes that Scotland’s public services are in crisis.

“Waiting times in the NHS are 47% higher than pre-pandemic. Unmet care needs are increasing and social care providers cannot recruit enough staff. Class sizes are increasing with seven in ten schools now relying on supply staff. Local Government continues to be underfunded.

“Congress congratulates all those unions who have taken industrial action on pay in our public services. Congress notes that these actions are for the benefit of everyone who relies on our services.

“Congress believes pressure on our public services will further intensify due to an aging population, pay growth in the public sector lagging behind the private sector, and UK Government spending plans from 2025. This makes additional investment in Scotland vital.

“Congress welcomes the STUC tax report which outlines how the Scottish Parliament can raise additional revenue through income tax reform, wealth taxes and property taxes to replace Council Tax. The report demonstrates how the Scottish Government can raise £3.3 billion by 2026 under the current devolution settlement.

“Congress believes the Scottish Government’s increase in income tax for higher and top rate payers is a small step in the right direction but does not go far enough.

“In order to invest in our services, Congress calls on the STUC General Council to campaign for:

- the Scottish Government to introduce a tax on wealth, implemented as part of the local tax system rather than a national tax; replace Council Tax with a Proportional Property Tax; reform the Small Business Bonus Scheme; and introduce a Land Value Tax for commercial land which should be paid by landowners and not passed onto tenants; and
- the devolution of inheritance tax, national wealth

taxes, and greater borrowing powers to the Scottish Parliament.”

**Mover:** *STUC General Council*

### **Motion 2 - Defending Trade Union Freedom**

“That this Congress believes we are witnessing a new era of industrial struggle as increasing numbers of workers take action to secure decent pay and protect their jobs, terms and conditions. Years of austerity, now compounded by the economic instability from Brexit, the pandemic and a deepening cost of living crisis have resulted in an increase and growing escalation of disputes across private, public and third sectors.

“Congress believes that public sympathy remains with workers despite the hostility shown by sections of the media towards unions and trade union leaders. “Congress believes that this growing movement, and the significant wins that unions have delivered, running alongside a heightened political awareness is viewed as a threat to the power and narrative of the UK Government.

“Congress believes that the UK Government’s response to introduce further anti-trade union legislation, including restricting the right to strike, is a fundamental attack on trade union freedom and a violation of human rights.

“Congress calls upon the STUC General Council to vigorously oppose any new anti-trade union legislation and campaign effectively:

- for the devolution of employment law to Scotland;
- for the repeal of all current anti-trade union legislation;
- for the Scottish Government, COSLA and all employers to respect collective bargaining arrangements where they currently exist;
- for the extension of collective bargaining in Scotland under the auspices of Fair Work;
- to ensure Scottish Government deliver on their

commitment for Scotland to become a Fair Work nation by 2025; and

- in support of the TUC, and TUC-affiliated unions, campaigns, and legal challenges to protect the right to strike and challenge the regulations on the use of agency workers to fill in for striking workers.”

**Mover:** *STUC General Council*

#### **Amendment**

Add new Para, after Para 3:

“Congress notes although many of the proposals within the bill are vague, it’s likely that once passed, the UK Government will lay further regulations which will give further detail to numerous aspects of the legislation including how employers will decide who attends work while colleagues take part in strike action.”

**Mover:** *Public and Commercial Services Union*

#### **Motion 3 – National Care Service & Public Ownership in Scotland**

“That this Congress believes that the current economic crisis is in no small part due to the failure of the private sector. The wave of privatisations in transport and utilities have proved to be a disaster. The current pattern of ownership severely weakens our capacity to respond to the challenges of climate change.

“In sectors across the economy, government bail outs and the failure to adequately tax profits or to require standards which match the size of public financial support, speaks to a system in which private capital takes the profit while the public sector takes the risk.

“Health and social care should be not-for-profit services with direct public delivery at their core. However, the current proposals for the Scottish National Care Service are not fit for purpose as they retain the profit element and undermine the role of democratically elected local government.

“Far from having their role reduced, local councils either individually or collectively must also have a central role in delivering local, publicly owned services in areas such as bus transport and green retrofitting.

“Congress regrets that recent moves towards public ownership in Scotland, whilst supportable, have been a last gasp response to private sector failure rather than planned elements of a proper industrial strategy. Public support for democratic ownership remains strong, however its opponents will seek to undermine it where the public sector fails to adequately clean up the private sector’s mess.

“Congress re-iterates its support for an integrated strategy which includes a public energy company, publicly owned transport including a properly funded Scotrail and national ferry service, a public construction company and a fit for purpose Scottish National Care Service.

“Congress calls on the STUC General Council to continue

to make the case for public ownership, directly to Government, and through its wider campaigning activities.”

**Mover:** *STUC General Council*

## **SECTION 2: ECONOMY & INDUSTRY**

#### **Motion 4 - An Industrial Strategy for Energy to Grow Jobs and Tackle the Cost-of-Living Crisis**

“That this Congress notes the financial pressures workers across Scotland are facing due to the cost-of-living crisis – in particular the rising cost of energy – as many struggle to heat their homes and meet the costs of the basic necessities of living.

“Congress believes that to meet energy needs in Scotland and the rest of the UK an energy mix is needed which includes renewables, gas (including hydrogen), and nuclear; and that to achieve this energy mix requires the political will, public investment, and the active participation of workforces across the energy sector.

“Congress opposes the continued ideological opposition from the Scottish Government to new nuclear energy despite it being a firm, dependable and safe source of energy which also provides well paid, skilled domestic jobs; and believes that without a breakthrough in large-scale, economically viable storage technology that wind and solar power cannot be exclusively relied upon to meet energy needs.

“Congress believes that any ‘Just Transition’ should be accompanied with well-paid and skilled jobs here in Scotland which has not been the case, contract after contract in Scottish renewables has seen the lion’s share awarded to overseas manufacturers whilst domestic workers were overlooked and awarded crumbs.

“Congress therefore calls on the Scottish Government to form an industrial strategy for the energy sector which will:

- ensure an energy mix – including the expansion of new nuclear – which is more affordable to households and meets energy needs; and
- end the mass offshoring of green manufacturing jobs and ensures that a ‘Just Transition’ includes investment in Scotland’s manufacturing capabilities and prioritises the jobs and incomes of workers in Scotland.”

**Mover:** *GMB*

#### **Amendment**

Para 3, line 7, after

“solar power cannot be exclusively relied upon to meet energy needs.”

Insert:

“Nothing exemplifies this dogmatic, anti-evidence approach more than the Scottish Governments continued opposition to Small Modular Reactors (SMR) as not

representing new technology, and will simply see high value, research and construction drops away from Scotland to the detriment of workers and the economy.”

**Mover: Prospect**

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#### **Motion 5 - Fair Funding, Fair Staffing, Fair Wages & Decent Housing**

“That this Congress notes the continual funding difficulties facing public services, with a consequent impact on both the quality of those services and the wages of those who deliver them.

“Congress further notes that inadequate funding plays a major role in the recruitment and retention problems faced by many public services particularly, but not exclusively the NHS. The unwillingness to invest sufficiently in wages, training and long-term workforce planning means that many areas struggle to recruit and retain staff. The result of this is either chronic understaffing or an undue reliance on hiring from private agencies at a huge cost to the public purse.

“This persistent underfunding of the public realm impacts across Scottish life not least in the persistent housing crisis. The difficulties in finding decent affordable housing contributes significantly to the recruitment crisis in many areas. This will only be resolved by a significant programme to increase the amount of socially rented housing and meaningful controls in the private rented sector.

“Congress acknowledges the significant impact that spending decisions made by the UK Government have on the money available to the Scottish Government but also notes the significant potential that the Scottish Government has in making decisions about what revenue is and is not raised in Scotland.

“Congress believes that the Scottish Government must use comprehensive revenue raising powers to increase revenue through the variety of tax raising powers at its disposal, greater taxes on wealth, specifically property, and abandoning the £270m pa, economically unproven folly that is the small business bonus. This must include empowering local government to both raise and retain more of its own revenue, through not just the reform of Council Tax but new measures to allow councils to fairly raise money rather than sustaining services through regressive charging regimes.”

**Mover: UNISON**

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#### **Motion 6 - Redistributing Wealth/Tax-Raising Powers**

“That this Congress welcomes the STUC Report on ‘Options for increasing taxes in Scotland to fund investment in public services’ published late last year and its conclusions that both short-term and longterm tax

reforms could deliver around £3.3bn of additional public investment in a few years.

“The report has shone a light on the Scottish Government’s existing powers and options and outlined clear ways in which the Scottish Government can increase its revenues using existing powers.

“Congress supports a more progressive personal taxation policy and believes that individuals with capital (i.e. wealth) and high incomes should pay even higher rates of taxation.

“Congress also believes that businesses and other organisations should pay a larger share of tax and other rates. Congress does not wish Scotland to have ‘the most generous small business relief in the United Kingdom’.

“Congress further believes that greater use by the Scottish Government of existing tax-raising powers could assist in redistributing wealth within Scotland - an aim that Congress supports.

“Congress also notes with concern the Audit Commission’s statement that “greater government financial transparency (is) needed” by the Scottish Government, including that the Scottish Government’s spending commitments need to be fully costed, and greater transparency is needed around how the Scottish Government reserves are used and on the Scotland Reserve.

“Congress therefore:

- calls on the Scottish Government to increase its financial transparency; and
- calls upon the STUC General Council to continue and expand its work relative to the recently published research, with a view to influencing the Scottish Government to raise its spending on public services, including on the wages of those who deliver the public services on which we our citizens rely.”

**Mover: Educational Institute of Scotland**

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#### **Motion 7 - Funding public services**

“That this Congress recognises that there is a crisis in the funding of public services in Scotland.

“Reasons include:

- inadequate use of the revenue raising levers that are in the hands of the UK Treasury;
- limitations put on the potential revenue raising powers of devolved administrations generally but the Scottish Parliament in particular by the UK Treasury; and
- inadequate use of the existing, albeit constrained revenue raising powers in the hands of the Scottish Parliament.

“Congress welcomes the STUC report ‘Options for increasing taxes in Scotland to fund investment in public

services' produced in December 2022. This report clearly demonstrates that the Scottish Government has the powers to address some of the shortfall in public sector funding. It now requires the political will.

"Congress calls on the STUC General Council to take forward this work by seeking to build a consensus across trade unions, civic society, and political parties, around the need to raise greater funding for public services through various revenue raising sources. The potential areas of revenue raising include but are not restricted to:

- an overhaul of revenue raising on areas such as property, whether commercial, domestic, recreational, or vacant, to ensure that such revenue is progressive and fair;
- reorganise Council Tax to introduce more equity and increasing local control; and
- production levies on industries who's profit margins are, in some circumstances, extraordinarily high such as Scotch and Energy."

**Mover:** *East Kilbride & South Lanarkshire Trades Union Council*

#### **Amendment**

Para 4, Delete bullet point 2 and insert:

"scrapping the regressive Council Tax system and replacing it with progressive income- or wealth-based taxation that ensures equity across Scotland's local authorities"

**Mover:** *STUC Youth Conference*

#### **Motion 8 - Climate Change and Nationalisation**

"That this Congress notes that it has been reported that just 100 monopolies and corporations are responsible for over 70% of all carbon emissions. In their drive for profits, they are responsible for the race to the bottom in terms of environmental standards and working conditions.

"Congress notes to stop climate change, we need to create a plan of production, with an economy based on society's needs, not profits. This should involve public ownership and public control of the key industries, such as transport, energy, utilities, and major industrial monopolies.

"The Scottish Government's commitment to zero carbon emissions is failing, Congress notes we need:

- large scale investment in green energy and public transport;
- public ownership of the energy suppliers and transmission networks; and
- mass investment in home grown renewables to decarbonise energy supplies, with the creation of a nationalised construction company in order to build our infrastructure, high-quality social housing and to carry out a mass insulation programme of existing buildings."

**Mover:** *Fife Trades Union Council*

#### **Motion 9 – Retrofitting**

"That this Congress notes that inadequate housing is responsible for almost a third of carbon emissions.

"Congress calls for a campaign for major investment in council home building, in 'zero carbon' homes, in large-scale retrofitting of existing homes and buildings and in tackling fuel poverty and creating much needed skilled and unionised jobs underpinned by collective bargaining agreements.

"Congress notes the STUC 'Green Jobs in Scotland' research report, which identified the potential of over 36,000 jobs being created through deep retrofitting of homeMs and buildings within two years and recognises that there is a need for a retrofitting programme to take place in every community as part of the economic policies required to deliver social justice, where every citizen has access to a warm and decent home.

"Congress calls upon the STUC General Council to campaign to defend and deliver quality jobs with quality terms and conditions as part of any investment.

"This means fighting for:

- retrofitting investment being nationally funded;
- delivering good jobs, pay and conditions, through an extension of collective bargaining, with investment in a number of opportunities for apprenticeships and young workers;
- ending fuel poverty;
- establishing a key delivery role for energy and local government workers and, where private sector construction contractors are present, ensuring that the terms of the Unite Construction Charter are applied; and
- establishing warm homes for all and establishing housing conditions that help children to flourish and achieve better educational outcomes."

**Mover:** *Unite the Union*

#### **Motion 10 - Defence Procurement**

"That this Congress notes with concern the recent decision by the UK Government to outsource the construction of three major warships to the Spanish company, Navantia. It further notes the concerning position developing around the proposed Type 32 frigate, likely to be designed and built in Scotland, which looks likely to fall foul of the Government's cost cutting measures.

"Across Scotland tens of thousands of high-quality, well-remunerated, jobs are supported by the defence sector, especially in shipbuilding and aviation.

"The decision being taken by the Westminster Government will put at risk thousands of these jobs. The award of contract to Navantia means that the Government seems much keener on pursuing a 'levelling up' agenda in Cadiz and Cartagena, than in Cowdenbeath



or Cumbernauld. The lack of any meaningful criteria to support the 'prosperity agenda' in UK defence procurement rules, means that that 'cheapest wins' regardless of the benefit to the UK of placing contracts with UK, and especially Scottish, based suppliers.

"If work streams fail for Scottish shipyards and other defence contractors, the impact is felt more widely than in the defence sector. The sector is a provider of high-quality apprenticeships, many of whom go on to work in other sectors of the economy; some yards and contractors also cross subsidise work in other areas such as renewables, manufacturing, and transport. All of these would be lost or damaged if the Scottish defence sector contracts.

"Congress calls upon the STUC General Council to support Prospect's call for a fundamental review of defence procurement to support the prosperity agenda, both in its work with the Holyrood parliament and in its work with UK ministers."

**Mover: Prospect**

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### **Motion 11 - Tackling the Energy Crisis**

"That this Congress notes that much of the cost-of-living crisis is as a result of large increases in energy bills.

"Congress also notes the inadequacy of the response to this from Government in Holyrood and Westminster.

"Congress believes it is unacceptable that ordinary people are struggling to heat their homes, while fossil fuel-based energy suppliers and monopolistic distribution networks are making record profits.

"Congress believes the current situation is not sustainable socially, economically, or environmentally.

"Congress believes that a wholesale reconfiguration of our energy system will be needed involving not just a shift to renewable sources to ensure a just transition and meet 1.5C climate targets, but a massive expansion of public and community owned energy generation and distribution.

"Congress believes that the following measures should be enacted or worked towards:

- the UK Government to reinstitute the pre-April 2022 price cap of £1,277 per year;
- windfall taxes on the profits of the large energy providers;
- the Scottish Government should reverse their abandonment of their pledge for a publicly owned energy company selling electricity at, or as near as possible, cost;
- the Scottish Government should fund local authorities to invest in delivering a massive street by street municipal retrofit programme across Scotland to reduce the amount of energy needed, and thereby the cost, to heat homes. This should be seen as part of an effort to decarbonise public services as outlined

in UNISON's 2021 report Getting to Net Zero in Public Services;

- local authorities should follow the example of North Ayrshire Council's municipal solar and wind farm;
- developing public ownership throughout the manufacturing, supply and distribution chains of offshore wind energy should be a priority for the Scottish Government; and
- the STUC General Council should work with affiliates and others to develop a 'Right to Heat' campaign."

**Mover: UNISON**

### **Amendments**

Para 5, line 6, after "and distribution" add "and the expansion of new nuclear energy."

Para 5, add final bullet point:

"The Scottish Government should end its opposition to the expansion of new nuclear energy to achieve an energy mix and therefore energy affordability and security."

**Mover: GMB Scotland**

Para 6, Insert final bullet point:

"Lobby the Scottish and UK government to ensure a Just Transition that guarantees employment, terms of conditions and skills for offshore energy workers, including the delivery of an offshore training passport recognised in all sectors."

**Mover: National Union of Rail, Maritime and Transport Workers**

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### **Motion 12 – Energy Companies Cost of Greed Crisis**

"That this Congress notes that the so-called cost-of-living crisis disproportionately affects young people and is actually a cost of profit crisis.

"Young Workers continue to experience disgraceful age-wage rates, poverty wages, exorbitant rent, gas and electricity prices, whilst multinational companies reek in super profits built on the back of the exploitation of workers.

"Congress notes that in the first half of 2022, Scottish Power made £925 million in profit, paid a director – reportedly to be CEO Keith Anderson - £425,000, yet bills rose by 119% since the start of the pandemic. Working class people are told to tighten their belts or to cut out things that bring them joy, while those that profit from the crisis make no such sacrifices.

"Congress believes that this is an unacceptable attack on the working class that we must fight.

"Congress calls for a return to the October 2021 energy rates, £1,277 per household, and for those responsible for the price hike to be held fully accountable.

"Congress notes that the super profits made by the likes of Scottish Power are built on the exploitation of their workers on two fronts. Congress commits to support all

energy workers in their fight for better pay and conditions. “Congress agrees that any price reduction must come from the pockets of shareholders, as they are the ones who have created this crisis.

“Congress calls upon the STUC General Council to:

- provide resources, campaign training opportunities, and support for young people and others who wish to engage in leverage campaigns such as against companies like Scottish Power;
- support existing campaigns holding energy companies to account and provide greater links between such groups and relevant affiliates; and
- increase the distribution of unions resources and political education to equip reps and activists to organise around the cost of greed crisis.”

**Mover: STUC Youth Conference**

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### **Motion 13 - Public Ownership of Energy**

“That this Congress views with alarm the huge increase in energy prices since the end of the Covid lockdown. This has seen domestic bills more than double between winter 2021 and winter 2022 resulting in unaffordable bills for millions of people.

“In the Highlands, which prior to the pandemic had 33% of householders and families living in fuel poverty, now has a majority doing so, despite providing a significant proportion of both Scotland’s and Europe’s renewable energy potential resource.

“Nothing could demonstrate more clearly that privatised energy companies are run in the interests of the millionaires and not ordinary people, certainly not Highlanders.

“The crisis in energy prices has also exposed the weakness of the dependence on fossil fuels and demonstrates that the time is right for a green energy revolution which we envisage our region being at the forefront of.

“Congress believes this cannot be achieved under private ownership because companies will continue to want to profit from the fossil fuels they own. The wholesale change workers need could only be achieved when the entire energy industry is taken out of the hands of profit driven shareholders and is placed under democratic public ownership with control and management of workers, consumers, and communities.

“Congress calls upon the STUC General Council to:

- campaign for a publicly owned, democratically controlled energy sector, including the nationalisation of the oil and gas sector and energy generation, transmission, distribution, and retail companies, to lead the green energy revolution with guaranteed jobs and no loss of pay and conditions for workers moving over from fossil fuels to renewables;

- fight for an energy sector run for need not profit, to dramatically cut energy bills for households and small businesses; and
- challenge all reforms to the energy sector which negatively affect jobs, workers’ rights or pay.”

**Mover: Inverness and District Trades Union Council**

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### **Motion 14 - Cost of Living Crisis**

“That this Congress believes that the crisis in living standards and the attacks on jobs that workers are suffering requires the trade union movement to organise coordinated industrial action.

“High inflation, particularly affecting people on low incomes (16%), and rising energy bills mean that millions do not know how they will make ends meet, feed themselves, heat their homes and pay their bills.

“Staff shortages in Scotland’s public services that are already struggling with the increased demands caused by the pandemic and by Brexit, are causing enormous stress and threaten the health and wellbeing of many thousands of people.

“PCS recently surveyed over 2,300 Scottish devolved sector members about the cost-of-living crisis and the impact it is having on their lives. What we heard from them is a scandal. Our findings show that our members are using foodbanks, relying on credit to pay for essentials and are worried about losing their homes. Years of below inflation pay rises have resulted in our members reaching crisis point with a huge impact on their mental and physical health.

“Congress congratulates all unions taking industrial action to fight back. We note that, despite a media onslaught, there is widespread sympathy for strikes.

“Congress agrees that trade unions must lead the defence of working people in Scotland and across the UK and we call on the Labour party to support all workers taking strike action.

“Congress calls on the STUC General Council to:

- actively organise and support a united campaign of coordinated industrial action including convening a working group of unions in the public and private sectors to plan and coordinate action on pay and jobs; and
- report progress in the campaign for joint action to affiliates on a monthly basis.”

**Mover: Public and Commercial Services Union**

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### **Motion 15 – Cost of Living Crisis**

“That this Congress notes that the exponential rise in energy costs, the highest interest rates in decades and the staggering increases in the cost of food are having



a massive impact on our members' standard of living. Following a decade of austerity, below inflation pay awards and pay freezes, in-work poverty is soaring.

"These companies and corporations have been determined to increase their profits at the expense of working people and the general public. The result is huge and growing wealth for the few, and greater hardship for the many.

"Congress calls on the STUC General Council to work with unions for a united front against the monopoly corporations responsible for this crisis and to expose the impact of Big Business profiteering on working class people and their communities and to launch united local campaigns against this profiteering."

**Mover: Fife Trades Union Council**

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### **Motion 16 - Retail Recovery in Scotland**

"That this Congress is deeply concerned that Scotland's retail sector is facing its biggest crisis in decades. Low economic growth and high energy costs, combined with deep seated structural issues such as the non-domestic rates system, are creating significant economic pressures for retailers. These increased economic challenges are likely to damage the job security of retail workers and bring about increased pressure for cuts to terms and conditions.

"At the same time, the sector and workforce is facing a number of wider challenges such as developments in automation/technology and the transition to net zero. Congress also notes that many retail workers, who are already low paid, are struggling with the cost-of-living crisis with incomes being severely eroded by inflation.

"Congress welcomes trade union involvement in the Scottish Government's development of their retail strategy and the establishment of the Retail Industry Leadership Group. However, we now need to ensure that this is followed by swift and meaningful action from Government to help support the sector, both in the immediate sense and in the future.

"Congress calls on the STUC General Council to:

- lobby the Scottish Government to implement immediate measures which would address the most urgent priorities facing the sector and its workforce as a result of the cost of living crisis;
- campaign to ensure that any immediate measures are supported by a further long-term strategy that deals with the fundamental and structural challenges within the sector, in particular non-domestic rates which already stand at a 23 year high;
- a coordinated approach to protect and create new jobs within the sector, particularly in the context of new technology/automation and the transition to net zero; and

- support USDAW's campaign for a new deal for workers as a key method of eradicating in-work poverty and tackling job insecurity."

**Mover: Union of Shop, Distributive and Allied Workers' Union**

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### **Motion 17 – Defend Culture and Culture Workers**

"That this Congress notes, on 15 December the Scottish Government announced the biggest cuts to the Scottish cultural budget in many years, with National Performing Companies' funding remaining at a standstill and a 10% reduction to the Creative Scotland budget on 22/23 levels. This of course sits on top of a 10%+ real terms cut due to current inflation levels.

"These decisions come as yet another blow to an already precarious freelance sector which is already on its knees following Covid, Brexit and now the cost-of-living crisis which is impacting organisations and individuals alike.

"For culture workers, and workers in Scotland, we urge the Scottish Government to demonstrate that it still values culture and the arts, and that it will provide security of work and conditions.

"Congress calls upon the STUC General Council:

- to support the 'entertainment unions' in their fight against further cuts to the arts in Scotland. Demanding that the Scottish Government gives Creative Scotland as well as the centrally funded National Performing Companies the support to help culture stabilise following Covid as well as the current economic crisis;
- to support trade unions and trades councils to continue to make the case that state provision for culture is a vessel to make the arts more available to the working people of Scotland;
- to demand the Scottish Government and Creative Scotland ensure that culture workers in Scotland are given the job security and conditions which gives them dignity in work; and
- remember our motto – Bread and Roses – nothing is too good for the working class. We must fight notions of elitism, and fight to ensure culture is available in all parts of our lives."

**Mover: Musicians' Union**

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### **Motion 18 - Public Funding for Creative Industries**

"That this Congress notes at a time when people are hurting from the cost-of-living crisis, the Scottish Government should be investing in arts and culture to generate the high-quality jobs and economic growth local communities need, not forcing more workers into low pay and precarity. In December 2022 a 10% cut to the budget

of Creative Scotland was announced by the Scottish Government. We call on the Scottish Government to revisit these economically illiterate cuts.

“Any reductions in funding for arts and culture puts creative industries jobs at risk. The most recent data shows there’s 136,000 creative and culture sector jobs in Scotland, accounting for 5.7% of total jobs. These in turn support many 1000s more in the wider economy. For every £1 invested in the arts, up to £8 is delivered back into the local economy.

“Equity continues to demand Fair Work conditionality on public funding being distributed to arts employers, but we fear that any reduction in funding will be used by some employers to justify low pay offers, degrade terms and conditions and end stable work for performers and creatives.

“Congress calls on the STUC General Council to support Equity’s campaign for a reversal of cuts to the Creative Scotland budget and demand an increase in public funding to support and develop the long term sustainability of the creative industries and the economic, social and cultural benefits they provide to Scotland.”

**Mover: Equity**

### **Motion 19 – Freeports**

“That this Congress notes the decision of the UK and Scottish Governments to award Green Freeport status to the Forth Valley and Cromarty Firth areas.

“Congress recognises that the freeport model threatens workers’ rights, safety and terms and conditions, while offering tax breaks and deregulation to transnational corporations. Rather than create jobs, as claimed, existing freeports in the UK have displaced jobs from other areas. This fact, combined with the increased use of automation within freeports could result in a net loss of jobs caused by the freeport model, with communities suffering economic detriment while transnational corporations reap the reward of tax breaks and deregulation.

“The financial case for freeports remains unconvincing. Local authorities are enticed to make bids with the promise that they will benefit by keeping 100% of the non-domestic rates generated within the freeport area. Whether this potential local benefit offsets the loss of tax revenue nationally has not been adequately answered. Such a measure sets a worrying precedent for local government funding and puts local authorities in competition with one another, leading to a race to the bottom for working conditions, as councils court interested employers.

“For this reason, Congress calls on the STUC General Council to provide a report on the economic impact of the ‘green freeport’ model in Scotland.

“While the UK Government is pursuing freeports, their

creation in Scotland is dependent upon local authorities supporting bids. Congress calls on the STUC General Council to lobby COSLA to have all local authorities withdraw their support for freeports and send a clear message that freeports and similar measures are not wanted or welcome in Scotland.”

**Mover: Edinburgh Trades Union Council**

### **Amendment**

Para 2, line 5, delete “existing freeports in the UK have displaced jobs”

Insert; “freeports could displace jobs.”

Para 5, line 5, delete “withdraw their support for freeports and send a clear message that freeports and similar measures are not wanted or welcome in Scotland.”

Insert;

“declare opposition to the Freeport “model”, oppose job displacement and work with trade unions to ensure an extension of union recognition, collective bargaining and adherence to union negotiated rates of pay and conditions in existing Freeport areas.”

**Mover: Unite the Union**

## **SECTION 3: TRANSPORT**

### **Motion 20 – Scotland’s Railways**

“That this Congress pays tribute to rail workers in Scotland employed by Network Rail and the DfT managed train operating companies involved in the national rail dispute and commends their determination to protect their jobs, pay and conditions.

“Congress welcomes the Scottish Government’s intervention in that dispute, and its demands on the UK Government to bring about a negotiated settlement.

“Congress welcomes that the ScotRail franchise has been operating in public ownership since April 2022 and believes that this is the best model to deliver a safe, accessible, and sustainable railway for Scotland, that delivers for passengers, not profit.

“Congress notes that the Scottish Government’s climate change commitments include a reduction in car usage of 20% by 2030, and believes that rail, as a low carbon form of transport, has a central role to meeting this and Scotland’s other carbon reduction targets.

“Congress believes that investment and expansion of Scotland’s railway is key to delivering the modal shifts needed to tackle climate change and calls on the Scottish Government to reverse cuts to ScotRail services and commit to keeping ScotRail ticket offices open.

“Congress further notes the key role that the Caledonian Sleeper service has to play in delivering a low carbon route between Scotland and London. Congress believes that bringing this franchise into public ownership with ScotRail

is the most sustainable way to deliver the Sleeper service and would enable all funding to be invested in improving the service and end profit leakage to a private operator.

“Congress therefore calls upon the STUC General Council to work with affiliates to campaign around these issues.”

**Mover: National Union of Rail, Maritime, and Transport Workers**

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### **Motion 21 - Cross-border Rail Services**

“That this Congress notes with dismay, the appalling service provided by TransPennine Express and Avanti West Coast, two of the three crossborder passenger services to Scotland.

“A new report by Transport for Greater Manchester shows that whilst TransPennine Express have claimed that only about 5% of their services have been cancelled, by cancelling the service up to 22:00 the night before, they have avoided showing the true figure of timetabled trains that haven’t run. This method, known as P-coding, has hidden between 250 and 450 cancellations per week. This means that between a fifth and a quarter of all TPE trains are regularly cancelled. Meanwhile just 41.1% of services arrive on time.

“In September, TransPennine Express cut timetabled cross border services to Scotland from 40 to 31.

“Avanti West Coast has slashed its timetables and has amongst the worst cancellation rate on our railway at 8% with only a third of trains that do run, arriving on time.

“Congress believes that cross border services are essential for Scotland’s communities and economy. Therefore, the appalling service being provided by these operators to communities in Scotland is unacceptable.

“Congress is appalled that, adding insult to injury, the DfT paid Avanti more than £6.5m in 2021 for ‘operational performance’ and ‘customer experience’.

“Congress therefore calls on the STUC General Council to lobby the Scottish Government to use every means possible to demand that the Department for Transport cancel Avanti and TransPennine Express’ contracts.”

**Mover: Associated Society of Locomotive Engineers and Firemen**

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### **Motion 22 – Nationalisation of Rail Services in Scotland**

“That this Congress welcomed the nationalisation of ScotRail via the creation of the at arm’s length body Scottish Rail Holdings Ltd (SRH) on 1 April 2022. This presented a great opportunity for the people of Scotland as it ensures that the Government has greater control in the running and development of ScotRail services.

“The Covid-19 pandemic highlighted the importance of running a rail service for the public and not for private

profit as without the support of the Scottish and UK Governments the operators would have collapsed due to a loss of ridership. Currently the other main rail service in Scotland is the Caledonian Sleeper Service (run by Serco), which has also struggled during the pandemic and required the Scottish Government’s support.

“Congress therefore welcomed the news in 2022 that the Government was considering bringing the Caledonian Sleeper service into public ownership, indicating that the current contract was to be terminated early on 23 June 2023. The hope had been that the service would be nationalised along the lines of ScotRail, bringing both ScotRail and the Caledonian Sleeper into public ownership, creating publicly controlled services that provide a rail service across Scotland and to the rest of the UK via the sleeper in the interest of the public.

“Recent news stories have indicated that the current Transport Minister is now considering re-awarding Serco a direct contract to continue running the Caledonian Sleeper Service despite the previous contract held by Serco being terminated early.

“Therefore, Congress calls on the STUC General Council to:

- lobby the Scottish Government to nationalise the Caledonian Sleeper Service when the contract expires on 23 June 2023; and
- lobby the Scottish Government to commit to keeping ScotRail in public ownership and not consider awarding the service to any private operator in the future.”

**Mover: Associated Society of Locomotive Engineers and Firemen**

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### **Motion 23 - Protecting Public Ferry Services, Jobs and Skills**

“That this Congress expresses alarm at the Scottish Government’s failure to procure sufficient new vessels on lifeline ferry networks which continues to be exploited by employers and industry commentators hostile to trade unions, equality, and public ownership.

“Congress welcomes the Scottish Government’s continued opposition to privatisation and unbundling ferry services on the Clyde and Hebrides network.

“Congress believes that CalMac operated lifeline routes should be protected from competition from private operators and is alarmed that the Transport Minister is considering proposals from the Clyde Catamaran group, a private sector consortium headed by Stuart Ballantyne who has expressed virulently anti-trade union and homophobic views.

“Congress notes that the current £900m Clyde and Hebrides contract expires in September and the 2015 contract between CMAL and Ferguson Marine contract for two hybrid vessels, partly fuelled by Liquefied Natural Gas

(LNG) on the Ardrossan-Brodick and Uig Triangle routes, still have not been delivered.

“Congress notes Ernst & Young’s report to the Scottish Government on the future of ferry governance. Congress believes the report, ‘Project Neptune’ is designed to undermine the case for permanent public ownership and operation of lifeline ferry routes across Scotland by capitalising on passenger frustration at the declining resilience of a service provided through an ageing fleet.

“Congress re-commits its support for the RMT’s ‘People’s CalMac’ campaign for publicly owned and operated lifeline services, new ferries designed and built in Scotland, greater investment in services and all passenger fares, a stronger voice for communities, passengers, and increased employment for ferry staff on collectively bargained terms and conditions.”

**Mover: National Union of Rail, Maritime and Transport Workers**

#### **Amendment**

After Para 5, insert new Para;

“Congress calls on the Scottish Government and related bodies to replace the ageing fleet with ferries built in Scotland using Scottish supply chains; and to form an industrial strategy for manufacturing to guarantee a stream of work for shipyards such as Ferguson Marine to grow jobs in the sector.”

**Mover: GMB Scotland**

#### **Motion 24 – Caledonian MacBrayne Ferries: No to Unbundling of Services**

“That this Congress notes with concern calls for the potential unbundling of Scottish Ferry Services on the Western Isles Ferry Routes.

“Congress observes that any such attempt to unbundle could jeopardise what little resiliency presently exists in the system. Also noting that many lifeline services are not profitable and would struggle to attract a commercial operator.

“Congress believes that unbundling would result in worse outcomes for many of the communities served by CalMac.

“Congress understands that unbundling would also likely result in worse outcomes for the Maritime Professionals working on board the services, by having a piecemeal employment approach that could commence a race to the bottom for terms and conditions of employment.

“Congress also understands that the Scottish taxpayer would likely be disadvantaged by needing to fund an operator of last resort for unprofitable routes.

“Congress notes that Project Neptune states any future ferry service provision should enhance ‘passenger experience, support local communities, be accountable and transparent’.

“Therefore, Congress calls for:

- the STUC and affiliates to resist all attempts at unbundling ferry services by the Scottish Government;
- the Scottish Government to invest in the vessels, infrastructure, and seafarer development required to operate a reliable and affordable national service; and
- for any changes based on Project Neptune to also take into consideration employment opportunities and employment conditions, to ensure that any change is also for the betterment of those working to deliver future ferry services.”

**Mover: Nautilus International**

#### **Motion 25 - Scottish Continental Europe Ferry Link**

“That this Congress recalls a ferry service operated between Rosyth and Zeebrugge, Belgium from 2002 until 2018, and that during this period there were three different operators on what was the only direct ferry route between Scotland and Continental Europe.

“Congress notes that in 2019, Transport Scotland engaged with TEC Farragon-Offshore on the company’s proposal for a ferry service from Rosyth to Eemshaven, Netherlands; and that these discussions did not lead to an operational service.

“Congress notes further plans for DFDS to re-establish a direct ferry service from Rosyth to Continental Europe and that the service could be commenced as soon as this year.

“Congress believes that there is a clear need for a direct link for passengers and freight to deliver Scottish goods to mainland Europe. Particularly in light of Brexit and the need to enhance resilience for Scottish trade to be moved from Scottish ports, instead of being so critically dependent upon English ports such as Hull and even Dover to deliver goods.

“Congress recognises that transport by sea has a lower environmental impact per passenger or tonne of freight than road, rail or air.

“Congress commits the STUC General Council and maritime and shoreside unions to continue their engagement and support for reestablishing a Ro-Pax ferry service from Scotland to Continental Europe that will secure and guarantee essential trade and commercial links whilst creating quality skilled jobs on decent terms and conditions for local seafarers, dockers and the wider maritime cluster and improving sustainable, environmentally friendly and independent transport links.”

**Mover: Nautilus International**



### **Motion 26 – Maintaining Rural Bus Services**

“That this Congress notes that due to Scotland’s geography, bus services to rural communities provide an essential and vital lifeline link to the more urban areas of Scotland.

“Some services provide links to our cities spanning various local authority’s areas.

“However, Congress also notes that recent fuel price increases have resulted in bus operators opting to reduce or remove completely some of these routes which are not deemed ‘profitable or viable’ due to this. Some have quoted ‘80% increases’.

“Congress is concerned that in the last year alone an increasing number of rural bus routes have been targeted for removal across Scotland.

“Congress is also concerned that some of the threatened routes were only previously given a year’s stay of execution last year via short term funding, when usually there is a commitment to 4-5 years’ service.

“Congress recognises that many of the routes previously under threat are now up for renewal again with little or no prospect of them being saved.

“Various tenders submitted have been told they ‘Do not represent best value for the service and other funding options will need to be considered.’

“Congress recognises the removal of bus services will impact on rural communities having reduced access to employment, education and essential services leading to further isolation and population decline.

“Congress calls for the STUC General Council to campaign:

- for more funding be made available to subsidise these rural bus routes in the short term;
- for public ownership of bus networks in the long term;
- to support these rural bus campaigns;
- for greater investment into rural public transport means throughout Scotland; and
- for every local authority to consult on and draw up plans for creating a municipal bus company that would operate bus routes on a not-for-profit basis that’s able to prioritise the needs of rural communities.”

**Mover:** *East Kilbride and South Lanarkshire Trades Union Council*

## **SECTION 4: EDUCATION & LIFELONG LEARNING**

### **Motion 27 - Poverty and Education**

“That this Congress asserts that poverty has a lasting, damaging impact on the future life chances of children. Congress supports the Scottish Government’s national priority to reduce the achievement and attainment gap

and the use of additional funding to do so.

“Congress strongly believes that Education, together with support from other services such as social work, social security and health, can transform the life chances of children and young people in poverty. Congress believes that this requires national strategic planning across a range of government portfolios and increased public investment.

“Congress notes that Covid exacerbated the effects of poverty for many families, with the cost-of-living crisis making life even more difficult. Congress expresses its concern that the Scottish Government did not ‘build back better’ after the Covid crisis.

“Congress remains concerned that poverty continues to disproportionately affect some children or households with protected characteristics, including women sole parents, disabled people, and people from Black, Asian and Minority Ethnic backgrounds.

“Congress also believes that the provision of class sizes with a maximum of 20 pupils and a weekly class contact of 20 hours for teachers will also deliver the best outcomes for all pupils, and particularly those disadvantaged by poverty.

“Congress believes that the provision of universal free school meals for school days and holidays would assist in reducing the poverty related achievement and attainment gap and calls on the Scottish Government to immediately honour its commitment to roll out free school meals for the whole primary sector and to make urgent provision for Secondary pupils.

“Congress endorses the view that the Scottish Government Education Reform programme could also facilitate disadvantaged pupils getting improved and fairer outcomes, reflecting their ability rather than their backgrounds. Congress calls on the Scottish Government to work with teacher unions to jointly develop these reforms.”

**Mover:** *Educational Institute of Scotland*

### **Motion 28 - A Better Deal for Workers**

“That this Congress notes that workers are facing the highest fall in living standards since records began, with wages not set to rise until 2027. Even before the cost-of-living crisis was coined, workers and their families were struggling and now with soaring prices the situation is looking increasingly bleak.

“Congress commends all workers taking action to defend their pay and conditions of service.

“Congress welcomes action undertaken by Scotland’s teachers who are demanding a better pay deal as part of a range of measures needed to ensure continued support of the profession in securing children’s education recovery.

“Congress calls on the STUC General Council to lobby government to develop fiscal and recovery strategies

which place Fair Work at the heart of Scotland's workplaces and economy, ensuring workers benefit from:

- a government that is on the side of workers;
- a real pay rise and programme of pay restoration for workers;
- enforcement of contractual working time;
- the right to switch off and disconnect from work at the end of the day and at weekends;
- trust in their professionalism, tackling cultures of micromanagement and surveillance;
- a workplace free from bullying, harassment, and abuse;
- respect, security, and dignity at work;
- decent sick-pay rights for all, including for those suffering from Long Covid;
- an end to racism and all forms of discrimination at work; and
- additional help for families struggling with the cost-of-living crisis."

**Mover:** *NASUWT*

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### **Motion 29 – School and Public Library Services**

"That this Congress affirms the critical role that school and public library services play in supporting children and young people's literacy and enhancing the social and cultural dimensions of their lives.

"Congress notes that for the 1 in 11 children living in households with no books, school and public libraries provide a vital role in providing access to high quality reading materials.

"Congress is, therefore, deeply concerned by evidence of the restricted access children and young people have to school and public library services. Conference further notes the findings of research that a quarter of Scots state primary schools do not have a dedicated library area and more than 1 in 8 Scottish libraries have had to permanently shut their doors since 2010.

"Congress calls on the STUC General Council to:

- campaign for investment to ensure that every school in Scotland has access to good quality school library services including, where feasible, its own school library;
- set out standards of provision that every school library and school library service should meet, including on the range and diversity of texts and access to the skills and expertise of qualified librarians; and
- support broader campaigns to increase funding for public library services."

**Mover:** *NASUWT*

### **Amendment**

After Para 2, insert new para:

"Congress further notes that the skills developed in school and public libraries stay with individuals including when accessing and succeeding in post-16 education, and that public libraries offer resources well used by students in both further and higher education."

Para 4, bullet point 3, after "library services" insert "and support campaigns against school and public library closures."

**Mover:** *University and College Union*

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### **Motion 30 - Inclusive University Curricula**

"That this Congress believes that the panel of authors and perspectives studied for any given subject should be diverse and that history must be decolonised, action by some institutions to bring greater diversity and to decolonise their curriculum is welcomed.

"Congress also notes with concern that some professional training of what constitutes proper practice may not reflect the diversity of the Scottish population and recognises that such education can foster institutional bias in professional practice.

"Examples include health professionals being educated from resources that only ever show skin conditions on white skin and the belief that black patients have a higher tolerance to pain than white patients.

"Congress welcomes sector specific efforts, such as the PDA LGBT+ network who have been lobbying university pharmacy schools to challenge heteronormative education and ensure that planned learning for students includes LGBT+ specific health issues.

"Congress believes if future generations of learners of all university subjects are to be equipped to provide services to all members of the nation's diverse population, such challenges should be undertaken across all curriculum.

"Congress therefore:

- calls upon the Scottish Government to work with the unions representing specific professions, to engage with places of learning to establish an approach to identify and improve curricula to ensure inclusivity in all aspects of university education; and
- the STUC General Council to ensure that progress is reviewed annually until they are satisfied that education provided is fit and relevant for all."

**Mover:** *Pharmacists' Defence Association*

### **Amendment**

Para 3, line 2, after 'white skin and the' insert 'erroneous'

Para 6, bullet point 1, after 'representing specific professions' insert 'and university staff'

**Mover:** *University and College Union*



### **Motion 31 - Automation and Skills**

“That this Congress is deeply concerned by the vast developments in workplace technology and automation in Scotland. Prior to the pandemic, it was predicted that automation could result in 230,000 job losses across Scotland during this decade. Congress notes that more recent figures highlight the acceleration in automation with an estimated nine in ten employees needing to retrain by 2030.

“The Flexible Workforce Development Fund offers an opportunity to deliver the skills necessary to adapt to these changes. However, it’s clear that in its current form, the Fund is failing to deliver quality apprenticeship and training programmes for workers.

“Congress calls for the STUC General Council to urgently campaign for the immediate implementation of the following provisions to ensure workers can retrain and take advantage of the future world of work:

- significant and long-term investment in skills funding, including coordination of skills and adult education budgets across Scotland;
- removal of the current single site restrictions and an increase to the cap placed on individual firms. Workers should have the same opportunity to access the Fund, irrespective of the size of their employer;
- a review of the Retail Modern Apprenticeship to ensure a more agile and adult friendly system that fully supports adult apprenticeships;
- promote positive action to tackle under-representation, including calling on employers to report on what actions they are taking to promote inclusive training and skills provisions;
- the development of robust sectoral plans to support skills development across the whole of Scotland;
- deliver a legal right to paid time off for retraining to encourage not just specialised skills such as data science, but greater overall digital literacy as well as broader skills development across the workforce; and
- support a requirement under UK legislation for employers to consult on new technology, including the use of Equality Impact Assessments which employers must act upon.”

**Mover:** *Union of Shop, Distributive and Allied Workers*

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### **Motion 32 – Apprenticeships**

“That this Congress notes that midwife vacancies continue to increase in many health boards in Scotland and there is a continuing pattern of recruitment challenges in our remote and rural communities.

“No one else can undertake the role of a midwife. It is protected by law, without midwives the ability to be born in communities would be lost, they are part of resilient communities. We need a comprehensive

workforce plan that includes employee models of Midwife apprenticeships.

“The financial burden of undertaking study to become a midwife can act as a barrier to recruiting midwives from communities and widening access.

“We know in Scotland the apprenticeship levy is not fully utilised and believe opening up apprenticeships to Maternity support workers, already employed in communities, would contribute to sustainability and provide welcome opportunities for current employees to have access to pay progression and career development not currently available.

“The rationale for recruiting Midwifery Degree Apprentices into midwifery is that they are mostly local, mature applicants, who are already working in the maternity services. They do not experience the culture shock that many pre-registration students encounter on their first placement.

“In England the 2022 Baby Loss and Maternity All Party Parliamentary Groups report on the impact of staffing shortages in maternity and neonatal care exposed the damaging impact these shortages have on the quality of care of women and staff wellbeing.

“Congress calls on the STUC General Council to join the RCM in campaigning for the implementation of the Midwifery apprenticeships to stem the challenges faced by maternity services in Scotland as part of wider workforce planning to meet the needs of women, babies and families, to ensure that staffing levels are safe, and that staff have the time to provide personalised care.”

**Mover:** *Royal College of Midwives*

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### **Motion 33 - Access and Financial Support to Part Time Studying**

“That this Congress celebrates the availability of part-time study at Scottish colleges and universities, which vastly increases access to further and higher education opportunities for people with dependants, for carers, for care-experienced young people, those living with disabilities, and for young workers in full-time work who receive no other financial support.

“Congress notes that the income cap for eligibility to receive a Part-Time Fee Grant from the Student Awards Agency for Scotland has not been adjusted for inflation since 2013. The income level of £25,000 set in 2013 would be equivalent to £32,268 in December 2022 according to CPI inflation, or £36,254 according to RPI inflation.

“Congress recognises the additional impact of the cost-of-living crisis, with many workers within the aforementioned gap now unable to afford parttime tuition fees themselves, nor save enough money to achieve this in a reasonable amount of time.

“Congress condemns the fact that more and more

## SECTION 5: PUBLIC SERVICES

workers, especially young working-class people, have been priced out of further and higher education in this way, and have been prevented from making the most of their skills and experience for no reason other than that they cannot afford to.

“Congress firmly believes that no one’s financial circumstances, personal background, carer or care-experienced status, nor any other involuntary factor should prevent them from pursuing further and higher educational opportunities.

“Congress calls for the Part-Time Fee Grant to be appropriately adjusted for inflation at long last and calls upon the STUC General Council to lobby the Scottish Government to this end.”

**Mover:** *STUC Youth Conference*

### **Amendment**

After Para 2, insert new para:

“Congress notes that the Scottish Government’s higher education fair access work has primarily focused on full-time school leavers. While showing signs of success, congress believes that the appointment of the new Fair Access Commissioner is an opportunity to expand widening access targets to include part-time students and life-long learning.”

**Mover:** *University and College Union*

### **Motion 34 - Rights at Work Unit in Secondary Schools**

“That this Congress believes that all secondary school students should have the right to meaningful courses about rights at work including the role of trade unions before they leave school.

“Accordingly, Congress resolves that the STUC General Council should write to the First Minister and the Cabinet Secretary for Education seeking the inclusion of a Rights at Work unit (including the role of trade unions) as a mandatory unit in S4 Social Education in all secondary schools in time for the start of session 2024-25.

“Congress further resolves that the Scottish Government response (or the lack of a response) should be publicised by the STUC General Council within a short timescale.”

**Mover:** *Dumfries and Galloway Trades Union Council*

### **Amendment**

Para 2, line 3; Delete “Seeking” and insert “Consider options for”

Para 2, line 6, Delete, “in time for the start of session 2024-25” and insert “This consideration should include an assessment of how sufficient curriculum time might be created to allow for the manageable inclusion of such a unit as well as the steps needed to ensure that teachers can access the training and educational resources that would be required.”

**Mover:** *NASUWT*

### **Motion 35 - For a Real National Care Service**

“That this Congress notes that the National Care Service (Scotland) Bill is proceeding through the Scottish Parliament.

“Congress notes the following features of the Bill:

“The Bill if passed will not set up a system like the NHS to directly deliver services; will fail to remove profit from care; will take powers and responsibilities away from local government and the NHS, giving them to quangos known as Care Boards whose members will be accountable to Ministers not service users; that the Care Board system will reduce direct public provision of public services and will promote outsourcing, that the proposed NCS not only retains but expands the failed market approach to care for vulnerable individuals; that the Bill does not address the problem of unmet need; that the key interventions for driving up service quality and standards such as sectoral collective bargaining in social care and a National Social Work Agency and better resourcing, are not part of the Bill; that the Bill puts the future of up to 75,000 council workers and an unknown number of NHS workers into question; and that the lack of detail and reliance on post legislative regulations prevents proper scrutiny of the Bill.

“Congress calls on the Scottish Government to abandon its current bill and begin a consultation to devise a National Care Service which will:

- remove profit from care;
- be designed through a process of engagement with councils, unions, NHS, service users and their communities;
- be based around nationally agreed standards, employment conditions and resourcing; and
- be delivered locally by councils and not-for-profit organisations working in partnership.”

**Mover:** *UNISON*

### **Amendments**

Para 4, Bullet point 2;

After “process of” insert “genuine”

Para 4, Bullet point 2; line 3, after “communities” insert

“without the threat of transferring staff from local government or the NHS and based on the creation of a genuinely publicly owned National Care Service.”

**Mover:** *Unite*

Para 4, line 1

Delete “abandon” and insert “pause”

**Mover:** *GMB Scotland*

Para 3, line 16, after “question” insert;

“jeopardises future pension provision for staff who

transfer out of local government or the NHS to whoever the proposed Care Boards issue contracts to, and risks damaging the pension funds of the remaining local government workforce.”

**Mover:** *Glasgow Trades Union Council*

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### **Motion 36 - National Care Service and Valuing Social Care Workers**

“That this Congress notes that years of spending cuts and a race to the bottom by private care employers on terms and conditions have resulted in a recruitment crisis within care and lower quality care provision due to profit being put before people.

“Congress believes that a National Care Service has the potential to improve care provision and the terms and conditions of those working in the sector, but that the Scottish Government’s current NCS Bill does not provide enough certainty to those working in the sector; and also believes that the lived experience of tens of thousands of dedicated social care staff – predominantly women and low paid – must be central to the creation and running of any NCS.

“Therefore, in order to address the recruitment crisis within care, put the views of social care workers at the core of the NCS, and value the contribution that those workers make to our public services and communities, Congress calls on the Scottish Government to:

- pause the National Care Service Bill so that more details can be clarified on what a NCS will look like;
- simplify and streamline the co-design process;
- deliver £15 an hour minimum for social carers and a proportionate rise for other sectoral staff;
- commit to implementing a working collective sectoral bargaining agreement within care by the end of 2023 which will ensure minimum terms and conditions across social care e.g. sick pay from day one, whilst still enabling workforces to negotiate with their own provider to improve their terms and conditions further;
- amend the NCS Bill to ensure full trade union representation on Care Boards;
- ensure all services commissioned under the NCS will guarantee union access and facility time; and
- commit to protecting the existing care services and terms, conditions and pensions of care staff employed by local government.”

**Mover:** *GMB*

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### **Motion 37 - Social Care**

“That this Congress notes that Social Care in Scotland is experiencing a severe crisis. The sector is unable to

recruit and retain enough care workers because of the poor wages and conditions. It is unable to provide the service that the Scottish people expect and in some places the Integration Joint Boards are not meeting their statutory duties. In addition, they are failing to ensure that social care providers, particularly in the private sector, observe the statutory health and safety regulations for the safeguarding of workers and clients.

“The crisis of recruitment and retention can only be solved by better terms and conditions for social care workers.

“As a means of improving the trade union organisation of social care workers in the not-for-profit sector and the private sector, Congress calls on the STUC General Council to lobby the Scottish Government to implement national collective bargaining in the two sections of the social care sector. The collective bargaining arrangements will bring together relevant trade unions, employers, COSLA and the Scottish Government.”

**Mover:** *Edinburgh Trades Union Council*

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### **Motion 38 - Public Sector Pay Strategy and Future Delivery**

“That this Congress notes the pressures gripping workers across Scotland during the cost-of-living crisis caused by 40-year high inflation and below inflation pay offers; recognises the strength and solidarity demonstrated by unionised workforces across Scotland – particularly those on the frontline of our public services – who have rejected derisory pay offers from public sector employers and have secured strike mandates and taken industrial action to win improved pay offers.

“Congress notes that in many public sector pay negotiations – most notably with COSLA in local government and the Scottish Government in the National Health Service and Scottish Ambulance Service – that a failure of political leadership led to pay negotiations lasting longer than they needed to, leaving public sector workers without the much needed pay rises they deserve and placing uncertainty on the ability of workers to pay their bills.

“Congress notes the increase of £10.50 to £10.90 for social care workers by the Scottish Government which amounts to a mere 3.8% rise – the lowest pay award made by a governmental body for 2022/23 – and was awarded without direct negotiations with trade unions; and recognises the need for respectable pay offers to address the recruitment crises in health and social care services.

“Congress recognises the necessity for public sector pay negotiations to be prioritised by political leaders in budgeting and government business so that timely, coherent, and respectable offers can be made to public sector workers to value them and our public services.

“Congress therefore calls on the Scottish Government to develop a national public sector pay strategy in

cooperation with trade unions which will ensure pay offers are timely, coherent, address the recruitment and retention crises in health and social care, and value workers across Scotland.”

**Mover:** *GMB*

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### **Motion 39 - Public Sector Pay**

“That this Congress notes that Public Sector worker’s pay has reduced in value significantly since 2010. Austerity measures have had a negative impact on conditions of service and wages. 13 years on: the resources we need to do our jobs are depleted; the workforce is exhausted and the services that we work hard to deliver to the public are stretched to breaking point.

“The scandalous reduction in resourcing in the Public Sector has led to a crisis in recruitment and retention of experienced staff. A shrinking workforce combined with increasing workload is the cause of workers not having time to take rest periods and working through statutory breaks. Unpaid overtime has become so commonplace that it has become an expectation. Working conditions have become intolerable for many.

“Public Services are operating on thin ice. There is a tacit reliance on the goodwill of the workers that care about the quality of support we provide the Scottish public.

“Platitudes cannot compensate for the damage to health and wellbeing of workers. Warm words do not pay the bills.

“This Congress calls on the Scottish Government and the STUC General Council to campaign for public sector employers to ensure that fair pay and improved working conditions are prioritised in policy strategy and service delivery planning. This is the only way that our Public Sector will have a sustainable future.”

**Mover:** *Scottish Secondary Teachers’ Association*

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### **Motion 40 - Crisis in Scotland’s Justice System**

“That this Congress notes that Scotland’s justice system is in crisis with members reporting unsustainable pressures in the Crown Office and Procurator Fiscal’s Service and the Scottish Courts and Tribunal Service. Scotland’s prisons are overcrowded and understaffed, violence against staff and other prisoners is rising and there is a drugs and mental health crisis.

“In the Scottish Courts and Tribunal Service, the Crown Office and Procurator Fiscal Service, the backlog of court cases that built up during the Covid Pandemic remains high and may not be cleared until 2026 at the very earliest. This backlog is not serving justice, wider society, victims or indeed the people who stand accused.

“Congress further notes that Criminal Justice

organisations have warned about the impact of cuts to justice spending, with inflation meaning the justice budget for next year would see a real-terms cut across the sector. The Scottish Courts and Tribunals Service has warned cuts could reverse its efforts to clear the criminal case backlog, while the Scottish Prison Service said its proposed budget fell more than £40m short of what it required just to maintain existing services.

“Congress welcomes the initiative of PCS to commission a major report into Scotland’s justice system. The report will take evidence from members who work in all areas of the justice sector and make positive recommendations for change that will come from the real experts of our justice system; the workers within the system. The report will be published in the Autumn of 2023.

“Congress calls on the STUC General Council to:

- campaign for a substantial increase in criminal justice budgets; and
- call on the Scottish Government to increase levels of investment to better support the criminal justice sector.”

**Mover:** *Public and Commercial Services Union*

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### **Motion 41 - Public Sector Budgets & Resourcing of ASN**

“That this Congress calls on the Scottish Government to meaningfully increase its public investment in all public services and calls upon the STUC General Council to mount a campaign to that end.

“The Scottish Government has a budget of over £59.7bn for 2023-24. Congress welcomes the increased spending on health and social care. However, Congress expresses its concern over the levels of Scottish Government funding provided to local government for other services. Scottish Government funding for local government has not risen at the same rate that Scottish Government revenue has risen, and many services, including education, have been adversely impacted as a result.

“The effects of long-term chronic underfunding in education are subtle, deep-rooted and iniquitous; impacting pupils and staff alike. Congress believes that school staff, including teachers, are overworked and overstretched; leading to higher staff turnover, increasing ill-health and lower morale.

“34% of pupils, many of whom also live in poverty in Scotland, have ASN. Congress asserts that to deliver inclusive education, all schools must be sufficiently staffed and resourced to meet each child’s needs; all staff must have access to training and have protected allocated time to plan how to meet the individual needs of pupils; access to specialist colleagues and resources must be available when needed. Congress notes that an EIS report on ASN concluded that these requirements are not being met.



“Congress believes that ASN support, in particular, requires further investment with increased staffing and resources for pupils to receive the support and services they should have and need. Congress calls for increased funding and long-term planning with local government to increase ASN support to pupils, and to improve the professional support given to classroom teachers teaching pupils with ASN.

“Furthermore, Congress calls on the Scottish Government to develop a ring-fenced funding strategy for Additional Support Needs provision.”

**Mover:** *Educational Institute of Scotland*

#### **Amendment**

Para 5, line 7,  
after “professional support given to classroom teachers”  
insert

“and pupil support staff involved in”

**Mover:** *UNISON*

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#### **Motion 42 - World Class Heritage, Second Class Pay**

“That this Congress notes the excellent work being done by Prospect in its ‘World Class Heritage; Second Class Pay’ campaign in highlighting the low levels of pay in Scotland’s heritage sector, the issues this causes in terms of recruitment and retention and the huge negative impact on Scotland’s vital heritage tourism sector.

“Across the UK the Heritage Sector is worth over £14 billion pounds, more than the value of the UK’s pharmaceutical industry or the value of farming, forestry and fishery, and nearly as much as the automotive industry.

“This is a high-skill sector, with work at the cutting edge of material science, building technology and climate science amongst others being undertaken, alongside more traditional roles such as education, archaeology, and conservation. Despite this, workers statistically across Scotland and especially younger workers, struggle in roles which do not meet the median average wage. Barely 25% of workers in the sector feel that their wages fully cover their household costs; some of our members surveyed are actively using foodbanks.

“If Scotland truly values its built and natural heritage, then it needs to ensure that this value is reflected in more than just glossy travel brochures and TV programmes, it requires ongoing systemic support for wages and conditions across the sector.

“Congress calls upon the incoming STUC General Council to publicise the situation facing heritage workers around affiliates and to continue to lobby and campaign with the Scottish Government to keep pay in the heritage and tourism sectors in the view of Ministers.”

**Mover:** *Prospect*

#### **Amendment**

Para 5, line 5, after “Ministers” add

“and convene a roundtable discussion with relevant affiliates to discuss the potential for a future trade union led vision for the heritage and tourism sector in Scotland.”

**Mover:** *Public and Commercial Services Union*

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#### **Motion 43 – ‘Up the Ante’ to Save our NHS**

“That this Congress notes, the creation of the NHS in 1948 was, without doubt, the most important gain for the British working class in the 20th century. ‘From the cradle to the grave’ was its mantra, and it’s as important today as it was in 1948.

“It must then follow, that the destruction of the NHS, or its slow death agony resulting in an impotent, ineffectual and unsafe NHS, would result in the greatest defeat for the British working class in the last 100 years.

“The British trade union movement has always been a champion of the NHS and Care Service, but we are now at a crossroads. The NHS is dying, and a truly publicly owned National Care Service is as far away as ever. The time has now come for trade unions and the STUC General Council to significantly ‘up the ante’ to demand and campaign for the replenishment and enhancement of our NHS with serious increased public funding.

“The STUC General Council’s urgent response should include the following:

- arrange a special meeting(s) to plan a Scotland wide Strategy to save our NHS and Care Services;
- the Strategy should include bringing together all trade unions and involve civil society groups in a Scotland wide campaign;
- the Strategy should go beyond the calling of demonstrations and rallies including, if necessary, supporting affiliates to coordinate industrial action including strike action; and
- the STUC should work with the TUC to link up this campaign on a UK basis.”

**Mover:** *Glasgow Trades Union Council*

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#### **Motion 44 - National Health Service**

“That this Congress recognises that the National Health Service and the Care System are in a precarious position. Decades of under-funding, creeping privatisation, public private finance initiatives and outsourcing of services are the major causes of this situation.

“Congress calls for a full public funding of a National Health and Care Service, free at the point of use.

“Congress calls for the creeping privatisation, internal markets, business style management and outsourcing of

services to be reversed. Congress believes Public / Private Finance initiatives should be ended and steps taken to integrate medical supply and pharmaceutical into the service.”

**Mover:** *Midlothian Trades Union Council*

#### **Amendment**

Para 1, line 3, after “creeping privatisation” insert:

“Corporate greed, lack of oversight, poor regulation,”

Para 1, line 5, delete: “are the major cause of” and insert “contribute to”

After Para 2, insert new para;

“Congress also calls for robust audit and review of how all public money given to private contractors is used to achieve the desired ends.”

Para 3, line 5, after “pharmaceutical” insert “care and provision back”

**Mover:** *Pharmacists’ Defence Association*

#### **Motion 45 - NHS Scotland – Recruitment**

“That this Congress acknowledges that the NHS in Scotland benefits from the contributions made by health care staff from across the world who train or work here.

“Furthermore, Congress acknowledges that until we can significantly improve our workforce planning and training that international recruitment will be a continued part of NHS Scotland workforce.

“In October 2022 the Scottish Government pledged £8 million to support boards in recruiting up to 750 additional nurses, midwives and allied health professional from overseas.

“In 2021/22 there was £4.5 million set aside for international nurse recruitment.

“While this recruitment is welcome it is vital that resources are put into supporting these international recruits into our NHS. We have a unique structure, and it can take time and training to adapt to. International recruits need supported and the staff supporting them need to be appropriately trained.

“Yet what we hear often from our members is when they ask for support it currently only exists for nursing staff and AHPs are left to find their own way.

“Our NHS relies on multi-disciplinary working, and if we are recruiting to the multi-disciplinary team from overseas then the same level of support must be available for all staff groups.

“We call on the STUC General Council to ensure during discussions they have with the Scottish Government they emphasise that support is appropriate and available for overseas recruitment for all professions. In addition, it is crucial that that data is gathered on capability and disciplinary cases to ensure overseas recruits are

adequately supported and not left to struggle in their role.”

**Mover:** *Chartered Society of Physiotherapy*

#### **Motion 46 - Recruitment of Allied Health Professionals (AHPs) in NHS Scotland**

“That this Congress notes, AHP is an umbrella term for a range of professionals and includes registered practitioners and support staff. Allied Health Professionals are regulated by the Health and Care Professions Council and include professions such as Dietetics, Physiotherapy, Podiatry and Radiography.

“AHPs support people of all ages to live healthy, active and independent lives by using their expertise to diagnose, treat and rehabilitate people of all ages across health, education and social care.

“AHPs are the 3rd largest clinical workforce in NHS Scotland. There are currently 13,145 AHP’s employed in NHS Scotland. AHP vacancy levels within NHS Scotland are at a record high at over 9.5% compared to 4.2%, 10 years ago. Within some Health Boards vacancy levels for some professions can even be as high as 30%.

“This gap in workforce inevitably leads to delays in patients being able to be seen, delays in patients being able to be discharged from hospital and delays in patients being able to return to work. This leads to poorer patient outcomes, resulting in a greater cost to the NHS and wider society.

“NHS pay, workloads and working conditions are contributing factors to these all-time high vacancy levels but it is equally clear that we are not training sufficient students in Scotland to meet the needs of our NHS.

“Congress calls upon the Scottish Government to:

- increase the number of AHP student places available in Scottish Universities; and
- extend the current bursary scheme for student nurses, midwives and paramedics to all AHP professions.”

**Mover:** *British Dietetic Association*

#### **Motion 47 – AFC Pay Band Differential**

“That this Congress is well aware there is a training, recruitment and retainment crisis in NHS Scotland for all staff of all bandings and professions. We have hit a crisis point now where we need to increase the level of registered staff within the NHS to ensure we have safe staffing levels and provide the service all patients deserve within the NHS.

“The Royal College of Podiatry believes that the differential between the majority of pay bands needs to be



addressed as each step taken up the ladder has a minimal difference in pay, but a huge difference is responsibility. We need to look at this as part of a recruitment plan for staffing within the NHS and to do this urgently as part of the future pay negotiations in Scotland. For example, within Podiatry if we want to encourage interest in moving from a non-registered post within the NHS, how can we do that when the difference between the top point of the Band 4 and the bottom point of the Band 5 is only £197?

“Congress asks that the STUC General Council supports all unions in their engagement with the Scottish Government and implement change to the pay band differential.”

**Mover:** *The Royal College of Podiatry*

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#### **Motion 48 - Health and Social Care**

“That this Congress notes:

- this winter the NHS in Scotland has faced unprecedented pressures, with hospital bed occupancy exceeding 95% (compared with 87% in January 2020);
- in January this year, over 1,700 people in hospital did not need to be there but could not be discharged due to a lack of home care packages or beds in social care; and
- steps taken by the Scottish Government to secure additional social care beds and increase NHS24 capacity will not prevent a repeated crisis in the coming winter, due to desperately short staffing across the NHS.

“Congress believes:

- the focus of crisis has been on hospital care, but improved access to primary care, social care and rehabilitation are essential to ease pressure on the acute sector; and
- a whole systems approach must prioritise rehabilitation services, which prevent and reduce hospital admissions, speed up discharge from hospital, and reduce reliance on social care.

“Congress calls upon the STUC General Council:

- to support a whole systems strategic approach to health and social care service planning that delivers workforce planning across all sectors and staff groups, expanding the provision of primary care and rehabilitation, to promote preventative care to create a sustainable health service and healthier communities.”

**Mover:** *Chartered Society of Physiotherapy*

#### **Amendment**

Para 1, bullet point 2, line 1/2 delete:

“did not need to be there but”

Para 2, bullet point 2, line 2, after “services” delete:

“which” and insert “to”

Para 3, insert third bullet point;

“NHS services must be more focussed on the prevention of disease rather than simply reacting to illness. Funding must be ringfenced to enable the abundant and untapped skills of all Scotland’s Healthcare professions to be best used for the benefit of patients.”

**Mover:** *Pharmacists’ Defence Association*

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#### **Motion 49 - Council Cuts**

“That this Congress recognises the importance of sustained local action, the bringing together of community-based campaign organisations, trades union branches and trades union councils when campaigning against SNP, Labour, and Tory cuts.

“Congress calls for a united front of trade unions and community organisations to challenge the ruling class offensive by the capitalist monopolies and their governments. Where there is significant public support on the ground we call on councils to refuse to implement the cuts in services and publish no cuts budgets. Where that support has not yet been built Congress calls for parallel budgets to be published.

“Congress believes any action to remove councils who publish no cuts budgets and replace them with Scottish Government administrators should be met with campaigning for ‘people’s budgets’ in forthcoming elections with trade union support.

“Congress believes such a strategy can win wide support and cause a political crisis for the austerity policies of government and the tame councillors who have meekly managed the decline of the communities over decades.

“Congress believes that at a time of greatly increased industrial militancy, workers and their families are saying enough is enough and will support radical campaigning against austerity led by organised labour.”

**Mover:** *Clydebank Trades Union Council*

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#### **Motion 50 - Scotland’s Public Boards**

“That this Congress notes, a 2021 report by the ‘The Ferret’ found that many of the 775 Scottish Government public board positions are filled by a web of ‘influential bankers, retired senior civil servants, well-connected industry insiders, powerful chief executives and former politicians.’

“Whilst not all roles receive financial remuneration, a wealthy class of executives hold the majority of positions on a range of bodies. With regular access to Government Ministers, this unelected executive class has a disproportionate influence on public policy and in the delivery of our public services.

“Congress notes:

- the influence and impact on policy, public funding and service delivery of a large number of corporate executives on public boards is not widely understood or investigated;
- that without further comprehensive study of Scotland’s Public Boards including the membership and the wider interests of those who occupy public boards, public spending by the Scottish Government is at risk of manipulation; and
- that if the distribution of public funds is being manipulated through a network of public boards, by an executive class, it may have the impact of diverting funding from key and essential services, the workers who deliver those services and the communities who rely on them.

“Congress calls upon the STUC General Council to:

- commission a working group to investigate the membership, interests, remuneration and wider business relationships of those who sit on Scotland’s Public Boards and to create and distribute a map and power structure of the findings; and
- to compile existing investigations and studies on the makeup, role and influence of Scotland’s Public Boards into a briefing paper, political education courses and a toolkit that can be used by affiliates to identify decision makers and those of influence in order to further ongoing industrial disputes and campaigns.”

**Mover:** *Glasgow Trades Union Council*

## SECTION 6: TRADE UNION & EMPLOYMENT RIGHTS

### **Motion 51 – Trade Union & Employment Rights**

“That this Congress condemns the renewed attack on trade union rights (including the introduction of legislation on the use of agency labour to break strikes and proposals to undermine industrial action in the transport sector through the so-called Minimum Services Bill) and calls for the repeal of all anti-union laws.

“Congress also condemns the fact that trade union rights could also be undermined by other legislation such as the Public Order Bill and the Retained EU Law Bill.

“Congress believes that attacks on trade union rights and on employment rights more widely further demonstrates the case for the devolution of employment law.

“Congress, therefore, calls upon the STUC General Council to organise a campaign for the repeal of all anti-union laws, the devolution of employment law, opposition to any further attacks on trade union rights and the introduction of a Bill of Rights providing positive employment and

trade union rights – including strong rights to collectively bargain and to take strike action.

“In the event of a Labour Government elected in the next two years, Congress calls on that Labour Government to repeal all anti-trade union laws within 12 months of gaining office.”

**Mover:** *Unite the Union*

### **Motion 52 - Minimum Service Levels**

“That this Congress commends workers across Scotland in the rail and other sectors who have been engaged in industrial disputes in defence of their jobs, pay and conditions.

“Congress abhors the Westminster Tory Government’s anti-strike Bill, which is a blatant attempt to punish workers, many of whom were commended as key workers throughout the Covid-19 pandemic, for taking action to demand decent pay and working conditions. Congress believes that the law threatens to make strike action illegal and that it puts workers at risk of being sacked for exercising their right to withdraw their labour.

“Congress is concerned that the UK Government is seeking to apply its anti-strike legislation to the devolved nations including Scotland.

“Congress welcomes the Scottish Government’s opposition to the Bill and believes that in any sectors where powers are devolved to the Scottish Government, such as the management of the ScotRail and Caledonian Sleeper franchises, it should take urgent legal advice around the potential non-implementation of the legislation.

“Congress believes that this legislation is an attack on the fundamental human rights of workers and that it is undemocratic, unsafe and unworkable.

“Congress believes that the labour movement must unite to oppose this draconian and anti-democratic legislation from the Westminster Tory Government and calls on the STUC General Council to coordinate joint campaigning and activity across affiliates.

“Congress further calls on the STUC General Council to demand that the Scottish Government explores all legal means for opposing the application of the legislation in Scotland.”

**Mover:** *National Union of Rail, Maritime, and Transport Workers*

### **Motion 53 - Protecting the right to strike**

“That this Congress is angered by the introduction of the Minimum Service Levels Bill by the Department for Business, Energy and Industrial Strategy, and the threat this bill poses to a worker’s right to withdraw their labour

in England, Scotland and Wales.

“We saw last year the introduction and subsequent withdrawal of a minimum service level Bill by the Department for Transport after the Government decided to widen its scope due to widespread industrial action across our public services. We have now seen Grant Shapps continue with his 16 point plan to ‘take on the unions’ and this time the Bill includes five services alongside transport.

“Congress notes that we must work and campaign collectively to oppose this latest Bill as we cannot accept legislation that restricts a worker’s right to strike and threatens workers with the sack if they wish to exercise their right.

“It is clear that the current Westminster Government fears it is on its way out and is trying to legislate away any challenges to their mismanagement of public services and the economy. It is paramount that we continue to fight against any moves to impose draconian anti-trade union and anti-worker legislation on our members in Scotland.

“Congress, therefore, calls on the STUC General Council to:

- launch a campaign with all affiliates to resist the Bill and highlight to the public the threat it poses on their right to strike; and
- lobby the Scottish Government to ensure that as publicly stated, they fight the legislative proposals every step of the way.”

**Mover:** *Associated Society of Locomotive Engineers and Firemen*

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#### **Motion 54 - Electronic Balloting**

“That this Congress notes that ‘The Independent Review of Electronic Balloting for Industrial Action’ was published in December 2017. Five years have passed since Sir Ken Knight submitted his report to the Secretary of State. The report acknowledged that e-ballots would only be accepted by the general public and members of trade unions if it could be demonstrated that the conditions of Section 54 of the Employment Rights Act 2004 could be met. A recommendation was made that e-balloting should be trialled in a non-statutory situation to investigate its suitability for use in the context of industrial disputes.

“Many non-statutory bodies already utilise digital processes to nominate and elect members of boards, trusts and committees. Political parties are using them to select candidates. The Law Commissions of Scotland and England & Wales have since published a joint blue print for reform of electoral law. The Electoral Commission are calling for modernisation of the electoral system. It is high time that the laws relating to trade union ballots are updated as well.

“Evidence regarding e-balloting in non-statutory elections is increasing and available. It is high time that Government Ministers act on the recommendations in Sir Ken Knight’s report so that trade unions can organise effectively to make fair pay and working conditions a reality for their members.

“Congress calls on the STUC General Council to:

- produce an evidence-based report on digital ballots in non-statutory bodies; and
- engage in social dialogue with members of the UK Parliament and Ministers to make the case for implementation of the recommendations contained within the Independent Review of Electronic Balloting for Industrial Action.”

**Mover:** *Scottish Secondary Teachers’ Association*

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#### **Motion 55 - P&O Ferries: A year of shame**

“That this Congress recalls that on 17 March 2022, P&O Ferries dismissed 786 dedicated maritime professionals across its entire operation with no notice and no consultation.

“This callous and unlawful act left skilled Scottish Seafarers on the beach and has impacted families and communities alike in removing current and future employment opportunities.

“The UK Government committed to taking action to ensure that the actions of P&O Ferries could never be repeated. The nine-point plan, announced by the Secretary of State for Transport, was touted as the resolution required.

“This Congress, noting the nine-point plan, calls upon:

- the Scottish Government, where able, to commit to protecting all Seafarers in Scottish waters with equivalent employment rights;
- the STUC General Council and Scottish Government to work together to lobby Westminster to see a full implementation of the measures announced in the plan and seek to ensure that future flagrant violations of employment law are duly punished;
- the STUC General Council to continue its efforts in supporting an end to the exploitation of Maritime Professionals; and
- affiliates to continue support for Nautilus’ Fair Ferries campaign, seeking to end the race to the bottom for Seafarers’ employed in this strategically vital sector.”

**Mover:** *Nautilus International*

#### **Amendment**

Para 4, third bullet point, after “Professionals;” insert “including Seafaring Ratings and Officers,”

Para 4, fourth bullet point, after “Nautilus” insert “and RMT’s”

Para 4, Insert final bullet point;

“Finally, Congress welcomes cross party support for trade union amendments to the Westminster Seafarers’ Wages Bill for compulsory minimum employment standards on ferries and agrees to campaign for this principle, including as a fair pay agreement, under Labour’s ‘New Deal’ for working people.”

**Mover:** *National Union of Rail, Maritime and Transport Workers’*

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#### **Motion 56 - Employer Financial Mismanagement of Consultation Process**

“That this Congress agrees that the financial mismanagement of employers, who knowingly leave their loyal employees high and dry with no pay, redundancy, or other agreed payment through the consultation process, are held to account through legislation that ensures that they are not fit and proper to take ownership/directorship of a company again.

“The impact this has on so many working families, especially during a cost-of-living crisis is further compounded by having to apply to government to access statutory redundancy, whilst owners and directors pay themselves bonuses before disappearing leaving a trail of destruction behind them.”

**Mover:** *Bakers, Food and Allied Workers’ Union*

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#### **Motion 57 - Employment Rights**

“That this Congress notes that the Institute of Employment Rights has said that the Retained EU Law Bill is a disaster in the making.

“Congress notes that the Retained EU Law (Revocation and Reform Bill) will scrap over 2,400 pieces of EU legislation currently transposed into UK laws.

“Congress notes that there is a lack of clarity from the Government as to which of these EU laws they will retain.

“Congress expresses concern that the Government will use this Bill to reduce workers’ rights in relation to areas such as working time related entitlements.

“Congress notes that rights relating to working time include the right to paid annual holidays, breaks between shifts, maximum weekly working time, and measures to protect night workers.

“Congress calls on the STUC General Council to encourage affiliates to campaign against this Bill being used to reduce and, in some cases, eliminate workers’ rights.”

**Mover:** *East Ayrshire Trades Union Council*

#### **Motion 58 - Shorter Working Week**

“That this Congress is disappointed that no tangible progress has been made across the Scottish public sector in reducing the working week even though this has featured in the Scottish Public Sector Pay policy for the last 2 years and is a manifesto commitment of the SNP and Green Party. Most employers are resisting moving from 37 hours to 35 hours never mind moving towards a 4 day week and no progress has been made on the 4 day week public sector trial which was an element of the 2022/23 Public sector Pay policy

“Congress notes that during a scoping project conducted of over 2,300 Scottish Government employees in 2021, 87% of workers supported the Scottish Government exploring the implementation of a 4 day week and 84% of workers said they could adapt their work processes to suit a 4 day week. The report’s findings suggest that a 4 day week would boost productivity to such an extent that many business areas within the Scottish Government could make the change without having to employ new staff and demonstrated clear benefits for the employer. These include retention and recruitment, being seen as a pioneer in setting new working time standards for the Scottish economy; and having a healthier workforce. The 4 day working week with no reduction in pay has gained prominence across the world since the Covid-19 pandemic with over 100 UK companies now operating on 4 days, 32 hour week model.

“Congress calls on the STUC General Council to:

- express their disappointment to the Scottish Government that National-level pilots have stalled;
- engage in strategic discussions with Government officials to prioritise this important pilot work; and
- request urgent robust additions to the Scottish sector pay policy that ensures employers actively engage in delivering this pay policy over the next 12 months.”

**Mover:** *Public and Commercial Services Union*

#### **Amendments**

Para 3, Insert final bullet point;

“Consult with relevant affiliates about how the four-day week could improve productivity, employment levels and working conditions in their sectors and use this information to assist in the progression of the four-day week in Scotland.”

**Mover:** *National Union of Rail, Maritime and Transport Workers’*

Para 3, Delete final bullet point and replace with:

“demand that when published the Scottish Public Sector Pay policy, contains clear instructions to employers to deliver a 35 hour working week in the 2023/4 Budget period, and in future years the Policy sets a clear policy objective and timetable toward delivering a four day week within a reasonable timescale”

**Mover:** *Prospect*



### **Motion 59 - Flexible Working, Recruitment and Retention of Women Workers**

“That this Congress notes that more than 99% of midwives and 77% of NHS staff are women. Women account for 85% of sole carers for children and 65% for older adults. In the midst of the cost-of-living crisis soaring childcare costs reached an average of £936 a month.

“Three quarters of respondents to a recent RCM Scotland survey said they had considered leaving their post, while 88% had experienced work-related stress. Over 9 out of 10 respondents worked without breaks in the preceding 18 months, with more than half (52%) saying this happened 2 to 3 times a week. A further area of discontent related to working patterns, alongside the high pressure in the workplace. These issues had and continued to be detrimental to their health and wellbeing.

“Heavy workloads due to staffing shortages leads to high levels of stress and exhaustion creating a vicious cycle as many more consider leaving.

“Flexible working is key to women accessing and staying in work and to improved work-life balance for all workers. Maternity is a 24 hour 365 days a year service. Many posts are advertised as full time and there is often little choice available within them to work flexibly to support work life balance. Employers must consider support and offer alternative patterns and options of work to attract and retain midwives and maternity support workers.

“Congress calls on the STUC General Council to continue to campaign to make flexible working the default and central to the ability of employers to recruit and retain staff.”

**Mover:** *Royal College of Midwives*

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### **Motion 60 - Economy and Fair Work Corporate Accountability**

“That this Congress recognises the recent economic crisis has accelerated industrial disputes with workers throughout both the public and private sector. The response from employers has been a disgrace, with a series of excuses, union-busting tactics and targeting of trade unions and their members- all while the public overwhelmingly supports striking workers.

“Further, Congress recognises trade unions representing Scottish workers have witnessed employers implementing intolerable practices such as; fire and rehire, union derecognition, bullying and intimidation, along with recruitment of agency workers in an attempt to break strikes.

“These actions are endangering jobs, suppressing skills progression, impinging on the rights of workers and producing a race-to-the-bottom, which conflicts with Scotland’s Fair Work agenda and inflicts damage on to the economy.

“Congress calls on the STUC General Council to:

- escalate significant breaches of Fair Work to the Scottish Government; and
- utilise relevant Scottish Parliament processes to ensure employers must appear before the relevant committee to be accountable for their actions in the timeliest manner.”

**Mover:** *Communication Workers’ Union*

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### **Motion 61 - Fair Work in the Creative Industries**

“That this Congress understands the huge contribution to the economy made by the Creative Industries in Scotland estimated at around £5 billion and that our cultural workforce including musicians, actors, stage and tech crew, sound engineers and many more have been dealt significant blows to their livelihoods in recent years between Covid, Brexit, the impact of streaming, cuts to arts budgets and the cost-of-living crisis. These challenges sit against a pre-existing backdrop of low paid, precarious work where exploitation is rife as are issues such as bullying and sexual harassment, as power imbalances between engagers and artists play out.

“Musicians’ Union campaigns Work Not Play, Fix Streaming and the Safe Space scheme have sought to raise the profile of some of these issues, but more can be done to ensure that the creative workforce are engaged under fair terms and conditions which not only apply to fair pay, but also that Fair Work principles are understood across the creative industries by organisations and practitioners and are put into action. Fair pay is important - but how we are treated at work is equally important.

“Congress calls on the STUC General Council to work with the creative unions to develop a Fair Work Charter for the Creative Industries.

“Further, Congress calls on the STUC General Council to lobby the Scottish Government and Creative Scotland to put into place the appropriate measures and systems whereby organisations and individuals who engage cultural workers, do so under strict Fair Work conditionality, that appropriate support is in place for organisations to achieve this, and sanctions in place accordingly where they do not.”

**Mover:** *Musicians’ Union*

### **Motion 62 – Fair Work and Disability**

“That this Congress welcomes the ambition for Scotland to be a leading ‘Fair Work Nation’ by 2025.

“Congress notes that the Scottish Government published a refreshed Fair Work action plan in December 2022 which encompassed a strategy to tackle the gender, disability, and ethnicity pay gap.

“Congress is concerned that Fair Work will not be achievable or realistic for disabled workers by 2025 unless urgent and bolder mechanisms from employers are taken.

“Congress agrees with the concept of Fair Work but is alarmed that for some disabled people their basic human and workplace rights are not being realised or fulfilled, and that access to ‘Fair Work’ employment opportunities for disabled people is regrettably low.

“Congress further notes that for some employers, equality impacts assessments and building accessible, inclusive, disability friendly workplace environments and embedding equality policies are seen as an additionality.

“Congress believes that in order to achieve Fair Work for all, more equality representation should be considered, and those most deeply affected by workplace inequity should have a stronger voice on the Fair Work Convention and within Fair Work policy agenda.

“We therefore call on the STUC General Council to:

- work with the STUC Disabled Workers’ Committee to ensure that a disabled worker has a seat on the Fair Work Convention; and
- ask that the Fair Work Convention consult more often with disabled workers in Scotland.”

**Mover: STUC Disabled Workers’ Conference**

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### **Motion 63 - Bereavement Leave**

“That this Congress is disgusted that there are no firm legal requirements for employers to grant employees bereavement leave on the loss of a loved one, family, friend, colleague etc.

“Congress calls on the STUC General Council to campaign for provision for bereavement leave in law and in any Scottish Government Fair Work guidance with the aim of ensuring that every employed person in Scotland will not have to beg to be allowed time to grieve and ending the unfair system of bereavement leave for many being ‘at your managers discretion’.”

**Mover: Unite the Union**

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### **Motion 64 - Employer Duty of Care in Cost-of-Living Crisis**

“That this Congress believes it is incumbent on all to work collectively to address the current cost-of-living crisis for

those in our communities and workplaces. Conditions in the workplace are intrinsically linked with the quality of life for people everywhere.

“However, in-work poverty, zero hours contracts, bogus self-employment, the rise of temporary work and agency workers have eroded the quality of life for working-class people.

“Despite workers struggling to put food on the table, most employers have responded by worsening pay, terms and conditions to ensure profits and shareholder dividends are maintained - at the expense of those who generate this wealth.

“Congress believes that working people should not be made to pay the price for this crisis and that employer responsibility extends beyond awarding sufficient pay rises to combat rising inflation.

“Working through trade unions, employers should seek to provide increased hours where requested, while providing advice, support and education to workers to assist with the impact of this crisis. This includes introducing temporary measures and assistance initiatives to help ease the financial burden on employees.

“Congress believes employers must accept social responsibility for their workers and are calling on the STUC General Council to support trade unions who seek to take a partnership approach with employers to aid workers during the cost-of-living crisis with full assistance and support of the Scottish Government.”

**Mover: Communication Workers’ Union**

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### **Motion 65 - The Fire Brigades Union (FBU) DECON Campaign**

“That this Congress is deeply concerned by the recent release of a peer reviewed study, commissioned by the Fire Brigades Union and independently carried out by the University of Central Lancashire (UCLan), which found that Scottish firefighters die from cancers at a younger age, compared to the general population, and the majority are diagnosed with rare cancers at the terminal stage.

“The study also found that some specific cancers have much greater mortality rates in firefighters than the general population, along with some other specific diseases that have shown to be linked to firefighting:

- Prostate - 3.8 x higher
- Leukaemia - 3.2 x higher
- Oesophagus - 2.4 x higher
- Heart attacks - 5 x higher
- Stroke - 2.7 x higher

“There is ongoing dialogue between the FBU with the SFRS in relation to areas such as monitoring and recording of firefighter exposure to contaminants, the introduction of effective DECON policies and training, and ensuring



suitable arrangements are in place to decontaminate firefighters both on the incident ground and in the workplace.

“However, there is action that is needed from the Scottish Government to support this work and protect firefighters from one of the most significant safety developments in our sector’s history.

“Congress therefore calls on the Scottish Government to action:

- annual health monitoring for all firefighters, continuing after retirement from SFRS;
- dequate recording of occupation, or former occupation, as a firefighter in health and similar records, including death certificates;
- the introduction of legislation to ensure affected firefighters are given the compensation and protection they deserve; and
- appropriate capital and resource investment to support the SFRS to ensure that the facilities, equipment and resources required to protect firefighters from occupational cancer and disease are in place.”

**Mover: Fire Brigades Union**

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#### **Motion 66 - Long-Covid in the Workplace**

“That this Congress deplores the stark statistics that 6 in 10 people who lost their lives to Covid were disabled people.

“Congress notes that the Office of National Statistics estimate 2.1 million people in the UK are living with Long-Covid equating to around 187,000 people in Scotland.

“Congress welcomes the development of a cross-party group on LongCovid in Scotland, and further welcomes the opportunity for the STUC to play a significant role in the Covid-19 Public Inquiry as a core participant.

“Congress is concerned that a recent TUC survey on Long-Covid highlighted that over 50% of workers living with Long-Covid had experienced some form of poor treatment, disadvantage, and discrimination at work; and is alarmed at reports of absence management cases being triggered and those battling Long-Covid facing questions from their employer and faced with disbelief and suspicion.

“Congress recognises that understanding and diagnosis of Long-Covid is developing. However, Congress believes that Long-Covid at work must be taken as a serious health and safety, and equality issue by employers and workplace policy and provisions must be in place to both understand Long-Covid at work and support workers living with it.

“Congress therefore calls on the STUC General Council to:

- increase lobbying demands for Long-Covid to be treated as a disability;

- encourage all trade unions in Scotland to educate and equip all reps on Long-Covid and how union reps can support and negotiate policies for workers with Long-Covid;
- increase campaigning on sick pay;
- lobby employers to put in place mechanisms to highlight Long-Covid at work and negotiate to embed policies that support those working with Long-Covid; and
- work with the STUC Disabled Workers’ and Long-Covid Scotland to raise awareness of Long-Covid in the workplace and effects on workers.”

**Mover: STUC Disabled Workers’ Conference**

#### **Amendment**

Para 6, Insert final bullet point;

“ask affiliates to support their members that are no longer in work due to long-COVID, to help seek justice.”

**Mover: East Kilbride and South Lanarkshire Trades Council**

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#### **Motion 67 – Online Abuse**

“That this Congress deplores the abuse and harassment of teachers and other education workers, including online and through the use of technology.

“Congress is appalled that teachers who have been actively advocating for and demonstrating positive practice in LGBT Inclusive Education and Anti-Racist Education have been targeted for abuse.

“Congress notes with deep concern the increasing reports of online or remote abuse and harassment of teachers via social media platforms such as Twitter and other social media settings that continue to impact negatively on their wellbeing and self-esteem as well as teaching and learning.

“Congress further notes that online harassment and abuse can occur outside school or college working hours and the working environment. Such incidents can often exacerbate feelings of fear and anxiety as the person receiving the abuse may be isolated at home when images or messages are seen.

“Congress asserts that the effects of abuse and harassment on teachers can be extremely serious and should be challenged in all forms.

“Congress calls on the STUC General Council to lobby the Government to:

- take action to ensure safer working conditions for all education workers;
- press social media companies to take immediate action to stamp out online abuse;
- support schools to take effective action to ensure staff safety and wellbeing, particularly those subjected to

online abuse; and

- challenge attempts to undermine schools' inclusive education and anti-racism practices and activities."

**Mover:** *NASUWT*

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### **Motion 68 - Safe Travel NHS Staff**

"That this Congress notes that the health and safety of staff working in the NHS is taken seriously and there are many measures in place to reduce risks to their health and wellbeing but what is not routinely taken into consideration is their ability to travel to and from work safely.

"Wherever our staff work in NHS across Scotland they often have significant travel to reach their place of work. With car travel being the only suitable option.

"Congress notes that more than 99% of midwives and 77% of NHS staff are women. Women account for 85% of sole carers for children and 65% for older adults. This often requires their journey time to and from work to be as short as possible. With car travel being the only option to achieve this.

"Other factors why make car travel to work necessary include:

- the lack of public transport at times travel required;
- safety fears when travelling early morning or late evening; and
- midwives and other staff who provide direct patient care often cannot guarantee to be able to leave at the end of their rostered shift thereby missing scheduled public transport.

"Many employers operate a criteria for the allocation of staff parking permits which does not fully reflect the circumstances of our workforce. The criteria set can often appear to favour permits being allocated to more senior staff. There also does not appear to be any checks on accuracy of information contained within the applications.

"Whilst it is recognised not all staff who legitimately require permits can be accommodated other measures should be considered such as safe transport to park and ride services.

"Congress calls on the STUC General Council to join the RCM in campaigning for safer travel arrangements being addressed for NHS staff."

**Mover:** *Royal College of Midwives*

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### **Motion 69 - Freedom to Disconnect**

"That this Congress notes the modern working environment has been drastically changed by new communication and information technologies. The boundary between work life and home life has shrunk

with the introduction of digital tools into employment.

"While digital tools bring flexibility and freedom to employees, they also can create an absence of limits, leading to excessive interference in the private lives of employees.

"This blurring can lead to conflict in the workplace, and we support the view that an employee should be under no obligation either to accept working at home outside paid hours or be expected to bring their files and working tools home or on leave with them.

"Countries including France, Germany, Italy, Slovakia, the Philippines, and Canada have introduced legislation to give workers the right to disconnect, and it is time for the UK to do the same.

"The convenience that modern technology gives us to work anywhere and at any time has enormous potential to improve work life balance. However, the convenience needs to be balanced against the right to have time with your family, go on leave or have proper time to rest and recover when not working.

"Congress therefore calls on the STUC General Council to work with affiliates to promote the right to disconnect and allow working people to be able to say they are not working outside their contracted hours."

**Mover:** *Royal College of Podiatry*

### **Amendment**

Para 4, line 3, after "disconnect" insert

"here in Scotland, following campaigning by Prospect, civil and public servants in devolved departments have a Right To Disconnect enshrined in their contracts, making it the only part of the UK with formal protection of this important right."

**Mover:** *Prospect*

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### **Motion 70 - Body Worn Cameras**

"That this Congress believes that members in the Scottish Prisoner Escort Contract should have the same level of protection offered to people in other lines of work. Congress believes that body worn cameras are an essential piece of kit for staff in court environments and when in transit vehicles whilst escorting prisoners. Congress notes that the Government has recognised the value of body worn cameras for police and prison officers but has ignored prisoner escorting staff. Body worn cameras can be a valuable tool to providing evidence when assaults and serious incidents occur.

"Congress therefore calls upon the STUC General Council to:

- support Community in their lobbying to Scottish Government to ensure that prison escort staff in Scotland always have access to the PPE they need, including body worn cameras."

**Mover:** *Community*

### **Motion 71 - Zero Hour Contracts**

“That this Congress agrees that workers on zero hours contracts need some form of guaranteed income in terms of their working hours, a 30 hour per week guarantee would give many in this situation the opportunity to plan their living on a regular basis, rather than spiking one week, to next to nothing the following week.”

**Mover:** *Bakers, Food and Allied Workers' Union*

## **SECTION 7: TRADE UNION ORGANISATION**

### **Motion 72 – Night-Time Safety for Workers**

“That this Congress notes, the ‘Get Me Home Safely’ campaign by Unite is a fantastic initiative to lobby for making communities and workplaces safer places. We endorse that UK Employers and governments must play a big part in the required changes.

“MU members travelling to/from work, late at night, rely on safe, accessible, and affordable public transport. In recent years, massive cuts in Government funding for transport has led to job cuts leading to railways being understaffed, inaccessible and unsafe. This leaves women and other disabled nighttime workers in danger of sexual harassment or inadequate support to get home safely. These problems exist for many other workers - namely hospitality and nursing/care workers.

“Sexual harassment on public transport has increased. Bus Operators need to stamp out gender-based violence, intervene to stop and report it, and improve CCTV safety measures. There should be more night bus services available, to avoid members walking further on poorly lit roads. Private hire vehicles and taxis also need to be monitored closely from a safety perspective.

“Workspaces at night should also be safer to avoid people working alone, without sufficient safety measures.

“Congress therefore calls upon the STUC General Council to:

- support the fight for more public transport funding to enable trains, train stations and other transport services to be staffed sufficiently at night-time, providing required support and protection to travelers. More night-time bus services should be funded;
- support trade unions and trades councils to lobby for improved mandatory training of bus workers to stop and report sexual harassment and assaults;
- demand the Scottish Government improves regulation/monitoring of private hire and taxi firms to make night-time travel safer; and
- lobby for more legislation to ensure members are not working alone at night in unsafe working environments.”

**Mover:** *Musicians' Union*

### **Motion 73 - A Dundee Rogue Employer**

“That this Congress notes that members of Dundee University Staff, made up of technicians, electricians, cleaners, porters, clerical and maintenance workers, which collectively make up the backbone of the institution, keeping lecturers, students and visitor facilities safe and secure, have faced the imposition of cuts of up to 40% in their future pension provision. The cut only applies to non-academic employees in the 6 lowest pay grades. Senior management, who earn between £95K and £250K, are unaffected.

“The cut will mean the affected staff potentially losing up to £6,000 a year, leaving many in pension poverty. 70% of these are women, already suffering due to the University’s 19% gender pay gap. New staff joining these grades after 2023 could see no guaranteed pension provision whatsoever.

“In August the University and Colleges Employers Association imposed a 3% wage increase on these same staff.

“Members of Unite the Union undertook 12 consecutive weeks of strike action in response to management’s refusal to withdraw the pension cuts and attracted widespread support from the public, other trades union organisations and elected politicians.

“In November, these workers lobbied Holyrood and received cross-party support from MSPs, earning the University Principal an invitation to answer select committee questions, as yet still awaiting response.

“Congress:

- condemns the shameful tactics of the University Principal and his Management Team in refusing to return to the negotiating table;
- calls on them to do so forthwith;
- regrets the damage done to the University of Dundee’s reputation by their actions;
- salutes the action of the Unite the Union members who stood on the picket line for 12 weeks; and
- supports and sends solidarity to those in dispute.”

**Mover:** *Dundee Trades Union Council*

### **Amendment**

Para 1, line 3, after “clerical” add “library, administrative”

Para 4, line 1, delete “Members of Unite the Union undertook 12 consecutive weeks of strike action”

And replace with “Members of Unite and UNISON have taken strike action”

Para 6, bullet point 4; delete ‘Unite the Union members who stood on the picket line for 12 weeks’

And replace with “union members who have taken action in defiance of this rogue employer”

**Mover:** *UNISON*

### **Motion 74 – Co-ordinating Strike Action**

“That this Congress gives our full support to workers being forced to take strike action against their employers. The cost-of-living crisis, fire and rehire tactics and other attacks by employers in pursuit of maintaining profits at our expense all mean workers are uniting to fight back. Many of these disputes are seeing workers win significant gains.

“We will continue to give our solidarity, building practical and financial support to all striking workers. We oppose any attempt by Westminster or Holyrood to impose more austerity to pay for tax cuts for the rich and big business.

“We call on unions in struggle to urgently come together to discuss and formulate a strategy to coordinate industrial action ballots and strikes.

“Congress calls on the STUC General Council:

- at the earliest opportunity to convene a meeting with affiliated unions in Scotland to assess how strike action taking place can be coordinated in Scotland and with our brothers and sisters in the rest of the UK;
- promote union’s financial appeal and their members taking strike action; and
- prepare for the maximum co-ordinated industrial action.”

*Mover: Inverness and District Trades Union Council*

### **Motion 75 - Anti-Racist Workplaces Conference**

“That this Congress notes the successful ‘Fighting for Anti-Racist Workplaces’ Conference organised with the TUC and Stand up to Racism on an annual basis in London as part of the UK-wide anti-racist work of trade unionists.

“Congress believes that Conferences such as this are vital to bring together a broad and united range of activists and community organisations with branch reps to advance trade union anti-racist work.

“Congress calls upon the STUC General Council to:

- support the STUC Black Workers’ Committee plans for a one day ‘Fighting for Anti-racist Workplaces’ Conference with, Stand up to Racism Scotland; and
- encourage affiliates and their trade union branches to send reps to this.”

*Mover: STUC Black Workers’ Conference*

### **Motion 76 - Equality Political Education**

“That this Congress welcomes the development of the STUCs Political Education course and support across the Trade Union Movement for increased workers’ political education and learning opportunities.

“Congress notes that we are living in a world and political environment faced with misinformation, misconceptions, and disinformation.

“Congress agrees that political education can be a

critical tool in enhancing workers’ knowledge and class consciousness on the issues facing them and their communities and is a powerful aid in supporting workers and trade unionist to organise and winning in the workplace, challenging inequalities and build successful campaigns.

“More, that political education can help empower and equip workers with confidence to challenge issues such as racism, sexism, homophobia, and discrimination at work.

“Congress is concerned that workers’ and some trade unionists feel illequipped and ill-educated to discuss equality related issues within the workplace and across the Trade Union Movement, and subsequently, less confident in both recognising, understanding, and challenging inequalities, discrimination, and all forms of harassment and bullying.

“Congress agrees that all reps and trade unionists should be encouraged to expand their equality knowledge, and that political education specific to equalities should be developed.

“Congress therefore calls on the STUC General Council to:

- work with all STUC Equality Committees and Equality leads to develop a political education course on equalities with an intersectional lens embedded;
- ensure that all political education courses aim to incorporate an equality lens throughout;
- review the STUC Unions into Schools to filter in equality related issues to the programme; and
- encourage affiliates to expand political education equality opportunities to all members, including officials and staff.”

*Mover: STUC LGBT+ Workers’ Conference*

## **SECTION 8: EQUALITY & SOCIAL JUSTICE**

### **Motion 77 - Justice for Sheku Bayoh**

“That this Congress notes the death in police custody of Sheku Bayoh in Kirkcaldy on 3 May 2015 in the presence of nine police officers. Congress understands that at least five police officers were directly involved in restraining him, that CS spray and pepper spray were used, that he was handcuffed, and that he suffered from lacerations, bruising and a broken rib.

“Congress notes and commends Sheku’s family’s fight for justice and reiterates support for the Justice for Sheku Bayoh Campaign.

“Congress notes the establishment of the Sheku Bayoh Inquiry in Edinburgh chaired by Lord Bracadale and understands that the Inquiry is likely to conclude in 2024.

“Congress believes that the events leading to the death of Sheku Bayoh must be subjected to the upmost scrutiny and that the inquiry must be, and be seen to



be, exhaustive in its investigation and enquiry so that the truth of the events leading to Sheku's death can be established beyond question.

"Congress calls on the STUC General Council and STUC affiliates to:

- support Sheku Bayoh's family's requests for attendance and support at the vigils held outside the inquiry;
- in particular, mobilise members and maximise attendance on specific significant days highlighted by the family towards the end of the inquiry; and
- encourage STUC affiliates and branches to: donate to the Justice for Sheku Bayoh campaign via the STUC at [www.bayoh.support](http://www.bayoh.support)."

**Mover:** *University and College Union Scotland*

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### **Motion 78 - Tackling the Far Right – Support Hope not Hate**

"That this Congress notes with deep concern the increase in the number of far-right social media influencers who are attracting the attention of young people within our society. There has been particular concern on the activity created in recent times from specific social media influencers, hosting channels with over four billion views on YouTube, linked to extreme far right opinions.

"Following in the footsteps of well documented far right individuals and organisations, the appeal to our young people, especially disaffected young men, is one that is difficult to know how to tackle. However, it is an area we must continue to focus on, and to ensure that the work of antifascist organisation Hope Not Hate, is given a platform to continue to combat this issue.

"Therefore, Congress requests the STUC General Council to encourage affiliates to:

- affiliate to Hope not Hate;
- encourage trade union members to join Hope not Hate email community; and
- publicise Hope not Hate campaigns and events."

**Mover:** *Fire Brigades Union*

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### **Motion 79 - Creating Anti-Racist Workplaces and Organisations**

"That this Congress believes it is not enough simply to be non-racist, but that we must all be proactively anti-racist and by extension so must our employers, educational bodies, and regulatory organisations.

"Congress accepts that bias, whether unconscious or otherwise, exists in all sectors, at all levels as well as in individuals and is determined that we should strive to eliminate it.

"Congress notes that the PDA union working with the PDA BAME Pharmacists' network have created the Pharmacy sector's first Anti-Racist Toolkit and are encouraging pharmacists and pharmacy employers in Scotland to utilise the toolkit to drive tangible change within their organisations.

"Congress welcomes the initiative and encourages all members and affiliates to create anti-racist workplaces across Scotland. The PDA will freely share learning and work to facilitate other unions replicating efforts in their own sectors.

"Congress calls for the STUC General Council to support affiliates in their efforts and for employers and organisations to be open and welcoming of these efforts and to engage with them fully and willingly."

**Mover:** *Pharmacists' Defence Association*

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### **Motion 80 - Systemic Racism in Scottish Cricket**

"That this Congress notes the far-reaching and damning findings of Plan4Sport's 'Changing the Boundaries' report, which was the outcome of an Independent Review into Racism in Scottish Cricket. The 448 specific examples within the report firmly evidence that institutional racism and discrimination has pervaded at all levels of Scottish cricket. Cricket Scotland failed in 29 out of 31 indicators of institutional racism.

"Congress recognises and applauds the courage of the victims – Majid Haq and Qasim Shekh, along with the tenacity of their lawyer Aamer Anwar, that ultimately led to the independent review and shone a light on the breadth and depth of discrimination.

"Trade union members who daily push for an anti-racism approach to address inequalities within workplaces are unsurprised, because institutional racism in cricket and indeed across all sport, is simply a barometer of systemic racism in workplaces and in wider society. In that respect Scotland must apply more widely the learning from the Review.

"Through input into Cricket Scotland's EDI advisory board, STUC Black Workers' Committee activists are already involved in addressing some of the issues raised, but we need the backing of the whole trade union movement to ensure we do more and make progress faster.

"Congress therefore asks the STUC General Council and its affiliates to:

- work with identified stakeholders to hold Cricket Scotland to account and ensure that every recommendation of the Review is implemented in full;
- offer support to, and if required provide a platform for, the Review participant victims to share their experiences with Black workers; and
- use the Review findings as further evidence for the need to push for the anti-racist approaches necessary

to bring about the cultural changes required within sport, workplaces and wider Scottish society.”

**Mover:** *STUC Black Workers’ Conference*

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### **Motion 81 - Fight Racism in Scotland**

“That this Congress recognises that racism continues to be a stain on Scottish society, from the historical legacy of colonialism to the personal, societal, and institutional racism that Black people and those from Minority Ethnic communities experience daily.

“Whilst debates over statues of slave owners remind us of our history, the events around the death of Sheku Bayoh have reaffirmed that racism is very much a current issue.

“Congress salutes the work of the STUC Black Workers’ Committee in building support for the family of Sheku Bayoh and highlighting the fight against racism. However, as racism pervades all communities and workplaces, it is an issue for the entire trade union movement.

“Black workers are more likely to be in part-time, lower paid jobs and overlooked for promotion than white colleagues, ensuring the ethnicity pay gap persists.

“Black workers regularly encounter racism in workplaces and reports suggest that they do not always believe raising this with their trade union will produce results.

“Congress calls on the STUC General Council to:

- encourage all affiliates to support and build the annual St. Andrew’s Day anti-racist marches and offer financial and practical support to the family of Sheku Bayoh in the ongoing public enquiry;
- campaign for ethnicity pay gap reports and action plans to be published by all employers;
- to review the outputs of the TUC anti-racism taskforce with a view to adopting any relevant best practice;
- work with the STUC Black Workers’ Committee to highlight and challenge racism;
- encourage all affiliates to deliver training to union reps on challenging racism in the workplace and to promote the involvement of Black members in their unions ensuring that unions are seen as relevant to workers from all ethnicities; and
- encourage trades union councils to engage with community campaigns to challenge racism.”

**Mover:** *East Kilbride and South Lanarkshire Trades Union Council*

### **Amendment**

Para 6, after bullet point 4 insert additional bullet point:

“Applauds UNISON’s decision to declare 2023 the ‘Year of the Black Worker’ with its campaign aimed at ‘Establishing Legacy to Generate Change’”.

**Mover:** *UNISON*

### **Motion 82 - Buffer Zones**

“That this Congress notes that abortion is healthcare and a legal right in Scotland but that access to abortion services is not equally available to all. Congress believes that everyone should be able to access abortion services free from harassment and intimidation. Congress further notes that access to abortion services is a trade union issue as members require access to services and may also work providing this essential healthcare.

“Congress commends the work of Gillian Mackay MSP introducing a Member’s Bill in the Scottish Parliament calling for the introduction of buffer zones outside healthcare settings offering abortion services. Congress supports the introduction of buffer zones to stop protests outside clinics, hospitals and facilities that provide abortion services.

“Congress welcomes the level of engagement during consultation on the Bill including support from many trade unions, the BMA and Royal College of GPs; the Supreme Court’s decision on the Northern Ireland assembly’s competency to legislate; and the Scottish Government’s announcement that they will legislate to bring in national legislation on buffer zones.

“Congress believes that the welcome restrictions brought in by a Bill should not extend to wider protests linked to industrial action by trade unions in pursuit of legitimate industrial disputes in health care settings.

“Congress calls on the STUC General Council and affiliates to:

- support the introduction and passage of legislation on safe access zones around abortion clinics in Scotland;
- call for the introduction of legislation at the soonest practical date; and
- engage with the drafters of the Bill and MSPs to ensure that trade union activity be excluded from the scope of the Bill.”

**Mover:** *University and College Union Scotland*

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### **Motion 83 - National Security Bill**

“That this Congress notes with concern the threat to journalism, free speech and democratic accountability by the introduction of the National Security Bill, a proposed reform to the Official Secrets Act, which concerns espionage, sabotage and persons acting for foreign powers together with prevention and investigative measures.

“Of particular concern are the following proposals contained within the Bill: conflating the distinction between journalism and spying; extending the definition of protected information; and the application of ‘foreign power’ conditions to media owned or funded outside the UK.

“The Bill is very broad and covers information that is



restricted in any way.

“Crown lands used for defence or for extracting minerals for defence purposes would be protected places and could not be approached or photographed.

“Congress is deeply concerned that there would be no public interest defence for journalists or the public and that the authorities would be given far too much latitude in determining how to defend or protect places and information.

“Congress calls on the UK Government to amend the Bill in such a way as to create a clear public interest defence as recommended by the Law Commission, and to introduce further amendments to make clear that journalists doing their jobs should not be liable to prosecution.

“Congress calls upon the STUC General Council to do all it can to campaign and lobby against this Bill.”

**Mover: National Union of Journalists**

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#### **Motion 84 – Responsibility for Problem Drug Use Policy**

“That this Congress notes with sadness and anger that in the past four years in Scotland 5,120 of our people perished before their time directly due to their Problem Drug Use (PDU).

“Scotland is the worst performing nation in Europe when it comes to protecting vulnerable drug users from unnecessary death and is consistently failing to give them the opportunity to rehabilitate.

“It is to our shame that 247 Scots per million of population (ppm) die every year, many more than in Norway where no less tragically 85ppm die and even the rest of the UK, in England the death rate is 50ppm.

“Deprivation is the single biggest structural driver of PDU. PDU rates in Scotland’s poorest areas are 17 times higher than in its least impoverished areas. Further, the evidence shows that people with PDU who are criminalised are less likely to be able to mitigate the harms PDU presents to them. Yet still the status quo persists and benefits only those criminal individuals and gangs who profit from the sale of illegal drugs whilst leaving a trail of destruction behind them.

“Congress believes that wholesale changes are required to Scotland’s care systems and drugs policies. Congress sees that the blockage to Scotland’s governmental ability to take the necessary radical action lies with Westminster’s refusal to devolve responsibility for relevant drug policy to the other administrations within the UK.

“Congress calls upon the STUC General Council to:

- work with the Scottish Government to redouble efforts to secure responsibility for drug policy from Westminster;
- work with the wider UK trade union movement to ask an incoming Labour government to devolve relevant

drug policy; and

- subsequently work with Scottish Government, using the expertise of relevant health and social care unions, to support the changes required to reduce PDU and drug related deaths.”

**Mover: Pharmacists’ Defence Association**

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#### **Motion 85 - Safe Consumption Facilities**

“That this Congress notes:

- Scotland’s drugs death statistics are a source of national shame;
- the consistent long-term campaigning by interested parties in Glasgow and Edinburgh making the case for Safe Consumption Facilities (SCFs) to prevent drug deaths;
- the substantial agreement among the relevant Scottish authorities, particularly the legal ones, on the viability of providing SCFs; and
- the greater progress in planning for SCFs in Glasgow than in Edinburgh and Dundee.

“Congress calls upon the STUC General Council to support:

- the urgent adoption of a public-health based approach, to tackle Scotland’s drugs deaths emergency through the provision of SCFs for the purpose of immediate harm reduction;
- exhaustive exploration of the provision of SCFs under devolved powers - for instance, closer liaison between all the bodies concerned in planning SCF provision under devolution, the Lord Advocate in particular; and
- recognition of the recurrence of homelessness, unemployment, poverty, and poor mental health as key indicators for predisposition of problem drug-use (PDU) and, as a result, the root cause of Scotland’s drugs death emergency.”

**Mover: Edinburgh Trades Union Council**

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#### **Motion 86 - Period Products (Free Provision) (Scotland) Act 2021**

“That this Congress welcomes the introduction of Period Products (Free Provision) (Scotland) Act 2021, and the progressive cross-party work of Monica Lennon MSP. Congress notes Section 3 of the Bill; ‘Specified public service bodies to ensure period products obtainable free of charge by persons in their premises’, and Congress calls on the STUC to promote use of this section.

“Congress calls on the STUC General Council to work with the Scottish Government, a franchisee’ of the rail industry and other public transport functions, to ensure that all

public transport hubs; ScotRail train stations; CalMac ferry terminals; and other travel hubs join the Act under Section 3.

“Congress calls on the STUC General Council to:

- remind the Scottish Government that they can do more to assist customers and passengers, by applying the Act within their passenger interface locations; and
- work with all Health and Safety reps to encourage all employers to facilitate the spirit of the act and assist their employees with easy access and preferably free provisions where they can do so.”

**Mover: *Transport and Salaried Staffs’ Association***

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### **Motion 87 - Journalism is not a Crime**

“That this Congress notes that:

- the profession of journalism requires its members to carry out reporting and interviews in public places, including at points of tension such as demonstrations, picket lines and other situations where there is a police presence;
- the official press card, which the NUJ among other organisations issues to members carrying out newsgathering activities, offers the recognition of the National Police Chiefs’ Council that the cardholder is a bona fide newsgatherer;
- journalists have nonetheless in recent months and years faced harassment and intimidation from Police Scotland, including questioning over the angles of their stories, false declarations that journalists are breaking the law and preventing journalists from leaving police presence and delaying them from carrying out their duties while their details are checked against terrorism databases; and
- Police Scotland has effectively dismissed complaints from journalists regarding such incidents.

“Congress believes that:

- journalism is not a crime;
- journalism is an essential tenet of a democratic, free society; and
- journalists must thus be able to carry out their duties unhindered and unintimidated by law enforcement agencies.

“Congress calls upon the STUC General Council to:

- support the NUJ in campaigning against the harassment and intimidation of journalists carrying out their duties in the public sphere;
- to write to Police Scotland asking it to publish all guidance and policies given to officers regarding interactions with members of the press while on duty; and to raise concerns regarding officers harassing and intimidating journalists, and the lack of transparency and effective remedy when journalists complain

about such incidents; and

- to write to the Justice Secretary asking for Police Scotland to be reminded of the vital role of journalists and the importance of police officers in safeguarding and not hindering this role.”

**Mover: *National Union of Journalists***

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### **Motion 88 - Our Right To Know - Freedom of Information in Scotland**

“That this Congress recognises that in 2018 the Scottish Information Commissioner ruled that Scottish Ministers breached Freedom of Information laws by treating requests made by journalists differently and subjecting them to an additional layer of clearance. Congress further notes that in 2020 the Scottish Government sought to extend the deadlines for responding to FOI requests, using the Covid-19 pandemic as a justification, and that there are continued obstacles and obfuscation in the response of the Scottish Government and Scottish public bodies to FOI requests.

“The Scottish Information Commissioner’s May 2022 Progress Report on the Scottish Government found that despite some improvements, further work was required if FOI performance is to be raised and sustained.

“Congress believes there are continuing serious problems for journalists and the public over the Scottish Government’s secretive attitude to FOI in Scotland, involving paid government officials of certain departments being able to decide on handing over material requested by journalists and others and that officials who still act for their bosses have been pressed into service as FOI officials.

“Congress notes that this is utterly unacceptable, and so is the trend to censor/redact names of departments and units as well as total removal and protection of officials’ identities.

“Congress believes Freedom of Information is a fundamental right and enhances the ability of journalists and campaigners to go about their work, as well as contributing to a transparent and healthy society.

“Congress calls upon the STUC General Council to support Katy Clark’s forthcoming Private Members’ Bill to the Scottish Parliament seeking to amend the FOI (Scotland) Act, contribute to campaigns undertaken to defend the right to Freedom of Information in Scotland, to support the NUJ’s work on this matter, and encourage affiliates to do the same.”

**Mover: *National Union of Journalists***

### **Motion 89 - Gender Recognition Reform (Scotland) Bill Passing**

“That this Congress welcomes the passing of the long-overdue Gender Recognition Reform (Scotland) Bill, and, despite its delay, the continued inclusion of waiting periods, and the lack of non-binary recognition.

“Congress congratulates many civic societies, activists, trade unionists, and the LGBT and trans community who mobilised and campaigned for this comparatively minor administrative reform, that will never less play a significant role in enhancing the lives of trans people who can live, work, marry if they wish too, and die with dignity.

“Congress notes thanks for the STUC General Council, and affiliates, for their continued commitment and support to the GRR (Scotland) Bill and support for trans people, particularly in the face of organised campaigns using misinformation, and a discussion that had become polarised and toxic.

“Congress further notes that the passing of the GRR brings Scotland in line with over 30 countries including Scotland’s closest neighbours.

“Congress deplores attempts by the UK Government to block the GRR (Scotland) Bill progressing and agrees that such a decision undermines both the lives of trans people, democracy and Scottish Devolution.

“Congress further welcomes support from the First Minister of Wales in seeking similar legislation, and existing legislation in Ireland.

“Congress calls upon the STUC General Council to:

- publicly underline its long-standing support for liberation for trans and non-binary people;
- collaborate with the TUC, Wales TUC and ICTU on advising on best practice for ensuring reform is undertaken swiftly and smoothly across the UK;
- provide affiliates with updated instructional materials and fact-checking on supporting trans workers; and
- oppose any Section 35 order which seeks to undermine the GRR (Scotland) Bill.”

**Mover:** *STUC LGBT+ Workers’ Conference*

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### **Motion 90 - Tackling Disability Employment and Pay Gap**

“That this Congress is alarmed that the Disability Employment Gap (DEP) in Scotland remains at a shocking 31.2% and that Scotland has the widest Disability Pay Gap (DPG) at 18.5% across the UK four nations.

“Congress notes that the 2022 UK wide Disability Pay Gap Day exposed that the average disabled worker in the UK was working 54 days without pay.

“Congress further notes that disabled people disproportionately experience chronic poverty and endemic barriers to accessing and sustaining employment.

“The Scottish Government have set a target to half the DEP by 2035. Congress believes that bolder measures and commitments should be taken to accelerate closing the gap not simply half it.

“Furthermore, that disabling attitudes, stigma, workplace policies and practice, and a lack of access to decent, well paid and sustainable employment continues to be significant factors placing barriers for disabled people to access, retain and progress at work.

“The combined impacts of Covid and the cost-of-living crisis has had devastating impacts on the lives and livelihoods of disabled people, and consequently, the widening of the disability pay and employment gap.

“Congress calls on the STUC General Council to:

- support mandatory disability pay gap reporting for workplaces, with more than 50 employees;
- support the STUC Disabled Workers’ Committee to launch a campaign to close the disability employment and pay gap;
- increase campaigning for a day one right to flexible working; and for all employers and all affiliates to adopt the Disability Employment Charter co-developed by the Labour party, UNISON and Unite;
- lobby for a stronger legal framework for reasonable adjustments and campaign for EHRC to enforce disabled workers’ rights and substantial penalty for employers who fail to comply; and
- lobby the Fair Work Commission to tackle the DPG and DEG.”

**Mover:** *STUC Disabled Workers’ Conference*

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### **Motion 91 - Paid Employment for People Seeking Asylum**

“That this Congress maintains that the Home Office system for dealing with refugees’ applications for asylum is chaotic and inhumane due to the xenophobic policies towards refugees pursued by the Westminster Government.

“Congress believes that the policy of forbidding paid employment for refugees awaiting decisions on their asylum applications is an expensive waste of talent. Given appropriate training, they are a workforce that could be making an important contribution to society in such areas as social care, construction of affordable housing for rent and retro-fitting of insulation in social housing.

“Congress notes the Scottish Government has made numerous statements that are critical of the Home Office and the Mears Group’s treatment of refugees.

“However, at no time has the Scottish Government made any specific proposals for employing refugees.

“Accordingly, Congress resolves that the STUC General Council should campaign for the:

- Scottish Government to urgently develop a detailed

proposal aimed at providing training opportunities for refugees and asylum seekers;

- Scottish Government to develop a proposal to the UK Government for asylum seekers to move into paid employment; and
- Westminster Government to allow people seeking asylum the right to work.

“Further, Congress calls for the STUC General Council to publish the Scottish and UK Government responses (or the lack of a response) within a short timescale.”

**Mover:** *Dumfries and Galloway Trades Union Council*

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### **Motion 92 - Right to Food**

“That this Congress notes with concern reports in the Sunday Times suggesting that, at a time of an acute cost-of-living crisis for households with food inflation running at over 14 per cent, UK supermarkets are set to announce higher than anticipated profits.

“Congress:

- notes that Tesco alone is set to forecast increased operating profits of nearly £2.5 billion, significantly above its five-yearly average; shares the reported fears of industry insiders that the supermarket giants are benefitting from so-called ‘rocket and feather’ pricing, where prices rise sharply in response to an inflationary spike, only to remain persistently higher than necessary as the rate of inflation falls;
- is scandalised that corporate shareholders should be making excessive profits and more and more households are forced to use foodbanks;
- remains concerned that, despite these rocketing profits, the big retailers in the food and drink sector continue to place undue commercial pressures on their suppliers, leading to a further squeeze on the terms and conditions of workers across the food sector, and more suppliers closing sites or going into administration; notes that food workers, like other low paid groups in society, are disproportionately impacted by the relentless increase in grocery prices; and
- and joins the Bakers, Food and Allied Workers union in calling for urgent regulatory action to tackle the plague of excessive corporate profiteering by the UK supermarkets and urges the Government to introduce a statutory Right to Food for everyone in our country.”

**Mover:** *Bakers, Food and Allied Workers Union*

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### **Motion 93 - Up-rating**

“That this Congress calls upon the STUC General Council and requests all affiliates to immediately commence campaigning for a second benefits up-rating in 2023 to

relieve the poverty caused by the inflationary rise in prices since autumn 2022.

“We are aware that this previously happened in 1974 when inflation was, by some estimates, around 34%.

“We are also aware that in normal times DWP uses the September inflation rate to decide what the increase should be from the following April and that their computer system has been ‘uprated’ with the new rates in early December.

“Therefore, it should be possible to increase benefits from July 2023 in line with inflation from September 2022 to now.

“Benefits rates were increased by 10.1% this month. In fact many people will only see the increase from this week, or later, the way it’s tied into payment cycles. This doesn’t take into account that over the last decade the value of benefits has fallen by around 10%. The increase barely covers the increase in food costs never mind the increase in fuel and other costs.

“The resolution foundation has estimated that by now (April 2023) inflation will be at 20% and 25% by next January.

“Therefore, it is essential that those on fixed state incomes be safeguarded by further increases in benefits.”

**Mover:** *Paisley Trades Union Council*

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### **Motion 94 - Looking after Carers - Our Unsung Heroes**

“That this Congress believes that unpaid carers should receive financial help to compensate for the time spent caring and unable to earn.

“Congress notes that there is an ‘army’ of unpaid carers that are the bedrock of our society who are often forgotten and unheard within the care system.

“We know that there are currently millions of unpaid ‘family member’ carers in the country that either cannot work or have to restrict their employment hours to meet their caring commitments to ensure that their loved ones are properly cared for.

“Congress notes that the actual number of unpaid carers in Scotland is not confirmed but was estimated at 700,000 to 800,000 before the Covid19 pandemic. A survey in September 2020 suggests the number of adult carers has grown to around 839,000 and estimates this saves the country around £50 million a day. A minority of these carers have had to give up paid work and/or reduce their working hours to care.

“Congress notes that Carers Allowance at £302 per month is not a sufficient amount to live on.

“Further, Congress notes that not all carers live with the person they care for therefore disability benefits do not directly or indirectly benefit carers in this situation and many carers are not entitled to benefits.



“Congress believes caring society should recompense them for this essential work they do, often without any recognition, or help from society

“Congress calls on the STUC General Council to support proposals to maximise income for unpaid carers and to support campaigns for unpaid carers to receive liveable financial help from the government.”

**Mover:** Paisley Trades Union Council

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### **Motion 95 - Scottish Radicals**

“That this Congress notes the proud history of Scottish Radicalism and believes this story, along with that of other like-minded groups should be promoted.

“This is in no way to curtail promotion of the wider U.K. radicalism, e.g., Peterloo, but to expand people’s knowledge of Scotland’s place in the Radical Movement.

“Congress notes the historic events around the Radical Rising in Scotland in the early 19th Century and believes that there is insufficient attention given to promotion of Scottish Radicals, especially women, who have had a lasting impact on our country.

“Congress calls on the STUC General Council to:

- develop online content featuring suitable historic and contemporary radicals;
- signpost to other relevant sites;
- consider how these resources can best be used to support the STUC’s development of political education courses and resources.”

**Mover:** Paisley Trades Union Council

## **SECTION 9: INTERNATIONAL**

### **Motion 96 - Practical Solidarity with Palestinian Firefighters**

“That this Congress recognises the importance of practical solidarity to the people and workers of Palestine. The FBU has a proud history of initiatives in supporting Palestinian firefighters through material, practical and political support. As a result of these Scottish FBU projects since 2009, Dundee TUC signed a solidarity agreement between DTUC and PGFTU in Dundee’s Twin City of Nablus.

“Following on from these previous projects, that have included driving 2 fire appliances from Scotland to Palestine and providing crucial training to Palestinian firefighters, the FBU on a recent trade union delegation to Nablus in November 2022, announced the donation of another fire appliance with the support of the Scottish Fire and Rescue Service and the Scottish Government.

“Congress fully supports practical solidarity projects such as these and encourages affiliates to follow suite

with initiatives from their own sectors and industries to continue offering practical solidarity to the people and workers of Palestine.”

**Mover:** Fire Brigades Union

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### **Motion 97 - Solidarity with Palestine**

“That this Congress notes, in November 2022, Dundee TUC sent the first ever delegation from a UK Trades Union Council to Palestine, meeting comrades from the PGFTU in Nablus and Ramallah and signing a Solidarity and Co-operation agreement.

“The five delegates, members of GMB, Unite, FBU and CWU, saw at first hand the struggles of workers and their organisations trying to live under occupation and apartheid, arriving in Nablus just days after a number of the city’s young people were executed on its streets by the Israeli military.

“FBU comrades were able to announce to their counterparts in Nablus, the arrival next Spring of a donated fire engine and equipment, organised with assistance from the Scottish Fire and Rescue Service and the Scottish Government and building on a long-standing relationship between the firefighters of Scotland and Palestine.

“The delegates were warmly welcomed wherever they went, both from workers and the wider community.

“Since returning, the occupation has been made potentially even more brutal by the election of virulent anti-arab racist politicians who are now part of the Israeli Government. The flag of Palestine, which has flown proudly in Dundee for over 40 years, is now banned in its homeland.

“Congress:

- denounces the continuing Israeli Government’s occupation of Palestine;
- defines its operation as Apartheid;
- sends solidarity to the Palestinian people and to the PGFTU;
- calls on the General Council to explore a formal Solidarity and Co-operation agreement with the PGFTU and investigate further practical expressions of support; and
- encourages affiliates to consider doing likewise.”

**Mover:** Dundee Trades Union Council

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### **Motion 98 - Continuing Support for Palestine**

“That this Congress notes with concern and deep regret that the plight of the Palestinian people has deteriorated significantly over the last year. 2022 saw the number of Palestinians killed in the West Bank rise to 150, double



that killed in 2021.

“In East Jerusalem settler housing units increased from 900 in 2021 to 3100 in 2022. Settler attacks on Palestinians are now more brazen and co-ordinated.

“The Israeli Government has continued to close the Gaza strip borders reducing it to no more than a desolate prison state.

“This year sees the formation of a ruling coalition, by far the most rightwing government in the history of Israel. Israel’s new far right Minister of National Security, Itamar ben Gvir, has instructed police to remove Palestinian flags from public spaces, calling the displaying of the Palestinian national symbol an act of terrorism.

“Congress reaffirms its support for the Palestinian people’s struggle for justice. We ask our national, regional and branch constituents to continue their campaign and ask all affiliates to join with the Palestine Solidarity Campaigns and to assist with the Boycott, Divestment and Sanctions campaign.”

**Mover: Midlothian Trades Union Council**

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#### **Motion 99 - Afghanistan and Women’s Education**

“That this Congress notes the resolution on Afghanistan from STUC Congress 2022 predicting the return of the Taliban to government would be detrimental to the human rights of Afghan people, and particularly to women’s education. The resolution noted that Britain had some responsibility as an architect of the recent conflict.

“Congress notes that, sadly, much of what was predicted is now reality for people in Afghanistan.

“Congress notes that the Afghan Minister for Higher Education banned women from accessing university saying women students were dressing inappropriately and that women studying agriculture and engineering doesn’t match with Afghan culture. This followed a ban on girls in secondary schools in March 2022.

“Congress commends the protest of Afghan higher education staff and male students who walked out of universities in solidarity with the women barred from campuses.

“Congress restates the belief that access to education is a human right and that to deny women and girls is morally wrong.

“Congress further deplores the Afghan government preventing women working for NGOs and believes that this will leave many women facing poverty. While the restriction currently does not apply to healthcare, Congress believes that any extension will have devastating consequences, both for the women employed and for women’s access to healthcare.

“Congress calls for women and girls to be able to fully participate in social, economic and cultural life in

Afghanistan including in education and employment.

“Congress calls on the STUC General Council to:

- encourage the Scottish and UK Governments to state their continued opposition to the restrictions on women’s access to education and employment.

And urge the UK Government to:

- fulfil the promises made in 2022 on resettlement including the Afghan citizens’ resettlement scheme which, to date, has not resettled one person; and
- reverse cuts to aid spending, and properly fund UK research and innovation official development assistance.”

**Mover: University and College Union Scotland**

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#### **Motion 100 - War in Ukraine**

“That this Congress notes that the ongoing military conflict in Ukraine and the sanctions imposed against Russia are having severe negative economic consequences on people throughout Europe.

“Congress calls on both Scottish and British Governments to join and support those countries such as Brazil, Mexico and Turkey which have offered to act as arbiters to secure a cessation of hostilities in Ukraine and a settlement that fully protects and embeds the rights of both Ukrainian and Russian speaking communities.”

**Mover: Aberdeen Trades Union Council**

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#### **Motion 101 - Ukraine**

“That this Congress notes that the Tory government has so far (at the time of writing) committed £2.3 billion in arms to Ukraine during the worst cost-of-living crisis in decades. This money would be better spent on providing decent pensions, pay and relief to millions of working people struggling to make ends meet.

“Congress believes the trade union movement should stand in solidarity with ordinary Ukrainians, demand an immediate withdrawal of Russian troops, and condemn NATO escalation. We should express solidarity with the Russian people who have bravely protested against the war and condemn the Putin regime’s imprisonment of thousands of ordinary Russians for supporting peace.

“Congress further notes that Europe is being divided into rival armed camps, each with nuclear weapons and that the war in Ukraine is part of a bigger clash between the US and Russia in eastern Europe and central Asia.

“Congress recognises that NATO is not a progressive force for peace, as we have seen in Western led wars such as Afghanistan and elsewhere. Its expansion into Eastern Europe in the 1990s and 2000s has stoked the Ukraine conflict—and escalation now risks nuclear and widening war in the region.

“Congress calls for trade union affiliation to Stop The War and Scottish CND’s trade union anti-war group.”

**Mover:** *Clydebank Trades Union Council*

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### **Motion 102 - Ukraine - Peace Talks**

“That this Congress calls on the General Council to work with member unions and trades union councils to continue supporting Just Transition programmes with the necessary resources to focus on the current challenges facing the Scottish economy.

“Congress expresses concern about the decision of the Westminster Government to increase the military budget whilst at the same time inflicting substantial cuts in areas such as education, housing, and transport.

“Congress notes that according to figures available at the end of 2022 - the Tory Government has so far committed almost 2.3 billion pounds in arms to Ukraine during the worst cost-of living crisis in decades and that this money could be better spent on providing decent pensions, pay and relief to millions of working people struggling to making ends meet.

“Congress calls on both the Scottish and British Governments to press for urgent talks to resolve the conflict in Ukraine and in condemning the Russian invasion , supports countries such as Brazil which have offered to act as arbiters to secure a settlement that fully protects and embeds the rights of both Ukrainian and Russian speaking communities.”

**Mover:** *Irvine and North Ayrshire Trades Union Council*

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### **Motion 103 - Ukraine**

“That this Congress calls on the STUC General Council to work with member unions and trades union councils to continue supporting Just Transition programmes which focus on the current challenges facing the Scottish economy.

“Congress expresses concern about the decision of the Westminster Government to increase the military budget whilst at the same time inflicting substantial cuts in areas such as education, housing, and transport.

“Congress notes that according to figures available at the end of 2022 – the Tory Government has so far committed almost 2.3 billion pounds in arms to Ukraine during the worst cost-of-living crisis in decades and that this money could be better spent on providing decent pensions, pay and relief to millions of working people struggling to making ends meet.

“Congress calls on both the Scottish and British Governments to press for urgent talks to resolve the conflict in Ukraine and, in condemning the Russian invasion, supports countries such as Brazil which have

offered to act as arbiters to secure a settlement that fully protects and embeds the rights of both Ukrainian and Russian speaking communities.”

**Mover:** *East Ayrshire Trades Union Council*

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### **Motion 104 – Peace**

“That this Congress notes, given the distinct possibility that the war in Ukraine could escalate into a nuclear conflict, Congress considers that, during this period of instability, priority should be to encourage negotiations rather than the present direction of travel to more conflict.

“Congress agrees that wars and military build-ups are not the way forward and much more effort must be put into negotiated settlements and international agreements.”

**Mover:** *Midlothian Trades Union Council*

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### **Motion 105 - Europe Needs Peace**

“That this Congress notes, with the continued conflict in Ukraine, we have witnessed incredible human cost and long-term damage which could see the people in the nation suffering for many years to come. Instead of looking for a peaceful resolution, the Tory Government has so far committed £2.3 billion in arms to Ukraine during the worst cost-of-living crisis in decades. This money would be better spent on providing decent pensions, pay and relief to millions of working people struggling to make ends meet.

“After a year of conflict, there have been occasions where the war could have easily expanded into neighbouring countries including the incident on 15 November where a missile hit the Polish village of Przewodow, showing the longer the conflict continues the greater the chance of the chaos to spread.

“Ultimately, all wars end two ways - either complete annihilation or negotiation. We must play our part to bring peace to the region.

“Congress believes:

- we should say, “Russian troops out, no to Nato escalation”;
- we should stand in solidarity with ordinary Ukrainians and demand an immediate withdrawal of Russian troops;
- we should stand in solidarity with the Russian people who have bravely protested against the war and condemn Putin’s regime of imprisonment of thousands of ordinary Russians for supporting peace;
- the war in Ukraine is part of a bigger clash between the US and Russia in eastern Europe and central Asia; and
- Nato is not a progressive force for peace, as we have seen in Western wars such as Afghanistan. Its

expansion into Eastern Europe in the 1990s and 2000s has stoked the Ukraine conflict – and escalation now risks nuclear and widening war in the region.”

**Mover:** *North Lanarkshire Trades Union Council*

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#### **Motion 106 - Justice for the Victims of Spain’s Fight for Democracy**

“That this Congress notes, when Franco’s military dictatorship vanquished the elected Spanish Republic in 1939, it heralded four decades of systemic rape, torture and the execution of hundreds of thousands of civilians. The dictatorship ended in 1975. As the 50th anniversary approaches, the relatives of its victims still demand justice.

“The failure of the Spanish State to punish these crimes is an affront to those who fought against the coup during the civil war and to those who opposed the dictatorship.

“These crimes continued during the so-called Transition to Democracy, between Franco’s death and the first elections, during which millions marched, demanding basic rights. The state responded by murdering hundreds of its citizens, both directly and through proxy organisations. On 15 October 1977, the new government passed the Amnesty Law, believing they could sweep this dark past under the carpet.

“For 47 years, Spain’s judiciary has not only refused to try the criminals, it has ensured nobody else does either. In 2013, Argentinian Judge María Servini issued a warrant for the extradition of 20 dictatorship criminals, which successive Spanish Governments have denied. Moreover, Spain’s courts have ruled hundreds of complaints about torture inadmissible and refused to try crimes against humanity.

“The Historical Memory Associations are leading this fight for justice and are focusing on the prosecution of Martín Villa for four murders in 1976 and 1977 and an investigation into nine more, for which Servini has issued a warrant.

“The recently approved Historical and Democratic Memory legislation precludes naming names, ensuring nobody will be held responsible for these crimes. Deliberately vague references to making amends seek to avoid compensating victims’ families.

“Congress:

- offers solidarity to those seeking justice;
- denounces the continued inaction of Spain’s Judiciary and State; and
- calls on the STUC General Council to lobby Westminster and Holyrood to seek justice.”

**Mover:** *Dundee Trades Union Council*

#### **Motion 107 - AUKUS pact**

“That this Congress condemns the role of previous and present Conservative Governments in heightening nuclear tensions in the Pacific by concluding the 2022 AUKUS pact for the provision of nuclear submarines for Australia and mandating an increased military presence by Britain and the US in disputed waters.”

**Mover:** *Aberdeen Trades Union Council*

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#### **Motion 108 - FIFA World Cup**

“That this Congress notes that the 2022 Congress rightly condemned the treatment of migrant workers by Qatar and demanded action to ensure that the families of those who died in the construction of the stadiums and those who were injured received compensation.

“We must not forget this now the World Cup is over. This was modern day slavery and many of the deceased died from heat exhaustion and dehydration, having been denied basic rights of regular breaks and drinking water.

“Congress calls on the STUC General Council to launch a high-profile campaign against FIFA and the Qatari Government in order to ensure they pay compensation to the families of construction workers who lost their lives during the construction of 2022 World Cup facilities in Qatar as well as compensating those workers who were injured whilst working on the 2022 World Cup construction projects.”

**Mover:** *Aberdeen Trades Union Council*

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#### **Motion 109 - Internationalism**

“That this Congress notes the 2018 documentary Nae Pasaran which tells the true story of East Kilbride Rolls Royce factory workers who managed to ground half of Chile’s Air Force. In 1974, these workers stood in solidarity with Chilean citizens and against Pinochet’s dictatorship by refusing to carry out repairs on the engines of Hawker Hunter planes, which made up of almost half of Chile’s Air Force. Despite the risk of losing their jobs, this boycott lasted for four years.

“Congress recognises that Nae Pasaran is a story of the local, and the international. Of action and of connection.

“Congress further recognises the story as an example of the strong sense of international solidarity embedded into the beliefs and values of workers’ and the trade union movement.

“From indigenous people killed defending the land, workers locked down in the world’s largest iPhone factory in China, deaths of migrant construction workers involved in building the infrastructure required for large sporting events – including the 2022 World Cup in Qatar, to the use of chemical weapons against Kurdish people – what happens here or there, impacts what happens here or

there.

“From the protests and strikes across Europe, Sudan and Iran over the cost-of-living and police violence, comrades resisting oppression in Haiti, Puerto Rico – our struggle is interactional and international. Our solidarity should be too.

“Congress calls upon the STUC General Council to:

- make sustained connections with our comrades in struggle across the world and raise awareness of the erosion of human and trade union rights faced by them;
- encourage May Day celebrations include the struggles and successes of our comrades across the world;
- host opportunities to facilitate international learning and discussion exchanges; and
- practically support trade union and grassroots organisations across the globe by being actively involved in future events and days of action held.”

**Mover:** *STUC Black Workers’ Conference*

## SECTION 10: CONSTITUTION

### **Motion 110 - Retained EU Law (Revocation and Reform) Bill**

“That this Congress notes the disastrous approach of the UK Government, in its desperation to appease the hardest of Brexiteers, set out in the Retained EU Law (Revocation and Reform) Bill.

“We note the repatriation to Westminster of a significant amount of legislation which was devolved to Holyrood during the UK’s membership of the EU. Furthermore, we note the substantial additional workload and resource drain created by the need to identify, quantify and risk assess UK and Scottish legislation in relation to this Bill.

“Congress believes there is an existential threat to a huge range of hardwon rights for our members both as workers, but also as consumers, if this Bill is simply left to run its course.

“Congress calls upon the STUC General Council to engage with and lobby the Scottish Government to give tangible commitments that it will use all powers available to it to ensure that there is no diminution of worker or consumer protection as a result of the UK Government’s approach to this issue.”

**Mover:** *Prospect*

#### **Amendment**

Para 4, line 6, after ‘issue’ insert:

“Congress also notes that these rights range from employment rights, environmental protections, food standards including health and safety amongst others.”

**Mover:** *Public and Commercial Services Union*

### **Motion 111 - Referendum Third Option**

“That this Congress welcomes statements by our General Secretary that consideration should be given to a third option in any referendum on Scotland’s constitutional future.

“In connection with such a Third Option, Congress notes the report of the Labour Party Commission on the Future of the United Kingdom and welcomes its call for the replacement of the House of Lords by an elected Assembly of the Nations and Regions, for its proposal that constitutional status be given to the Sewell Convention (which provided the Scottish Parliament, among other things, control over our country’s economic and industrial policies) and additionally that the Scottish Parliament be accorded greater borrowing powers. Congress also notes the explicit constitutional requirement to rebalance the UK’s economy so that prosperity and investment can be spread more equally between different parts of the United Kingdom.

“However, Congress views with great concern the document’s failure to make any explicit reference to the role of the public sector in securing this equality and its apparent assumption that this will be achieved in liaison with the private sector – despite all the evidence demonstrating that it has been the financialised ownership across the private sector that has been responsible for the lack of investment, de-industrialisation and uneven development. Correspondingly, Congress deplores that failure of the Labour Party Commission to undertake consultation with the trade union movement or the STUC.

“Congress therefore calls on the STUC General Council to make representations to the Labour Party to ensure that its policies on the role of the public sector and of renationalisation of basic services and utilities be incorporated and made explicit in any policy statements along with the active role of trade unions in all aspects of the management of economic assets.”

**Mover:** *Clydebank Trades Union Council*

#### **Amendment**

Insert final para;

“Congress further calls on the General Council itself to launch a more general discussion on the need to secure such constitutional changes in face of the immediate and deepening economic and social crisis without prejudice to the longer-term issue of whether or not independence would benefit working people.

**Mover:** *Dumfries and Galloway Trades Union Council*

## **Motion 112 - Urgent Need to Devolve Employment Law to Scotland**

“That this Congress notes the British Conservative Government is not only pushing through the Strikes (Minimum Service Levels) Bill but was actively considering proposals to ban Border Force staff from joining a trade union. The latter not been pursued due to the protections of the ECHR

“These unwanted proposals build on past legislation such as the Trade Union Act (2016).

“The Bill applies throughout Britain as Employment Law is under the reserved remit of Westminster. In the Smith Commission, a possible change failed to find consensual support and hence employment law stayed reserved. Scottish Labour continues to support Westminster to legislate employment law.

“A grievous mistake. We are in the position that the Scottish Government is engaged in pay talks with public service unions but the very framework of these laws is not in their control.

“Rather it is in the hands of those who are absolutely opposed to workers’ rights, as the Conservative’s look to implement its slash and burn Brexit Freedoms Bill, pass the specific Retained EU Law (Revocation and Reform) Bill and considers a British Bill on Human Rights to replace the ECHR which will decimate the protections that our members enjoy.

“Thus, the need for urgent action.

“The democratic deficit results in past legislation such as Thatcherite Trade Union Act 1984 to the Trade Union and Labour Act 1992 not being repealed by the British Labour Government.

“We must thus take the responsibility to safeguard workers’ rights in law under the Scottish Parliament.

“We must not only fight these anti-trade union laws (with specific campaigning on the above Retained EU Law Bill) but Congress resolves that the STUC General Council therefore will campaign for the devolving of Employment Rights with like-minded parties to not only Westminster but all within Scottish civil society.”

**Mover: *Inverness and District Trades Union Council***



# NOMINATIONS FOR STUC GENERAL COUNCIL &

## STANDING ORDERS COMMITTEE

### FOR 2023/24

#### NOMINATIONS FOR THE GENERAL COUNCIL FOR 2023/24

##### Section A – Trade Union Places

*14 places – 14 nominees (6 male nominees, 8 women nominees)*

*6 places reserved for women nominees receiving the highest vote – NO CONTEST*

The following are elected to the General Council for 2023/24:

ALEXANDER, MARY	Unite the Union
DOLAN, JOHN	GMB
DONALDSON, SUSAN	Union of Shop, Distributive & Allied Workers
DOUGALL, ELAINE	Unite the Union
DRYLIE, ANNETTE	GMB
GERSON, NATASHA	Equity
GILBERT, TRACY	Union of Shop, Distributive & Allied Workers
GILLESPIE, JOHN	Unite the Union
GILMOUR, LOUISE	GMB
HOPE, EWING	Unite the Union
LUNN, BEN	Musicians' Union
MARTIN, GORDON	National Union of Rail, Maritime & Transport Workers
RAFFERTY, PAT	Unite the Union
SUTHERLAND, ISABELLA	Unite the Union

##### Section B – Trade Union Places

*14 places – 14 nominees (5 male nominees, 9 women nominees)*

*6 places reserved for women nominees receiving the highest vote – NO CONTEST*

The following are elected to the General Council for 2023/24:

AITCHISON, BRENDA	UNISON
BOYD, CAT	Public & Commercial Services Union
BRADLEY, ANDREA	Educational Institute of Scotland
CORBETT, MIKE	NASUWT
DALLING, TRACEY	UNISON
FISHER, NICOLA	Educational Institute of Scotland
HARDY, RICHARD	Prospect
HUNTER, PETER	UNISON
MACER, LILIAN	UNISON
QUINN, SUSAN	Educational Institute of Scotland
ROURKE, PAULINE	Communication Workers' Union
SEARSON, SEAMUS	Scottish Secondary Teachers Association
SENIOR, MARY	University and College Union Scotland
SPROUL, ANGUS	Fire Brigades Union

### **Section C – Trades Union Councils Reserved Places**

*Open Place – 1 place – 1 nominee – NO CONTEST*

The following is elected to the General Council for 2023/24:

ARNOTT, MIKE	Dundee Trades Union Council
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*Woman's Place – 1 place – 1 nominee – NO CONTEST*

The following is elected to the General Council for 2023/24:

McCAREY, JENNIFER	Glasgow Trades Union Council
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### **NOMINATIONS FOR STANDING ORDERS COMMITTEE FOR 2023/24:**

*3 places – 3 nominees – NO CONTEST*

The following are elected to the Standing Orders  
Committee for 2023/24:

BUCHANAN, KEVIN	GMB
CULLINANE, JACKSON	Unite the Union
DOCHERTY, WILLIE	UNISON

### **Section D – Young Workers' Reserved Places**

*Open Place – 1 place – 1 nominee – NO CONTEST*

The following is elected to the General Council for 2023/24:

MORRIS, JOSH	STUC Youth Conference
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*Woman's Place – 1 place – 0 nominees*

### **Section E – Black Workers' Reserved Places**

*Open Place – 1 place – 1 nominee – NO CONTEST*

The following is elected to the General Council for 2023/24:

NER, SATNAM	STUC Black Workers' Conference
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*Woman's Place – 1 place – 1 nominee – NO CONTEST*

The following is elected to the General Council for 2023/24:

HILL, LAYLA-ROXANNE	STUC Black Workers' Conference
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### **Section F – Disabled Workers' Reserved Places**

*Open Place – 1 place – 1 nominee – NO CONTEST*

The following is elected to the General Council for 2023/24:

SLAVEN, TONY	STUC Disabled Workers' Conference
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*Woman's Place – 1 place – 1 nominee – NO CONTEST*

The following is elected to the General Council for 2023/24:

GILMURRAY, MARGARET	STUC Disabled Workers' Conference
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### **Section G – LGBT+ Workers' Reserved Places**

*Open Place – 1 place – 1 nominee – NO CONTEST*

The following is elected to the General Council for 2023/24:

WAKELAM-MUNRO, STEWART	STUC LGBT+ Workers' Conference
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*Woman's Place – 1 place – 1 nominee – NO CONTEST*

The following is elected to the General Council for 2023/24:

DOUGLAS, JENNY	STUC LGBT+ Workers' Conference
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# STUC CONSTITUTION

## PART 1

### RULE 1. NAME, PURPOSE AND STRUCTURE

The name of the organisation constituted by these Rules is the Scottish Trades Union Congress (hereinafter called the STUC).

The STUC is Scotland's trade union centre. Its purpose is to co-ordinate, develop and articulate the views and policies of the Trade Union Movement in Scotland reflecting the aspirations of trade unionists as workers and citizens.

The STUC shall not trade for profit; shall not make payment of dividends or any return of capital; and will transfer all the assets that would otherwise be available after payment of creditors on its winding up, to a body or bodies with objects similar to those of the STUC.

The Annual Congress (hereinafter called the Congress) is the governing body of the STUC. It shall consist of delegates from member Trade Unions and Trades Union Councils, from the STUC Black Workers' Conference, the STUC Disabled Workers' Conference, the STUC LGBT+ Workers' Conference, and from the STUC Youth Conference.

The Congress shall determine the policy of the STUC and shall, subject to the provisions of Rule 5, elect and hold to account the General Council of the STUC (hereinafter called the General Council). The General Council shall subject to the provisions of Rule 8, be the executive authority in implementing the decisions of Congress and the policy of the STUC and in ensuring the effective governance of the STUC.

The General Council shall appoint a General Secretary and such other persons as are required to support it in undertaking its duties.

### RULE 2. MEMBERSHIP

The STUC shall consist of such Trade Unions and Trades Union Councils as satisfy the requirements of these Rules and are affiliated in the manner prescribed by this Rule.

It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all, and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities.

Any such Trade Union or Trades Union Council may make application to become affiliated to the STUC and shall furnish copies of its Rules and Constitution, together with

such other particulars and information as shall, at any time, be required by the General Council.

In deciding at the time of such application or at any time thereafter whether or not a Trade Union is or remains eligible for affiliation, the General Council shall have regard inter alia to:

1. the ability of the organisation in its own right and of its own authority to fulfil the obligations of affiliation to the STUC, and to comply with the Rules of the STUC;
2. the conduct past and present of the organisation;
3. the compatibility of the objects and policy of the organisation with those of the STUC;
4. the organisation's membership of, or standing with, the Trades Union Congress or any other such organisation; and
5. the period between any previous application for membership and the application under consideration.

In respect of Trades Union Councils, without prejudice to the foregoing generality, the General Council shall consider whether the Trades Union Council has acted in accordance with the provisions of the handbook issued by the STUC, and whether the Constitution of the Trades Union Council has the prior approval in writing of the General Council.

The General Council shall have power to accept or reject any application for affiliation. A decision of the General Council to accept or reject any such application shall be reported to the next Congress, which shall have the power to overrule it.

### RULE 3. MEMBERSHIP CONFERENCES

The General Council shall have powers of governance over the STUC Black Workers' Conference, the STUC Disabled Workers' Conference, the STUC LGBT+ Workers' Conference, the STUC Women's Conference and the STUC Youth Conference. These powers shall include, but not be restricted to, the continuation and/or dissolution of these Conferences.

Other membership Conferences may be established by motion to Congress; by application to the General Council; or by the General Council of its own accord.

The General Council shall have powers of governance over any such Conferences. These powers shall include, but not be restricted to, the continuation and/or dissolution of these Conferences. In the event of dissolution, any rights

delegated or otherwise afforded to these Conferences shall be revoked.

#### **RULE 4. OBJECTS**

The objects of the STUC shall be:

- i) to advance the principles and spread of trade unionism;
- ii) to promote the interests of all or any of its affiliated organisations and to do anything beneficial to the interests of past and present individual members of such organisations;
- iii) to assist in the complete organisation of all workers eligible for membership of its affiliated organisations and to assist, in accordance with these Rules, in settling disputes between members of such organisations and their employers, or between or among such organisations themselves;
- iv) generally to improve economic and social conditions of workers in Scotland and in all parts of the world and to render them assistance (whether or not such workers are employed or have ceased to be employed); and
- v) the promotion of equality for all and the elimination of all forms of harassment prejudice and unfair discrimination, both within its own structures and through all its activities.

It shall not be an objective of the STUC to:

- i) make profit;
- ii) make payment of dividends or;
- iii) make any return of capital.

In pursuance of these objects and, in accordance with such particular decisions as Congress may make from time to time, Congress may do or authorise the General Council to carry out all such acts and things as it considers necessary for, or conducive or incidental to the furtherance of those objects.

In the interpretation of these objects, the General Council shall have complete discretion, subject only to the power of Congress to revise their decisions.

In the interpretation of these objects, no one object shall be deemed to be predominant amongst them and no object shall be deemed subsidiary to another.

#### **RULE 5. AFFILIATION FEE**

Each affiliated Trade Union shall pay to the STUC an annual affiliation fee in respect of each of its members, free or otherwise. The annual affiliation fee shall be payable by 31 January in any year.

The annual affiliation fee payable in respect of each member notified in accordance with sub-paragraph (a) shall be set each year by the General Council in accordance with sub-paragraph (d) as a fixed per cent (the percentage figure) of the weekly (or equivalent) contribution rate based on the average of all unions contribution rates calculated in accordance with sub-paragraph (c). To this end:

- (a) Each organisation shall, by 31 January, inform the

General Secretary of the STUC of the number of its members as at 1 January of that year.

- (b) Each affiliated organisation shall, by 30 September in any year, inform the General Secretary of the contribution rate payable by the largest category of members as at 1 January of the year following.

(c) The average of all unions' contribution rates is the sum of each union's contribution rate in accordance with sub-paragraph (b) multiplied by each union's affiliated membership and divided by the total affiliated membership in the year, in which the contribution rate is notified to the General Secretary.

- (d) The General Council shall set percentage figure at the December General Council.

(e) The General Council shall, by 31 December in each year, confirm the annual affiliation fee as determined by the percentage figure. The General Council shall be able to recommend an additional affiliation fee to be levied, over and above the annual affiliation fee, to be considered by the Congress in the following year. Should the Congress accept the General Council's recommendation, the resulting additional affiliation fee, in respect of each member notified in accordance with sub-paragraph (a), which shall only apply for that year, shall be payable by affiliated unions before 31 July of the year in which it is agreed.

#### **RULE 6. ELECTION OF GENERAL COUNCIL**

A General Council of 38 members shall be elected at Congress on the basis of the 7 Sections. Sections A and B shall be for affiliated trade unions and shall have 14 places each, subject to this rule. Section C 'Trades Union Councils'; Section D 'Young Workers'; Section E 'Black Workers'; Section F 'Disabled Workers' and Section G 'LGBT+ Workers', shall each have 2 places, an open place and a place reserved for women nominees.

Nominations for the place(s) in each Section shall be confined to the affiliated organisation(s) in that Section, with the exception of Section D 'Young Workers'; Section E 'Black Workers'; Section F 'Disabled Workers'; and Section G 'LGBT+ Workers', where nominations for both the open place and the place reserved for women nominees shall be open to all affiliates, subject only to the requirements of this rule.

The allocation of unions to Sections shall be made by the General Council. Unions shall, however, have the right to ask the General Council to review its decision and the decision of the General Council shall be reported to Congress, which may endorse, revise or reverse that decision.

The General Council shall review the position from time to time to take account of changes in the total membership of each Section and may reallocate unions to Sections to take account of such changes.

Each member of the General Council shall continue in office until he or she is re-elected, or his or her successor is appointed.

On the death or resignation of a member, the General Council shall have power to fill the vacancy. Where possible, they shall fill the vacancy with the highest unsuccessful candidate in the election for the particular Section, subject to the provisions of this rule.

Each affiliated organisation shall be entitled to nominate one candidate per 25,000 (or part thereof) affiliated members for election to the place(s) on the General Council in Section A and Section B. Candidates must be members of the affiliated organisation's Delegation to Congress. Candidates must reside, work, or be available for work in Scotland: should a member of the General Council cease to fulfil any of these requirements, he or she shall resign.

In both Section A and Section B, 6 of the 14 places shall be reserved for women. The 6 reserved places shall be filled by the women nominees receiving the highest vote.

Trades Union Councils shall be entitled to nominate one delegate for each of the places in Section C 'Trades Union Councils', subject to the provision that candidates for the place reserved for women nominees may not simultaneously stand for the open place.

Affiliated organisations and the Youth Conference shall be entitled to nominate one delegate for each of the places in Section D 'Young Workers', subject to the following provisions:

- (i) Candidates for the place reserved for women nominees may not simultaneously stand for the open place;
- (ii) Candidates must not have reached the age of 27 years by the date of their election.

Affiliated organisations and the Black Workers' Conference shall be entitled to nominate one delegate for each of the places in Section E 'Black Workers', subject to the following provisions

- (i) Candidates for the place reserved for women nominees may not simultaneously stand for the open place;
- (ii) Candidates for each of the places must be self-described as Black.

Affiliated organisations and the Disabled Workers' Conference, shall be entitled to nominate one delegate for each of the places in section F 'Disabled Workers' subject to the following provisions:

- (i) Candidates for the place reserved for women nominees may not simultaneously stand for the open place.
- (ii) Candidates for both places must be self-described as disabled.

Affiliated organisations and the LGBT+ Workers' Conference, shall be entitled to nominate one delegate for each of the places in section G 'LGBT+ Workers' subject to the following provisions:

- (i) Candidates for the place reserved for women nominees may not simultaneously stand for the open place.

- (ii) Candidates for both places must be self-described as LGBT+.

All nominations shall be submitted to the General Secretary not later than four weeks before the assembling of Congress and a list of the names of candidates shall be circulated in the Final Agenda to each delegate and affiliated organisation not later than two weeks before Congress assembles. In the event of the death of a candidate, the General Council shall have power to call for further nominations from Unions in the particular Section, and ballot papers containing the names of such candidates shall be supplied to delegation leaders prior to the opening of the ballot.

A ballot paper containing the names of candidates for each Section shall be issued to each Delegation Leader with the Final Agenda. Each delegation shall be entitled to vote according to membership (for which affiliation fees have been paid in accordance with Rule 5) on the basis of one vote for every 500 members or fractional part thereof represented. Trades Union Council delegations shall be entitled to three votes. The Black Workers' Conference delegation shall be entitled to six votes. The Disabled Workers' Conference delegation shall be entitled to six votes. The LGBT+ Workers' Conference delegation shall be entitled to six votes. The Youth Conference delegation shall be entitled to six votes. Each delegation shall be entitled to cast the same number of votes as there are places in the respective Sections, but no delegation can vote more than once for any candidate. A ballot box, in which completed ballot papers should be lodged, will be made available from the opening of Congress business on the first day until 12 noon on the second day of Congress. The result of the ballot vote shall be announced before the termination of the afternoon session on the third day. The nominees in each Section obtaining the highest vote shall be elected subject to the provision of this rule.

#### **RULE 7. CONDUCT OF ELECTED GENERAL COUNCIL MEMBERS**

If at any time there appears to the General Council to be justification for an investigation into the conduct of one of its elected members on the grounds that the activities of that member may be contrary to the objects of the STUC, or to Trade Union principles, or to the declared policy of the STUC, or on the grounds that the member has contravened or failed to obey any requirement of these rules, or on the grounds of the member's standing with his or her affiliated organisation, the President may appoint a Sub-Committee consisting of three other members from the General Council to carry out such an investigation. In the event that the member, whose conduct is the subject of this Rule is the President, the Vice President may appoint the Sub-Committee.

The Sub-Committee shall thereafter investigate the alleged conduct. If, after such investigation, the Sub-



Committee considers that there is a case to answer in respect of said conduct, it shall give notification to the President, or Vice President if the member concerned is the President, and to the member concerned of the conduct complained of and of the ground or grounds of complaint.

Upon receiving such notification from the Sub-Committee, the President, or Vice President if the member concerned is the President, shall, within a reasonable period, summon the member concerned to a hearing. At the hearing, the President or Vice President if the member concerned is the President, shall hear, in the presence of the member concerned, any evidence, information, or explanation presented by the Sub-Committee in respect of the alleged conduct. Thereafter, the President or Vice President if the member concerned is the President, shall give the member concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the President, or Vice President if the member concerned is the President, shall have power to decide whether the member has been guilty of the alleged conduct. In the event of the member having been found guilty of the said conduct, the President or Vice President if the member concerned is the President, shall afford to the member an opportunity to present such further evidence, information and explanation as he or she wishes in relation to imposition of penalty, and shall thereafter have power to reprimand, and/or suspend the member or to recommend the removal of the member from the General Council.

The President, or Vice President if the member concerned is the President, shall notify the member concerned of his or her decision including the penalty to be imposed.

The member, if dissatisfied with the decision of the President, or Vice President if the member concerned is the President, or the penalty imposed, shall have the right of appeal to the General Council. The member's intention to appeal shall be communicated in writing to the General Secretary within seven days of the initial decision.

The General Council shall hold a meeting to hear an appeal within one month of the notification to appeal having been received. The President, or Vice President if the member concerned is the President, shall submit a report to the General Council setting out the reasons for the decision taken. The report shall also be made available to the member at the same time. The member shall have the right to be heard by the General Council.

The General Council may decide to affirm or revoke or otherwise amend the decision of the President, or Vice President if the member concerned is the President, or to affirm or revoke the penalty and may, if a recommendation to that effect has been made, remove the member from the General Council. The decision of the General Council shall be final and conclusive.

Members of the Sub-Committee appointed to investigate any case against the member and the President, or Vice

President if the member concerned is the President, shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

#### **RULE 8. OFFICE BEARERS OF THE STUC**

The General Council shall elect from amongst them, a President of the STUC; a Vice-President of the STUC; and a Treasurer of the STUC, who shall hold office until a successor is elected. Elections for these positions should normally take place at the first meeting of the General Council following their election.

The duties of the President shall include presiding at all meetings of the General Council and to preside at Congress and all special Congresses held during her or his period of office.

The President also has such other powers as provided within this Constitution and such other powers as are delegated to her or him by the General Council.

#### **RULE 9. POWER AND DUTIES OF THE GENERAL COUNCIL**

The General Council shall take all decisions and measures which are, in their view, necessary in furtherance of the objects and policy of the STUC, and shall carry out the duties imposed on it in terms of these Rules; provided always that the General Council shall be accountable to Congress for such decisions and measures and that Congress shall have power (after compliance with any relevant provisions of these Rules) to overrule such decisions and measures.

The General Council shall prepare a Report of its work for submission to Congress and shall include in it a record of attendances at General Council meetings.

Without prejudice to the foregoing generality, the General Council shall have powers:

1. to monitor all industrial activity and, in the event of any trade dispute, to offer its services to the Union or Unions concerned in an effort to find a solution;
2. to promote common action on any matter affecting Trade Unions and, in particular, to liaise between employers, including employers' organisations and Trade Unions, or between Trade Unions and/or workers and the Government, and to assist individuals or organisations involved in such common action;
3. to issue literature, hold and/or assist in arranging meetings and demonstrations, conduct educative campaigns and provide statistical and related information;
4. to assist in resolving disputes and differences between affiliated organisations;
5. to initiate such legislation or legal action in the UK, in Scotland and the EU affecting labour as Congress directs or, in the absence of such direction, such legislation or legal action as the General Council

considers to be in accordance with the objects or policy of the STUC, or in furtherance of Trade Union principles, or for the benefit of labour;

6. to monitor all legislation and legal action in the UK, in Scotland and the EU affecting labour and oppose or seek amendment of any such legislation as Congress directs or, in the absence of such direction, such legislation or legal action as the General Council considers to be contrary to the objects of the STUC, or contrary to Trade Union principles, or the policy of the STUC, or to the detriment of labour;
7. to enter into relations with Trade Unions or labour organisations in other countries, with a view to securing united action;
8. to invest and administer the funds of the STUC and to make grants to any organisation or person, whether in Great Britain or abroad, for such purposes as seem desirable but, in so doing, it shall have regard to the directions, if any, from time to time given by Congress. It shall also have authority to raise funds for any special purpose and to invest and administer such funds and to make grants therefrom;
9. to establish such Trust, companies or other bodies as it deems necessary to further the objects and policies of the STUC;
10. to convene at any time a Special Congress or Conference to deal with any contingency that may arise;
11. to appoint such professional advisors as it deems necessary to assist with the effective governance of the STUC;
12. to set up such Sub-Committees as it deems appropriate and to delegate such powers and duties as it considers necessary to any such Sub-Committee. Any such Sub-Committee shall be solely responsible to the General Council;
13. to contract on behalf of STUC and to delegate such power;
14. to hold any conferences and events it deems necessary to further the objects and policies of the STUC; and
15. to set the percentage figure each year which shall determine the annual affiliate fee each affiliated Trade Union shall pay to the STUC in accordance with Rule 5.

#### **RULE 10. GENERAL SECRETARY**

The General Council shall appoint a General Secretary and such other persons as are required to conduct duties set out from time to time by the General Council.

#### **RULE 11. PROPERTY AND ASSETS**

Two or more Trustees shall be appointed by the General Council. The Trustees shall hold the property of the STUC in trust for the STUC. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and shall have accepted office.

The Trustees shall deal with the property held by them in accordance with the directions of the General Council.

#### **RULE 12. DISPUTES AFFECTING INDUSTRY**

There shall be an obligation upon affiliated organisations to inform the General Council in writing, as soon as practicable, of matters arising between them and employers, which may involve a withdrawal of labour, or other industrial action which may endanger the continued employment of members of an affiliated organisation and/or large bodies of workers.

Where there is, in the view of the General Council, a prospect of the difference with the employers being settled by negotiation, the General Council shall not intervene, but where there is, in the view of the General Council, the likelihood of negotiations breaking down, or members of other organisations affiliated to the STUC being involved in a stoppage of work, the General Secretary or the General Council may call the representatives of the affiliated organisations concerned into consultation and use their influence to assist in resolving matters amicably with the employers.

In the event of an affiliated organisation failing to comply with such a call by the General Secretary or General Council, the General Council may consider the conduct of the defaulting affiliated organisation under Rule 14.

#### **RULE 13. DISPUTES BETWEEN AFFILIATED ORGANISATIONS**

Should a dispute between affiliated organisations arise, or threaten to arise out of an industrial dispute, or a question of membership, or a demarcation, or otherwise in any manner or way, it shall be the duty of each of the organisations concerned to notify any such dispute or threatened dispute to the General Council in writing as soon as practicable.

Upon notification by an affiliated organisation, as required by the previous clause of this Rule, or upon failure of such organisation so to notify the General Council, the General Council shall have power to take such action as it deems necessary to promote agreement between the organisations concerned.

In the event of the organisations failing to reach agreement, or the General Council considering that such agreement is unlikely to be reached, the General Council may require the organisations concerned to appear before them at a hearing.

At the hearing, the organisations concerned shall be entitled to place before the General Council such evidence, information, explanation and submission as they respectively may consider relevant to the dispute.

In addition, the organisations concerned may be requested to provide such other information, evidence and explanation as the General Council considers to be relevant to the dispute. The General Council shall at or following the conclusion of the hearing, have power to determine the matter in dispute. In making such a

determination, the General Council shall have regard to the principles governing disputes between unions issued from time to time by the General Council of the Trades Union Congress. In the event of any organisation failing to attend the hearing, the General Council shall be entitled to determine the matter in dispute in its absence.

The General Council shall, after any such hearing, issue a report to the organisations concerned. The report shall, where the General Council have determined the matter in dispute, include the General Council's findings and determination.

The General Council shall report any such hearing and determination they have made to the following Congress, or to a Special Congress convened for that purpose. Should the General Council think fit, they may appoint a Disputes' Committee from amongst their own members and delegate to such Disputes' Committee full powers to hold the hearing into such dispute, or threatened dispute, and to determine the same. In the event of a dispute being heard by the Disputes' Committee, all decisions and reports shall be issued by and in the name of the General Council.

Affiliated organisations involved in proceedings under this Rule shall be bound by any determination by the General Council and shall comply forthwith with the same.

In the event of an organisation failing to comply with a determination by the General Council, or with the requirements of this Rule, the General Council may consider the conduct of the organisation under Rule 14.

If a report of the General Council made under this Rule is challenged at the Congress or Special Congress, a member of the General Council shall present the report and a representative from and duly appointed by the delegates of each of the organisations in dispute, shall be entitled to be heard on the decision of the General Council and Congress shall have power to affirm or reject the decision of the General Council or remit the dispute to the General Council for further consideration. A decision of Congress, affirming or rejecting a decision of the General Council, shall be final and conclusive.

#### **RULE 14. CONDUCT OF AFFILIATED ORGANISATIONS**

If, at any time, there appears to the General Council to be justification for an investigation into the conduct of any affiliated organisation on the grounds that the activities of that organisation may be contrary to the objects of the STUC, or to Trade Union principles, or to the declared policy of the STUC, or on the grounds that the organisation has contravened, or failed to obey any requirement of these rules, or, on the grounds of the organisation's standing with the Trades Union Congress or similar organisation, the General Council may appoint a Sub-Committee consisting of three members from the Council to carry out such an investigation.

The Sub-Committee shall thereafter investigate the alleged conduct. If, after such investigation, the Sub-Committee considers that there is a case to answer in

respect of said conduct, it shall give notification to the General Council and to the organisation concerned of the conduct complained of and of the ground or grounds of complaint.

Upon receiving such notification from the Sub-Committee, the General Council shall, within a reasonable period, summon the organisation concerned to a hearing before it. At the hearing, the General Council shall hear, in the presence of the organisation concerned, any evidence, information, or explanation presented by the Sub-Committee in respect of the alleged conduct.

Thereafter, the General Council shall give the organisation concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the General Council shall have power to decide whether the organisation has been guilty of the alleged conduct. In the event of the organisation having been found guilty of the said conduct, the General Council shall afford to the organisation an opportunity to present such further evidence, information and explanation as it wishes in relation to imposition of penalty, and shall thereafter have power to reprimand, fine and/or suspend the organisation, or to recommend the expulsion of the organisation from the STUC.

It shall be competent for the General Council to take into consideration, in considering the said penalty, any previous finding of guilt and penalty against the same organisation by the General Council or Congress, or by the Trades Union Congress, or similar organisation.

Members of the Sub-Committee appointed to investigate and present any case against an organisation shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

The General Council shall notify the organisation concerned of the decision of the General Council, including the penalty to be imposed. The General Council shall issue a full report thereon to all affiliated organisations including the organisation concerned.

The General Council shall cause the decision to be included in the business of the next Congress, or, if the decision is made more than six months before the next Congress, shall, if it so determines, or if the organisation concerned so requests, convene a Special Conference for the purpose. At the said Congress, or the said Special Congress, as the case may be, a member of the Sub-Committee, or an Officer appointed on its behalf, shall summarise to Congress the case against the said organisation. A representative of the said organisation drawn and appointed from the delegates of the said organisation to Congress or, in the event of a suspension, a representative of the organisation duly appointed by it and who would otherwise have been entitled to be a delegate, shall be entitled to be heard in answer.

Congress may decide to affirm or revoke the decision of the General Council, or to affirm, or revoke the penalty and may, if a recommendation to that effect has been made, expel the organisation from membership of the STUC. The decision of Congress shall be final and conclusive.

#### **RULE 15. ACCOUNTS FOR THE YEAR**

The accounts for the year shall be closed on the 31st December each year and an Income and Expenditure Statement and Balance Sheet, duly certified by the Auditors, shall be presented to each delegate during the Congress.

#### **RULE 16. AUDITORS**

The accounts of the STUC shall be audited annually by a Chartered or Incorporated Accountant, to be appointed by the General Council, who shall have access to all papers and documents relating to the Income and Expenditure of the STUC.

#### **RULE 17. AMENDMENT TO CONSTITUTION**

Except as provided in the third paragraph of this Rule, the Congress shall only consider proposals to alter the Constitution at every third Congress, commencing after the 2007 Congress.

Proposals to alter the Constitution shall be submitted in the form of a motion no later than twelve weeks before the assembly of Congress. Any such motion shall be published in the Preliminary Agenda of Congress and shall be subject to amendment by the General Council and affiliated organisations in the same manner as provided for in Rule 26.

The General Council shall be entitled to submit motions to amend the Constitution to any Congress.

The General Council may convene a Special Congress, under Rule 9.10, with a view to submitting to it a motion or motions to amend the Constitution.

### **PART 2**

#### **The Annual Congress**

#### **RULE 18. ASSEMBLING OF CONGRESS**

The Congress shall normally assemble on the third Monday of April and shall sit during the following two days.

On occasions, when the normal timing of Congress would coincide with Easter, the General Council shall designate a suitable date for the assembly and sitting of Congress.

The General Council may, in special circumstances, vary the date, time and duration of Congress.

#### **RULE 19. ARRANGEMENTS FOR CONGRESS**

The General Council shall arrange the venue of Congress and shall assist and co-operate with the appropriate Local Authority of the town, where the Congress is to be held, for the purpose of making the arrangements as complete as possible. The General Council shall have the power to invite representatives of any organisation, or any person

felt appropriate, to attend the sittings of Congress.

#### **RULE 20. DELEGATES TO CONGRESS**

The Congress shall consist of delegates from affiliated Trade Unions and Trades Union Councils, from the STUC Black Workers' Conference; the STUC Disabled Workers' Conference, the STUC LGBT+ Workers' Conference, and the STUC Youth Conference.

The expenses of delegates must be defrayed by the organisation they represent, except in the case of the delegates from the Black Workers', Disabled Workers', LGBT+ Workers' and Youth Conferences whose expenses must be met by their Trade Union or Trades Union Council.

Names and addresses of delegates shall be received by the General Secretary at least twenty eight days before the assembling of Congress

#### **RULE 21. BASIS OF REPRESENTATION**

Trade Unions shall be entitled to send to Congress one delegate for every 500 members or fraction thereof, provided that:

- i. they shall have paid an affiliation fee in line with the provisions of Rule 5, on the full Scottish numerical strength of the Union, free or otherwise, towards the expenses of the General Council, and the delegates' fee determined by the General Council; and
- ii. they shall have complied with Rule 20 above.

Trades Union Councils shall be entitled to send not more than three delegates to Congress, provided that:

- i. they shall have paid the affiliation fee determined by the General Council and the fee determined by the General Council for each delegate attending Congress; and
- ii. they shall have complied with Rule 20 above.

Trades Union Council delegates to Congress shall be appointed only from the Trade Union representatives on the Councils and, when forwarding names and addresses in accordance with Rule 19(c) above, Trades Union Councils shall state the Trade Union Branch(es) which their Congress delegate(s) represent on the Councils.

The Annual Black Workers' Conference shall be entitled to send not more than 6 delegates to Congress, elected by and from the Annual Black Workers' Conference in such manner as may be prescribed by the General Council.

The Annual Disabled Workers' Conference shall be entitled to send not more than 6 delegates to Congress, elected by and from the Annual Disabled Workers' Conference in such a manner as may be prescribed by the General Council.

The Youth Conference shall be entitled to send not more than 6 delegates to Congress, elected by and from the Annual Youth Conference in such manner as may be prescribed by the General Council.

The LGBT+ Workers' Conference shall be entitled to send not more than 6 delegates to Congress, elected by and from the Annual LGBT+ Workers' Conference in such a manner as may be prescribed by the General Council.



## **RULE 22. STANDING ORDERS COMMITTEE**

A Standing Orders Committee shall comprise four members, three of whom shall be elected for the ensuing the Congress. The fourth member of the Standing Orders Committee shall be appointed by the General Council. In addition the President of the STUC and/or the General Secretary shall be entitled to attend meetings of the Committee in a consultative capacity. Neither the General Council nominee, nor the President of the STUC, nor General Secretary shall have voting rights.

The Committee shall elect from amongst them a Chairperson. The member appointed by the General Council shall not be eligible to serve as Chairperson of the Committee, but shall act as the Secretary to the Committee.

Nominations for membership of the Committee shall be submitted to the General Secretary not later than four weeks before Congress. A ballot paper containing the names of candidates for the Standing Orders Committee will be circulated to each delegate with the Final Agenda.

A ballot box, in which completed ballot papers should be lodged, will be made available from the opening of Congress business on the opening day until 12 noon on the second day of Congress. Each delegate shall be entitled to vote for up to three candidates. If any member elected is not a delegate to the ensuing Congress, or should a vacancy arise for any other reason, it shall be filled by the co-option of the highest unsuccessful candidate, provided that at no time shall more than one Trades Union Council nominee serve on the Committee. In the event that there is no eligible unsuccessful candidate, the General Council shall have power to fill the vacancy.

The Committee shall meet twelve weeks before Congress and consider all the motions submitted, with a view to their competence and to possible composites. The Committee will also consider requests for facilities at the Congress.

The Committee shall again meet, if required, eight weeks before Congress to consider amendments.

The Committee shall again meet five weeks prior to Congress to agree on draft composites, and two weeks prior to Congress to consider affiliates' responses to these composites. The Committee shall, in addition, meet if and when necessary and shall be responsible for the preparation and submission to the first session of Congress of the Order of Business.

The Committee, which shall remain in session during Congress, shall be responsible for the daily presentation of business, the distribution of literature, the introduction of deputations, and any other special business not provided for in the Constitution.

When a Special Congress is convened by the General Council, the Standing Orders Committee shall arrange the agenda and procedure whereby the business of such a Special Congress shall be conducted.

## **RULE 23. TELLERS**

The General Council shall nominate six or more delegates to act as Tellers at each Congress or Special Congress and shall seek the approval of Congress for such nominations. The Tellers shall report to the President the result of each count that may be taken. In the case of dispute, the President may order a re-count.

## **RULE 24. VOTING**

The method of voting at each Congress shall be by voice or show of hands at the discretion of the President. At the discretion of the President, or by indication from at least twenty delegates to Congress, voting shall be by card. A voting card shall be issued to each Union delegation according to membership (for which affiliation fees have been paid in accordance with Rule 5) on the basis of one vote for every 500 members or fractional part thereof represented. Each Trades Union Council delegation shall be issued with a voting card representing three votes. The Disabled Workers' Conference Delegation shall be issued with a voting card representing six votes. The Annual Youth Conference Delegation shall be issued with a voting card representing six votes. The Annual Black Workers' Conference Delegation shall be issued with a voting card representing six votes. The LGBT+ Workers' Conference Delegation shall be issued with a voting card representing six votes.

Such cards shall be issued to affiliated organisations by the General Secretary before the commencement of Congress.

## **RULE 25. SCRUTINEERS**

Four delegates shall be nominated by the General Council for the approval of Congress to count the Ballot Papers for the Election of the General Council and Standing Orders Committee. They shall elect from amongst their own number a Chief Scrutineer who shall report the results to Congress.

## **RULE 26. BUSINESS OF CONGRESS**

Motions for the Programme of Congress, not exceeding three from each affiliated organisation, the Black Workers' Conference, the Disabled Workers' Conference, the LGBT+ Workers' Conference, and the Youth Conference, or from the General Council (alterations to the Constitution excepted), must reach the General Secretary at least twelve weeks before the assembling of Congress.

Individual motions, with the exception of motions to amend the Constitution of the STUC, must not exceed 300 words. Such motions shall be circulated on the Preliminary Agenda to Trade Unions and Trades Union Councils not later than ten weeks before the assembling of Congress. Individual amendments to motions, with the exception of amendments to motions to amend the Constitution of the STUC, must not exceed 50 words.

All amendments to motions (not exceeding three from each affiliated organisation, from the Annual Disabled Workers' Conference, from the Annual LGBT+ Workers'



Conference, from the Annual Youth Conference, from the Annual Black Workers' Conference, or from the General Council) must reach the General Secretary at least eight weeks before the assembling of Congress and shall be circulated together with agreed composite motions in the Final Agenda to each delegate and affiliated organisation not later than two weeks before Congress assemblies.

All motions and amendments must be signed by the Chairperson and the Secretary of the organisation forwarding them.

The General Council shall issue to each delegate, not later than seven days prior to assembling of Congress, the report, prepared by the Standing Orders Committee, on the order in which Congress business shall be taken. This report shall be presented to Congress at its first session by the Standing Orders Committee.

A preliminary notice announcing the date for submission of motions for the Preliminary Agenda shall be issued by the General Secretary to all organisations not later than 31st October of each year.

Any emergency motion for the consideration of Congress shall be submitted not later than 3.00 pm on the opening day of Congress to the Standing Orders Committee, which shall recommend to Congress whether the motion shall be discussed, but no motion shall be considered an emergency motion, if it could have been forwarded in time for inclusion in the Preliminary Agenda, or could have been dealt with in an amendment to a motion. All Emergency Motions must be signed by the Leader of the Delegation submitting them.

## **RULE 27. STANDING ORDERS**

### *Times of Assembling*

On the first day, Congress shall assemble at 10.30 am and adjourn at 12.30 pm; re-assemble at 2.00 pm and conclude at 5.30 pm. On the second day, Congress shall assemble at 9.00 am and adjourn at 12.30 pm; re-assemble at 2.00 pm and conclude at 5.30 pm. On the third day Congress shall assemble at 9.00 am and adjourn at 12.30 pm; re-assemble at 2.00 pm and conclude no later than 4.30 pm.

### *General Council Report*

The Congress, having been duly opened, the General Council shall present its Report for the past year. The Report shall be discussed seriatim and not as a whole. Each speaker on the Report shall be limited to five minutes.

### *Questions of Order and Competency*

It shall be the duty of the President, during the course of discussion, to decide questions of order and competency. In the event of the President's ruling being challenged, it shall be put to Congress forthwith, and without discussion, but such a challenge shall not be sustained unless it is supported by at least two-thirds of the delegates voting.

The President shall have power to refer to the Standing Orders Committee any motion or amendment appearing on the Agenda of Congress which, in the President's opinion, is not competent business and the Standing Orders Committee shall consider the point of competency raised by the President and report to Congress.

### *Limitations of Speeches*

The mover of the original motion shall be allowed eight minutes and each succeeding speaker four minutes. No delegate shall speak more than once on the question, except the mover of the original motion, who shall be allowed four minutes to reply to the debate.

### *Suspension of Standing Orders*

Any motion for suspension of Standing Orders shall be formally presented and put to Congress without discussion. The suspension of Standing Orders shall not be approved, unless the motion for suspension receives at least two-thirds of the votes cast.