

# National Sector Conferences 2011

Hilton Brighton Metropole Hotel

---

## **Contents of Agenda Book**

- 1. Formal Agenda**
- 2. Motions from National Industrial Sector Committee and Regional Industrial Sector Committee**
- 3. Report of the National Officer**
- 4. Report of the 2009 National Industrial Sector Conference**
- 5. Standing Orders for the National Industrial Sector Conferences 2011**

**RURAL AGRICULTURAL AND ALLIED WORKERS**

**National Industrial Sector Conference**

**Dukes Suite, Hilton Brighton Metropole Hotel**

**Monday 28 November 2011**

---

**A G E N D A**

**Plenary session.**

This will take place in the Oxford Suite, Hilton Brighton Metropole Hotel at 9 a.m. (see enclosed plan) and will be chaired by Tony Woodhouse Chair Unite Executive Council. The business for this session will include:

1. General Secretary's Report
2. Assistant General Secretary's Report
3. Contributions from the mothers of the Miami 5.
4. Nominations for the SOC for the 2013 National Industrial Sector

Conference will also be taken at this session.

Following the plenary session each conference will adjourn to its own room and follow the agenda set out below:

**Rural Agriculture and Allied Workers**

**National Industrial Sector Conference**

**Dukes Suite, Hilton Brighton Metropole Hotel**

**The conference will be chaired by the National Industrial Sector Committee**

**Chair: Steve Leniec**

---

5. Apologies, Introductions and National Officers welcome
6. National Reports by Cath Speight, National Officer
7. 100% Campaign
8. Consideration of Sector Motions
9. Guest Speakers
  - Mary Creagh (Shadow Secretary of State)
  - Jacqui MaKay, (BananaLink)
  - Rosalba Gaviria (Columbian Visitor)
  - Egle Sanchez (Venezulan Visitor)
10. Elections
  - (a) Unite delegation to the 2012 TUC (Brighton)
  - (b) Unite delegation to the 2013 TUC

## Delegate List

---

<b>REGION</b>	<b>FORENAME</b>	<b>SURNAME</b>	<b>Delegate no.</b>
Ireland	Michael	Carr	1
Ireland	John	Doherty	2
Ireland	Siobhan	Hayden	3
Ireland	Andy	Smyth	4
London & Eastern	Ugne	Bucinskaite	5
London & Eastern	Edson	de Oliveira	6
London & Eastern	Wayne	Rockiffe	7
London & Eastern	Lynn	Stevens	8
London & Eastern	Mike	Ward	9
North West	Charlie	Clutterbuck	10
North West	Karen	Matley	11
Scotland	Joyce	Hughes	12
Scotland	Thomas	McAndrew	13
Scotland	William	Walker	14
South East	Matthew	Belsey	15
South East	Richard	Neville	16
South West	Edwin	Rowlands	17
Wales	Jamie	Pritchard	18

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2011

**RURAL AND AGRICULTURAL**

SECTOR MOTIONS

---

1      **Communications Strategy**

This Conference believes that communication between the Union and our members and activists has deteriorated over a period of years and we ask that a communication strategy is developed within our Sector to improve our relationship with our membership to assist us in engaging them in our campaigns.

Steve Leniec  
Karen Matley  
**National Industrial Sector Committee**

2      **Review of External Bodies**

This Conference requests that a review is undertaken of all the external bodies our members sit on relating to our Sector and demand that annual reports are sent to this National Industrial Sector Committee.

Andy Smyth  
Shaun Jefferey  
**National Industrial Sector Committee**

3      **Agricultural Wages Board**

Demands that Unite the Union mindful of the threat to the Agricultural Wages Board (AWB) by this Government, and the effect that this will have on the rural workforce and the wider rural economy. Gives an undertaking to organise campaigns in rural communities with the collective aim to co-ordinate this to culminate in a national demonstration of Unite Members and rural workers against the abolition of the AWB.

Moved by: Mike Ward  
Seconded by: Lynn Stevens  
**London and Eastern**

#### **4 Defence of the Agricultural Wages Board**

This conference demands our union, in conjunction with the Labour Party, defends the Agricultural Wages Board with maximum effort against the Tory policy to abolish the Board, as part of its broad fronted attack on Trade Unions and the working class of this country. In particular, the aims of the campaign should now concentrate on the following:

Localised polling of Farmers and interested parties.  
Reenergising MP's and members of the House of Lords  
Specialised briefings for Unite members of both Houses  
Fully engaging Unite's Political Department  
Lobbying supermarket head offices taking the campaign directly to them and drawing attention to their own Ethical Trading Initiatives

This Board was introduced in 1948 by Clem Attlee's Labour Government to protect vulnerable rural workers and has set minimum standards of pay and working conditions for more than 60 years.

Should we fail to save the Board this conference demands it becomes our union's policy to campaign the Labour Party to make a manifesto pledge that the next Labour Government will bring forward legislation to set up a legally enforceable body for rural workers to negotiate minimum pay and conditions with rural employers.

This is to be done in the first term of the next Labour Government.

Moved by: Richard Neville  
Seconded by:  
**South East**

#### **5 Organising in Agriculture**

Demands that our Union in order to maximise recruiting and organising in rural areas, sends all current members in such rural areas campaigning materials which identify concerns and issues which effect these communities and workers. In addition Unite should issue a regular newsletter about our progress on challenging such issues, highlighting cuts to rural services and the effect that these cuts will have on the rural populous.

Moved by: Wayne Rockliffe  
Seconded by: Mike Ward  
**London and Eastern**

## 6 Support the Meat Combine

This conference reaffirms that the industrial strategy for the meat sector will continue to be set by the lay membership through the Meat Sector Combine.

This conference further reaffirms that the Meat Sector Combine will continue to be supported financially by the Rural & Agriculture Industrial Sector with a minimum of four Combine meetings to be held per year

Moved by: William Walker  
Seconded by: Thomas McAndrew  
**Scotland**

## 7 Campaign to have Aspergillus Fingus as an Industrial Disease

This Conference call on Unite to campaign to have Aspergilloso registered as an Industrial Disease. Aspergilloso is an infection or allergic reaction to the Aspergillus fingus which is found in the natural environment but in concentrated form as within compost and rotting vegetation, as found in the agriculture environment, it can cause serious illness and have debilitating and life threatening consequences.

There are several forms of aspergillosis:

Pulmonary aspergillosis - allergic bronchopulmonary type is an allergic reaction to the fungus that usually develops in people who already have lung problems (such as asthma or cystic fibrosis).

[Aspergilloma](#) is a growth (fungus ball) that develops in an area of past lung disease or lung scarring (such as [tuberculosis](#) or [lung abscess](#)).

Pulmonary aspergillosis - invasive type is a serious infection with pneumonia that can spread to other parts of the body. This infection almost always occurs in people with a weakened immune system due to cancer, AIDS, leukemia, an organ transplant, chemotherapy, or other conditions or medications that lower the number of normal white blood cells or weaken the immune system.

This is rapidly gathering notoriety as the “Green Disease” and given the increased growth in organic waste it is imperative that this is recognised as it particularly impacts on agricultural workers. Such a campaign would also alert an unsuspecting public the dangers of exposure through composting household waste.

Moved by: Richard Neville  
Seconded by:  
**South East**

## **National Officer Report for the National Sector Conference 2011**

The most important issue for the Sector since I took over as the National Officer has been the potential abolition of the Agricultural Wages Board which has been proposed by the Coalition Government. The Public Bodies Bill which was voted on in Parliament on the 25<sup>th</sup> October it contains along with lots of other proposals dealing with the justice system and the NHS, the abolition of the AWB. The Government changed the timetable at very short notice and members who had wanted to take part in a lobby scheduled for November 1<sup>st</sup> were unable to attend. We did however have a significant presence of Labour MP's who all came out onto College Green to meet our members and retired activists and officers who had made the journey to support us. We did manage to get some very good press coverage as we had two supporters dressed as scarecrows which meant the press would turn up. A number of our members were interviewed With only two Conservatives and four Liberals in the chamber for the debate it was shocking that we then lost the vote by 296 – 219 many Labour MP's spoke out against the abolition and Andrew George the Liberal MP for St Ives also voted with Labour.

We now have to plan our next steps to try and defeat the "Condem" government and we will be having a meeting involving a number of retired officers who have expressed their desire to help.

As you all know the AWB as well as setting a minimum rate for Agricultural workers also sets 6 different pay bands to recognise the training and skills that employees take on as they progress in a career in the Rural Sector. It also deals with sick pay holiday pay and in some cases housing. We believe and Defra's own figures bear out that once the protections of the AWB regarding holiday pay and sick pay disappear employers will be free to revert to the statutory minimums which could potentially take £9million out of rural workers pockets.

We began our campaigns at the Tolpuddle Festival in July.

We also launched a campaign which is a dedicated recruitment campaign with targeted materials and posters car stickers to encourage rural workers to join Unite and help us in the campaign to save the AWB. We will be producing more materials to out to encourage the thousands of rural workers not yet members to help us to help them.

Then in partnership with the Labour party we launched the "backtheapple" campaign using new media on the back of its success in the save the forests campaign we have a website [www.backtheapple.com](http://www.backtheapple.com) for those of you on face book and twitter we are also on there. We commissioned a short animated film produced by a recently qualified very bright young animator to promote the campaign.

A letter went to every MP in the name of the General Secretary asking them to give consideration to our arguments and reasons for maintaining the AWB.

#### The Forestry Commission

Although the save the forests campaign was successful in preventing the wholesale sell off of many of our publicly owned forests and the coalition government did a huge U turn in the plans to sell, but the Forestry Commission still has to make the 20% cuts expected of all Government departments which equates to a loss of 400 jobs. There is currently a voluntary redundancy programme in place. The very real danger is with too few staff to maintain the forests adequately they will become unmanageable and dangerous for all those who currently enjoy visiting them.

Also there are serious concerns over proposals in Wales to merge the Forestry Commission into a single body along with the Environment Agency and the Countryside Council for Wales. A number of meetings have been held, one with the Minister responsible to make him aware of the concerns our members in Wales have.

#### Dairy Crest

This year's pay negotiations have ended with an offer of 2.3%. The stewards decided to put the offer back without a recommendation as the best that could be achieved by negotiation. The ballot result was an acceptance of the offer.

We did have an Industrial Action ballot this month at the Aintree site in the engineers department. Our members were upset at proposed changes made to their contracts and that four semi-skilled men were to be redeployed into other areas of the business. I attended a meeting along with the Regional Officer responsible for the site where a number of concessions and protections were negotiated along with a 6 month review. The ballot was tied 6-6 for industrial action and 9-3 against action short of a strike. Without a clear mandate for any action the changes are being implemented by the company.

#### Commonwealth War Graves Commission

The pay offer in the CWGC has been rejected by our members. We have had a further meeting with the commission and have also had to take legal advice on an expenses issue.

Low Pay Commission

On Tuesday I was part of a delegation giving evidence to the Low Pay Commission on the potential impact of the AWB

Gang Master's Licensing Authority

Although I have still not been interviewed by Defra for this body there are some real concerns among the Trade Union representatives about the current "Red Tape challenge " consultation that the Condem government is conducting will lead to a diminution of its powers, they have already replaced the very effective chair.

**Cath Speight**  
**National Officer**

Joint General Secretaries

## **I. Winning the Battles that Face Us**

Good morning. Colleagues, this is a day that I have been looking forward to for a long time when we bring together our industrial strength in the sector conferences. What is so vital about sector conferences is it gives you the individual right within your sector to determine your policies. It is not going to be determined by anyone else. It will be determined by you. There is no other lay democratic process anywhere at all than what you are doing now, and you are doing it within the bounds of Unite. And why? Because as individual sectors, we would not have the strength to win the battles that face us.

We knew this when we first discussed bringing together Amicus with four recently merged unions, and Tony with the T&G bringing those together. This is the only merger in the history of the movement that I can recall, that is not based on the fact that one or other partner were a lame duck; financially or in membership difficulties. It has been brought together for a strategic reason. There is an obvious reason: strength in the workplace, strength in your workplaces. We could spend our time fighting together instead of fighting each other: who is going to get the membership? Who is going to get the single union agreement? We do not have to worry about that now.

There are still some areas where old histories will take a while to die away, but we can spend the time much more productively fighting on behalf of all our members to improve terms and conditions and build our membership through organising, through the 100% Campaign and trying to stem the decline in union membership due to the economic problems that we currently exist in. That is great and that is wonderful, and that alone would be worth doing. But if that is all we did – if that was the limit of it – then it is all about winning in the workplace. Under the present set-up, we will ultimately lose a much bigger and greater battle.

We will fight to try and repeal the anti-union laws. We will fight to try and allow solidarity actions which are illegal under those anti-union laws. We will support our colleagues who, for example, if you recall the refinery workers and the construction workers challenged by the law because of solidarity action. We did not get the law used against us, maybe because we have a Labour government. Maybe they held back because they did not want to expose an open sewer. But, sooner or later, unless we change the law we will not be able to have that solidarity action win it back.

## **II. Changing Politics**

So, there is a greater battle to fight than the next wage claim, or regrettably, the fight to protect jobs as people are threatened with redundancy. That greater fight is one of the three reasons why we merged T&G and Amicus together. It is to change politics. Tony referred to it: we want people in Parliament that represent us. I do not want people in Parliament representing us; I want us in Parliament representing us.

I go around on regional tours and I say to people, 'Why? Why aren't people in this room MPs? Why not?' Many of us do not believe we have it in us. Somehow or other we believe it is something special to be a MP. Crikey, if you look at some of them you cannot believe that for much longer, can you? We need people in Parliament that represent us. Back to the traditional roots of the party we

created. The Labour Party did not create the trade union movement; it was the other way around. We created the Labour Party and it is time – long past time in fact – that it was back to that tradition and back to representing our interests. We would not be low in the polls. We would not be as concerned, disillusioned, or disappointed if we had a party that was our party. It is time to take it back and we need a big, strong union to do it. That is us. There is not another union that can do it. There is not another union with the breadth and strength to do it. Quite frankly, I wonder if there is any other union with the intelligence to do it.

Let us look at some of them. Our friends in the Rail, Maritime and Transport (RMT) Union. One of our National Officers told me that in the transport sector, in real terms, there is something like 60% unorganised, so what is the RMT's answer to recruiting their 60%? They go down to Heathrow and pinch our taxi drivers. They go into the old North Sea and to the oil rigs to do that. It is time they got on the bloody railways and organise them; an indication that a single specialised union cannot survive. We cannot survive unless we have this kind of a conference because everybody in a big, powerful union will say, 'This union does not represent me'. You will have unions saying, 'Join us because your union is too big and broad and they are not interested in you'. Well, this is the answer. The sectors give you the right to determine your own policy, but within a union big enough to make a difference.

Let us assume for example, we change the law, we win Parliament, we win the Labour Party back and we get shot of the anti-union laws. There is a bigger battle still to fight, and what is tragic about it is that most people do not actually know it because we are concerned about today's problems.

We have just applauded two good colleagues, John and David from Canada. Vale Inco, a Brazilian company intent on world domination. They want to buy up all the mineral resources so that one company can control almost life itself; become so powerful it can dictate to governments. They are in a four month strike because they are up against a powerful conglomerate. We referred the crisis of capitalism. Do not believe for one minute that that crisis of capitalism was a crisis of the capitalists. They are still there, they are still powerful, they control fortunes, they dictate to governments. It is fairy stories, you know, the faceless ones, you do not see them. Not the G8, not the G20, the faceless ones; the ones that can pull strings, bring governments down, start wars, stop wars, create crises in energy, and move petrol prices around so that the rest of us suffer as a consequence. Those people are still there and they operate on a global scale. How do we as working people expect to contend when they are more powerful than the government that we could create?

### **III. Our Challenge**

We have to have a plan. We have to have a plan that builds an international union strong enough to take on the strongest of the conglomerates. A union that anyone who works anywhere in the world for any particular company can join. A union that can, for example, bridge the dilemma that we just experienced at General Motors; where the Germans tried to screw everybody else with that Magna contract. Until the intervention of ourselves, and particularly Tony, which got our government galvanised, and they think those in Germany who scuppered the deal, and Tony is very popular in Germany now apparently. When we have got back to GM, what were the Germans saying? 'Ah, you will be all right in Britain but in a few months you won't be'. There is still that competition, and that is what happens in global federations, quite frankly. We all sit around and have great ideas and then we all go back and look after our own backyards; a bit like we could be if we are not careful. We sit around and talk about our policies and then go back to our own backyards.

It is time to think outside the box. It is time not just to think about how we win terms and conditions or even how we change the laws to make it easier for us to win terms and conditions. It is about how we are going to survive in the future if we do not have a union capable of fighting on the international

front, that can stand solidly with Vale Inco colleagues because we have plants over here that belong to that conglomerate. We should be in a position to fight across the board.

That is the challenge, so why did we come together? Because you cannot build an international union if you cannot build a UK union, or a German union, or an Australian union, or an American union. That is why we stand in with the United Steelworkers (USW) and with Workers United. It is a beginning perhaps, but hopefully a successful beginning that will go on to build that international union.

#### **IV. Conclusion**

Colleagues, when we talk about building a union where there is no place for fear, fear this: unless we change politics and ultimately build an international union we need to be very afraid. That is the task and only this union can do it in this country; no other union can. That is the challenge to you. I am delighted, absolutely delighted, that we have been brought together in this way. Whatever we do in the future, whoever we elect as General Secretary, and whoever we elect as our Executive, needs to keep one thing clearly in mind: strong workplaces are no better than shuffling deck chairs on the Titanic if we do not have a political and international strategy. If some colleagues, and I have read some of them, now change their leaflets to reflect that they will get my support. Thanks.

**1. WINNING PAY AND CONDITIONS FOR RURAL WORKERS**

This conference calls on the national sector conference to enshrine the protection of the AWB's into Unite Policy, in addition to pushing for statutory joint industrial council in the future. To this end Unite needs to campaign in favour of the AWB's so to pursue a Policy to win decent pay and conditions for rural workers.

**Moved – Steve Leniec (delegate 13)**

**Seconded - Mike Ward (delegate)**

**Carried**

**2. THE SALE OF PRIME FORESTRY COMMISSION LAND IN ENGLAND**

This Conference calls upon the Executive Council to mount a campaign against the sale of prime Forestry Commission woodland in England also to pressurise the government into increasing the funding available to the Forestry Commission thereby properly financing the Urban Forestry programme centrally and thus removing the need to sell off prime rural woodland to do this, or to fill budget deficits. Forestry Commission England is an efficiently run organisation excellent value for money is had by the taxpayer for the small cost incurred.

**Moved – Edwin Rowlands (delegate 15)**

**Seconded - Mike Ward (delegate 8)**

**Carried**

**3. HALT RURAL SERVICES CLOSURES**

This Conference calls upon the Executive Council to put pressure on Government to halt the closure of rural Post Offices and Services.

**Moved – Edwin Rowlands (delegate 15)**

**Seconded – Brian Coomber (delegate 14)**

**Carried**

**4. SUPPORT AND CAMPAIGN IN FAVOUR OF RURAL TRADE UNIONISTS**

This Conference calls on the national sector conference to support campaigns in favour of persecuted rural trades unionists around the world such as Colombians Banana workers, Zimbabwean farm workers and the peasant movement in the Philippines.

**Moved – Steve Leniec (delegate 13)**

**Seconded - Mike Ward (delegate 8)**

**Carried**

**5. UK PRODUCE MORE FOOD MORE SUSTAINABLY**

This Conference campaigns for the government to invest more in producing more food in UK, more sustainably.

**Moved – Charles Clutterbuck (delegate 10)**

**Seconded - Mike Ward (delegate 8)**

**Carried**

**6. DEVELOP SKILLS TO DELIVER EU SUSTAINABLE USE OF PESTICIDES STRATEGY**

This Conference calls on the relevant Sector Skills Councils and Awarding Bodies to develop nationally recognised skills and standards to confirm with the EU Thematic strategy on sustainable use of pesticides.

**NORTH WEST**

**Moved – Charles Clutterbuck (delegate 10)**

**Seconded – Karen Matley (delegate 11)**

**Carried**

## SECTOR EMERGENCY MOTIONS

### 1st Emergency Motion

Moved – W Scot Walker

Seconded – Jamie Pritchard

Carried

### 2nd Emergency Motion

Moved – W Scot Walker

Seconded – Jamie Pritchard

Carried

# Standing Orders 2011

---

## STANDING ORDERS – NATIONAL INDUSTRIAL SECTOR (NIS) CONFERENCES

### 1) Purpose

The National Industrial Sector Conference has the following purposes:

- 1.1 to set industrial policy for the Sector provided that it is not inconsistent with the general policy and objectives of the union.
- 1.2 to consider emergency motions, on matters that are in accordance with 1.1, that could not have been considered by a RISC, which should be submitted in writing to the General Secretary for the attention of the Standing Orders Committee.
- 1.3 to elect representatives to attend the annual TUC Congress
- 1.4 to elect the Standing Orders Committee for the following NIS Conference

### 2) Composition and Size of NIS Conference

- 2.1 NIS conferences will be comprised of one delegate per 1,000 paying members in the Sector (subject to a minimum of 30 delegates). Regional allocations will be based on paying membership in the region in the sector.

### 3) Delegates and attendees

- 3.1 The NIS Conference will be open to all accountable representatives of workers elected by Regional and/or National Industrial Sector Committees.

- 3.2 All delegates will be allocated a numbered seat and will retain that for the duration of conference.
  
- 3.3 Executive Council members, working in or representing the sector but not elected as delegates shall be invited to attend on an *ex officio* basis.

#### **4) Chair**

4.1 The Conference plenary shall be chaired by the Chair of the Executive Council.

4.2 The Sector Conference shall be chaired by the chair of the National Industrial Sector Committee.

4.3 The Chair shall only have an ordinary vote on all matters if elected as a delegate.

4.4 The Chair shall not have a casting vote.

#### **5) Secretary**

5.1 The National Official or other employee shall act as Secretary to the conference – advising the chair as appropriate and, assisted by a member of the Research Dept, recording decisions taken and the outcome of the elections.

#### **6) Order of Business**

6.1 The Order of Business for the Conference shall include:

1. Plenary: General Secretary supported by the Assistant General Secretaries as appropriate
2. Election of delegates to form the SOC for the following NIS Conference
3. Political, international and other speakers
4. National Officers' Introduction and Apologies
5. National Officers Report including national strategy for the Sector
6. Consideration of composites and motions approved by Standing Orders Committee.
7. Election of delegates to the annual TUC Congress for the next two years

#### **7) Conduct of elections**

- 7.1.1 All nominees in conference elections shall be individually nominated and seconded. Nominees who do not attend may be elected provided they have given an appropriate apology reported by the National Officer and accepted by conference.
- 7.3.1 Votes shall be cast by a ballot vote or by show of hands from amongst those delegates present at the Conference.
- 7.3.2 Any dispute about the conduct of an election should be settled by the Chair. If it is not possible to settle any dispute at the Conference, then an appeal should in the first be lodged with the Standing Orders Committee which has overall responsibility for the conduct of the elections.
- 7.3.3 In the unlikely event that any such dispute cannot be settled, an appeal against the decision of the Chair can be forwarded to the General Secretary, who may delegate handling the appeal to an appropriate senior official.

## **8) Conduct of Business**

- 8.1.1 The Chair shall be responsible for the conduct of the meeting. Delegates may only speak when called by the Chair. The Chair shall have discretion on whether to allow a delegate to speak more than once on a subject..
- 8.2 The mover of a motion shall be allowed five minutes and subsequent speakers three minutes each. No delegate shall be allowed to speak more than once on any motion except the mover who shall have the right of reply.
- 8.3 Next business, that the vote be taken or such other procedural motions may be moved and seconded by any delegate who has not previously spoken during the debate. There shall be no speeches on such motions.
- 8.4 Emergency motions shall be put if in writing to the General Secretary for the attention of the Standing Orders Committee. No such motion shall be deemed an 'emergency' that is connected with circumstances which could have been dealt with by conference/committee allowed to forward motions for the agenda.
- 8.5 The Chair shall have the same speaking rights as any other delegate. In addition, the Chair may intervene during or at the conclusion of any discussion, to clarify the issues decided and/or to sum up the discussion.

8.6 A delegate who wishes to raise a point of order (which must be confined to the manner in which the meeting is being conducted) should say “*point of order*” and hold his/her hand aloft until called by the Chair. Subject to that exception, delegates should not interrupt another speaker.

8.7 The ruling of the Chair on any question relating to the conduct of the meeting shall be final unless a challenge to the Chair is supported by at least two thirds of the delegates present..

8.8 Save as provided herein, the business of the Conference shall be conducted in accordance with the normal rules of debate as laid down by Walter Citrine in the ABC of Chairmanship.

8.9 In the event of an equality of votes, the proposition before the conference shall not be carried.

**9) Smoking/Alcohol/mobile phones**

9.1 There shall be no smoking or consumption of alcohol allowed at the Conference.

9.2 All mobile phones should be switched off at all times during conference.

## Hilton Brighton Floor Plan

