



**One World One Union**

**Report of Community and  
Not for Profit  
National Sector Conference**

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**Spa Complex, Scarborough  
Friday, 13<sup>th</sup> June 2006**

## DELEGATE LIST

<u>Delegate No</u>	<u>Name</u>		<u>Region</u>	<u>Employer</u>
1	Linda	McDonald	01 North East	NCH
2	Mark	Hyslop	02 Yorkshire & the Humber	Skills for Care
3	Ann	Morgan	02 Yorkshire & the Humber	Chain Street TRA
4	Nazir	Ahmed	03 East Midlands	Leicester Housing Association
5	Madhu	Madhani	03 East Midlands	Leicester Housing Association
6	Mike	Thompson	03 East Midlands	British Psychology Society
7	Adam	Umney	03 East Midlands	Nottingham Community Housing
8	Jackie	McLeod	04 Eastern	NCH
9	Kevin	Tricker	04 Eastern	Richmond Fellowship
10	Gerry	Barlow	05 London	Law Society
11	John	Barr	05 London	City & Guilds
12	Karen	Clark	05 London	NCH
13	Ed	Coster	05 London	Community Housing Group
14	Neil	Faulkner	05 London	Save the Children UK
15	Monica	Gort	05 London	WEA
16	Sue	Jones	05 London	Mosaic Homes
17	Vicki	Jones	05 London	The Fostering Network
18	Anna	McKeown	05 London	APTG
19	Sithibile	Mpala	05 London	Jewish Care
20	Nicholas	Russell	05 London	RNIB
21	Robert	Styles	05 London	Refugee Legal Centre
22	Jennie	Twydell	05 London	UKCOSA: The Council for Int Education
23	John	White	05 London	City & Guilds
24	Lalia	White	05 London	NUFIT
25	Ronnie	Wilson	05 London	CRE
26	Margie	Woodward	05 London	Scope
27	Jackie	Brown	06 South East	Assessment & Qualifications Alliance
28	Chris	Faulkner	06 South East	Assessment & Qualifications Alliance
29	Michael	Gwynne	06 South East	Stonham Housing Association
30	Malcolm	Liles	06 South East	Church Commissioners
31	Keith	Pullen	06 South East	Stonham Housing Association
32	Eric	Segal	06 South East	Refugee Legal Centre
33	Phillipa	Davey	07 South West	Stonham Housing Association
34a	Ester	Marriott	08 West Midlands	
34	Joan	Allen	08 West Midlands	Stonham Housing Association
35	Michael	Payne	08 West Midlands	Workers Education Association
36	Emma	Phillips	09 North West	Arena Housing
37	Joe	Bailey	09 North West	Arena Housing
38	Bob	Braddock	09 North West	The People's Centre
39	Brian	Egan	09 North West	Riverside Housing
40	Julie	Gibson	09 North West	The People's Centre
41	Barbara	Kelly	09 North West	Anchor Trust
42	James	McGarry	09 North West	Pius Housing
43	Stan	Whitelock	09 North West	Anchor Trust
44	Dawn	Williams	09 North West	Royal Liverpool Philharmonic Soc
45	Winnie	Foxton	10 Scotland	Big Lottery Fund
46	Duncan	Miller	10 Scotland	CAB
47	Patricia	O'Neill	11 Ireland	Community Relations Council
48	Jacqui	Joseph	12 Wales	Age Concern
49	Wayne	Roberts	12 Wales	Remploy

## **General Secretary Report**

*Delegates watched a DVD explaining the background to the merger talks with the TGWU. The General Secretary reported that the talks were going well and that a merger had three main objectives; it would eliminate unnecessary inter-union competition, it would enhance our ability to persuade government to develop different policies and it would create the necessary international unity to combat globalisation and multi-national companies.*

Welcome to the National Sector Conference here on the Yorkshire Riviera.

Since we were last in Scarborough Amicus has grown bigger and more successful.

A key to this success has been our campaigning

Our members tell us that after advice and representation what they want from their union is a strong campaigning voice.

Campaigning is our core business. We campaign to change minds and to change policy, to change the world.

Our campaigns pensions, jobs and equalities have been constant and have changed the lives of our members and their families.

As Amicus has grown our campaigning has got bigger and better and more influential. We don't need to be stoical anymore; we don't go through the motions we know we can win.

On pensions we set out our stall three years ago. We called for a compensation scheme to save people when their firms go bust, for the restoration of the link between the state pension and earnings to give everyone a foundation for a decent income in retirement.

We wanted a financial assistance scheme to cover those who lost their pensions.

And compulsory pension contributions so all working people could benefit from an occupational pension to give them not just an existence in their later years but a well earned period of relaxation and security.

After the publication of the pensions white paper last month we were able to say all of our demands have been answered in some form or other.

It's not perfect but it's a start and its miles away from where we were three years ago.

Three years ago the media, the public and even some in other unions and the Labour Party, said "you don't have a chance".

I remember one of my first television interviews after becoming GS, when I put forward a plan for a minimum pension for every working person, the interviewer and the CBI chief, who was on with me, scoffed at such a suggestion.

"Too expensive, business couldn't bare it. Thousands of jobs would be lost. Tax payers wouldn't support it. No one is interested in pensions....."

Well here we are. After years of interviews, conference motions, demonstrations, articles, speeches, interviews and lobbying and interviews. We have it.

This is one campaign, one issue and of course and one swallow doesn't make a summer but it shows what can be done. With our resources and determination.

**How much more could be done with the resources of one massive union, speaking with one voice on behalf of 3 million members and their families?**

On jobs we have campaigned tirelessly for level playing field on employment rights to protect jobs in face of the growing threat from globalisation and the availability of cheap labour in the east.

We have shown to everyone's satisfaction that the reason for the haemorrhage of quality jobs from the UK is a direct result of the fact that it is easier, cheaper and more political expedient to cut job here than anywhere else in Europe.

The CEO of General Motors confirmed, admitted as much prior to their announcement of 1000 job losses at Ellesmere Port.

We have demonstrated this to everyone's satisfaction except the governments. Ministers insist it isn't true.

Alan Johnson, then the Secretary of state for industry, joined me on the Today Programme on Radio Four and with unfaltering sincerity said that it was in fact cheaper in France to shed jobs than here and Peugeot were close their plant in Coventry on economic grounds.

He said this despite the fact that each redundancy in France would cost Peugeot £100,000 compared to a likely average of £25K that our members could expect after negotiation.

Not only do we know he was wrong, so did he!

He attempted to bend the facts inside out to up hold the government's position that an unrestricted labour market brings prosperity.

To whom? You might ask because it doesn't bring prosperity to our members at Rover, or Jaguar, or Peugeot, or the Prudential, or Heinz.

It doesn't bring prosperity to our members or the members of his union the CWU the union where he learnt the values he has now forgotten.

It has been rumoured that Alan Johnson might get the support of the unions for the deputy leadership of the Party. I have said that I would like to see a trade unionist in that position but I don't think we can get John Prescott to stay on.

The Government refuses to protect British jobs with fair employment laws so we and the T&G have decided to take a different and more direct route to defending our member's jobs.

The NEC agreed at their last meeting to set aside £1million for an advertising campaign to persuade British Consumers to support British jobs. Starting with Peugeot but it will continue with the next and then the next company that decides to abandon the UK.

If they aren't prepared to build or trade here than we will ask our fellow Britain's to use their financial muscle and buy the products of companies that keep the faith with their British workers instead.

You may have seen the in the papers or seen it on the news. The next stage of the campaign will be much more visible with posters on the road side in every town and ad on the radio every day for two months.

We want to send a message to every company operating in the UK.

"If you abandon British workers to exploit cheap labour in the east and expect to sell your products here you weigh the costs not just in terms of redundancy pay but in sales hit hard by our campaign.

I have made speeches over the last few years when I complained about job losses in manufacturing and in finance but not the public sector. At least we have had the public sector to point to with pride.

We may have the weakest labour laws in Western Europe but at least we had record investment in the NHS and education. We still have the investment but we are now shocked to find our members are facing the threat of job cuts too.

Not through a lack of funding under the Tories but a special new Labour problem a debt crisis caused by the sheer cost of the reform process that is the corner stone of the Blairite vision for Britain.

We have this week exposed the ludicrous situation of so called "turnaround teams", financial consultants employed to advise PCTs on how to deal with the debt crisis at a cost of thousands of pounds per day and in some cases, costing more than the debt itself and causing Trusts to lay off health care professionals.

10,000 jobs have been slashed this year in the NHS. All in the wake of a £500 billion deficit caused by the employment of management consultants to implement failed reforms and a so-called internal market.

Our members in the NHS fear that the Government plans to hive off professional services like pathology, Pharmacy, haematology and therapeutic services. Services provided perfectly well in the public sector.

So why outsource?

The aim is to reduce the role of the state in the provision of health care.

Does this sound like a Labour policy or a Tory one?

This "Private is best" ethos is a special new Labour problem that stems from their infatuation with money and the people that have it in abundance.

New Labour's icons are no longer social reformers they're business leaders like Anita Roddick the anti union body shop boss who campaigns for the animal rights but has no concern for the rights of her workers.

James Dyson is another, a multi millionaire vacuum cleaner salesman/inventor who sacked his UK workforce to exploit Malaysian workers on a \$ day. His Globalisation brought him prosperity but not his workers.

This is at the heart of the problem for Labour's electoral prospects at the next election.

In the eyes of ordinary people and particularly the young the private sector is, corrupt and morally bankrupted.

The public and our members and their families do not hold business leaders up for admiration.

On the contrary they are sick of fat cats with big payouts and big pensions cutting jobs and slashing pensions of people like them.

The language of New Labour is the language of the market and it's a language ordinary people don't speak or want to hear.

One thing I learnt at Glastonbury was that there is a whole generation of politicised young people.

Socially aware who care desperately about the environment and about global poverty and the effects of globalisation, they care about human rights and the rights of working people, their right to a life outside work and fair share of the worlds wealth.

They understand the language of the collective society, and sadly their views are not reflected by our party any more.

More worrying is that Cameron and a few enlightened or opportunist Tories has seen the gap in the market and are now talking this language.

We might not be fooled by this but there are hundreds of thousands who will be taken in because nature abhors a vacuum.

10 points behind the Tories and still Downing St is talking about the need for an unremitting Blairite agenda of reform and marketisation.

It's got so bad that it no longer seems like political dogma and more like sabotage.

We are heading for disaster unless a new leader is established soon,

A new leader prepared to recognise that labour's core vote and a whole new generation of voters don't want to embrace globalisation but do want public services kept public.

A new leader that will recognise that hard working families need and want to be families and not just hard working.

A new leader that recognises that secure pensions and jobs, decent housing, free health care and education are what create a safe and secure society and not longer sentences and ID cards.

A leader that will prefer to chase the votes of ordinary people rather than chase the approval of the CBI and the editor of the Daily Mail.

While we wait for the change there is much we can do to bring pressure to bear on the Party through our organisation and the organisation of the new union when we have built it.

We can recruit Amicus activists into the party and help them get involved in their local party organisation.

By force of numbers we can change policy, change MPs and change the direction of travel the Party is now following to avert the collision with rocks of electoral disaster.

Colleagues I wish you luck with your deliberation today and in your work when you return.

The General Secretary answered questions from delegates.

**1. Apologies, Introductions and National Officers Welcome: Rachael Maskell, National Officer**

The National Officer welcomed delegates to the conference on behalf of the NEC and General Secretary. Rachael outlined the changes to the union since the last conference including the mergers with GPM and Unifi. She also drew people's attention to the standing orders and the administrative arrangements for the day. A number of delegates had indicated their apologies for not being able to attend (see below).

**Introductions and Apologies**

**Apologies**

George Adu	Delegate 10
Karen Clark	Delegate 12
Monica Gort	Delegate 15
Keith Pullen	Delegate 31
Robert Styles	Delegate 21
James McGarry	Delegate 42
Stan Whitelock	Delegate 43
Rita Adair	Delegate 36
Margie Woodward	Delegate 26
Nicholas Russell	Delegate 20

**Substitutes**

Gerry Barlow	Delegate 10	05 London Faith workers (Replacing George Adu)
Ester Marriott	Delegate 34a	08 West Midlands
Emma Philips	Delegate 36	09 North West (Replacing Rita Adair)

**On the Platform**

Dave Jones	NEC
James Lazou	Research

## **2. Election of the Chair**

<b>Nominations:</b>	<b>Mover:</b>	<b>Seconded:</b>
1. <b>Ann Morgan</b> (03)	John Barr (11)	Adam Umney (07)
2. <b>Joan Allen</b> (34)	Phillipa Davey (33)	Bob Braddock (38)

<b>Votes:</b>		
	Ann Morgan	12
	Joan Allen	32
	Abstentions	2

**Joan Allen was duly elected.**

## **3. National Report – Rachael Maskell, National Officer**

Rachael thanked everyone for being so supportive of her over the last two years and briefly presented her sector report.

She focused on the fact that the non profit sector had some of the worst terms and conditions in the economy, with employees often exploited by their conscience and facing some of the hardest day to day challenges of working in the country. Some of the issues that she emphasised were the lack of training available, the difficulties surrounding funding, the growing pressure to provide public services, the long hours culture, workplace stress, bullying and poor pension provision.

Rachael emphasised that Amicus was making great achievements including good access to government ministers and relatively rapid increase in membership within the sector. Lastly she highlighted some notable recent successes include recognition at Child Line, the Church of Scotland and the Samaritans.

She also focused on the problems of the relationships between the sectors, and in particular the impact of the contestability agenda, which was detrimental to our members terms and conditions, as well as pay, and pay related benefits.

The national officer then took questions from the floor.

After a question on redundancies at Riverside Housing conference agreed to send a motion of support to Riverside Housing.

#### **4. Outside Speakers**

##### **1. Bud Hudspith – Amicus Health and Safety Officer**

Bud talked about health and safety in the workplace and the importance of workplace health and safety representatives. He focused on the issue of stress in the workplace as an important challenge for health and safety representative. He presented the legal framework for health and safety representatives and also some management guidelines related to violence and stress at work. Lastly he emphasised the important work that Amicus is doing to encourage more people to become health and safety representatives.

##### **2. Thabitha Khumalo – Third Vice President Zimbabwean Congress of Trade Unions**

Thabitha presented a moving account of the terrible situation that the Zimbabwean labour movement faces. She argued that workers problems are the same around the world the difference is the social economic and political situation in their countries.

In the Diaspora the biggest problem is that it is being de-skilled due to the immigration of skilled and educated people to richer parts of the world. In Zimbabwe in particular though there were many other problems such as political violence oppression and economic collapse. She emphasised the misrepresentation in Europe of the farm occupations as issues of race and explained that they had been part of a concerted effort to destroy the farm workers unions. Other measures included increasingly draconian laws on trade union organising and political meetings, restrictions on the press and NGOs, removal of maternity leave legislation to restrict female political involvement, police brutality and sexual violence as well as vastly expanded surveillance. This political crisis has been coupled with huge food shortages, the AIDS pandemic and hyperinflation.

Thabitha is trying to build solidarity with the international labour movement and in particular she was seeking help securing donations especially of sanitary towels which are now incredibly expensive in Zimbabwe and are causing massive health problems for female workers, limiting their participation in the struggle.

Conference offered her their heartfelt support.

#### **5. Composites and Withdrawal of Motions**

Conference was asked by the Conference Arrangements Committee to consider the three composite motions.

**All three were accepted for discussion.**

The following motions were therefore withdrawn:

**2, 3, 7, 8, 14, 18**

## **6. Sector Motions**

### **Motion 1. MATERNITY LEAVE**

This Conference calls on Amicus to lobby Government, via the TUC, for financial support for employers in the Voluntary Sector and Small to Medium Sized Enterprises. (SMSE's) regarding the payment of maternity leave salaries, and the necessary replacement salaries during this period.

Since some employers in these sectors are becoming reluctant to employ women of child bearing years, because of the potential costs, this constitutes sexual discrimination, harming women's employment and career prospects.

Since many employers are unable (or sometimes unwilling) to fund replacement salaries when a member of staff takes maternity leave, her work is often shared out amongst her fellow employees. The resulting increased workload and stress constitutes a health and safety hazard and in the case of the Voluntary Sector can lead to impaired services to the public.

**MOVER: Julie Gibson, Delegate 40**

**SECONDER: (Formally) Bob Braddock, Delegate 38**

**CARRIED**

### **Composite 1 FUNDING**

This conference congratulates Amicus in producing the document "Short Term Funding, Short Term Thinking" on funding in the Community and Non Profit Sector, and the work that it is doing with Government to campaign around issues relating to funding.

This conference also notes the crisis in the sector that the current frame works for funding is having on job security and other terms and conditions.

This conference calls on Amicus to campaign for long term procurement for the Sector and to ensure that the process for procurement is simplified.

This conference calls on Amicus to campaign for the 3 year funding policy practised by Local Authorities, should be a minimum in the Non Profit Sector, to ensure financial security over a 3 year period.

We also call on Amicus to campaign for all the recommendations of the report, and to work with all decision makers to educate them on the way that funding impacts on employees in the sector and how this is detrimental to service delivery.

**MOVER: Linda McDonald, Delegate 1**

**SECONDER: (Formally) Duncan Miller, Delegate 46**

**CARRIED**

**Motion 4. FUNDING FOR PEACE AND RECONCILIATION**

A recent Amicus survey into the Community and Voluntary Sector has shown that funding is a major concern. In Northern Ireland this is being felt particularly in community development and community relations work. We have come through over 30 years of conflict and there is much work to do both in social and economic terms and in building trusting relationships between our two majority communities.

Government claims to have a commitment to building these relationships making it a statutory duty under the Northern Ireland Act 1998 Section 75 states:

*A public authority shall in carrying out its functions relating to Northern Ireland have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.*

However this regard doesn't extend to funding which runs in three year cycles. The bitterness that grows in a conflict of over 30 years cannot be wiped out in three, six or even nine years – it needs long term thinking, long term planning and long term commitment.

This Conference calls on Amicus to press Government to respond to its own legislation and show true regard to a peaceful future in Ireland North and south and to invest in a sustained campaign that will ensure the difficulties of the last years are repaired and remain so.

**MOVER: Patricia O'Neill, Delegate 47**  
**SECONDER: (Formally) John Barr, Delegate 11**

**CARRIED**

**Motion 5. VOLUNTEERS**

This Conference recognises the role which volunteers play in supporting service provision in the Community and Not for Profit Sector.

Many of these volunteers have been Union members or would like to be members of a Trade Union.

Many full time employees of the Sector begin as volunteers in an organised or will return to be a volunteer. If made redundant. This tendency in the Sector was recognised by one of the founder unions of Amicus by offering free membership to volunteers and recognising this status.

This conference requests for the reinstatement of this category of membership in Amicus.

**MOVER: Jacqui Joseph, Delegate 48**  
**SECONDER: (Formally) Wayne Roberts, Delegate 49**

**CARRIED**

## **Motion 6. SUPPORTING PEOPLE**

This Conference notes the Amicus paper on Supporting People and the impact on employees working with this, including problems caused by the funding and administration of the Scheme.

This Conference also praises Amicus on the campaign that it has run on 'supporting people' including the meetings with Ministers at the OPDM, including the progress that Amicus has made in achieving pilots to cause more effective working between the parties. Furthermore this conference notes the lack of co-ordination and poor communication between local and national Government.

This Conference calls on Amicus to campaign for surer funding for 'Supporting People' that is long term and takes account of service need; as well as improving all other aspects of the scheme.

**MOVER: Kevin Tricker, Delegate 9**

**SECONDER: (Formally) Jackie McLeod, Delegate 8**

**CARRIED**

## **Composite 2 ORGANISING**

This conference notes that the Community and Non Profit Sector is a rapidly growing year on year and is a diverse sector, which provides services that benefit the community where the state is either unwilling or unable to.

Unfortunately, this conference recognises, that this membership growth has, in part, been due to the privatisation of the statutory sector, but welcomes the substantial gains achieved through the recognition deals with some of the large national charitable organisations.

This conference also recognises that a considerable proportion of the workers in this sector are in small workplaces with job security increasingly threatened by short term funding arrangements from local government and that they are often the first to be threatened in local authority spending cuts. With this in mind, Amicus needs to include these workers in future recruitment strategies for the sector so they may benefit from being members of a professional trade union.

This union recognises that many of these organisations serve and support some of the most vulnerable people in our communities and draw from the same communities their experienced and dedicated workers.

Therefore this union resolves to:

- Challenge all levels of government that threaten the sector's members' security and conditions of employment, representing and defending even the smallest unionised workplaces under threat;
- Proactively recruit and organise workers, that are inclusive of all areas of the sector, regardless of size of workplace or organisation, thus strengthening terms and conditions of employment for them;
- Continue to research the issues that members in the sector face and keep the membership informed and involved of developments;
- Proactively involve trade union activists and workplace representatives in all union activity concerning them.

- to formulate and carry out recruitment strategies that are inclusive of all areas within a sector, regardless of the size of the workplace or organisations, in order to meet the needs of a diverse industrial sector.
- to campaign for the extension of employment rights to all workplaces regardless of size.

This union will commit to the above points and effectively seek and represent members in all workplaces, regardless of the size of a workplace.

**MOVER: Adam Umney, Delegate 07**  
**SECONDER: Mark Hyslop, Delegate 02**

**CARRIED**

### **Motion 9. SOCIAL ENTERPRISES**

This Conference notes the creation of social enterprise companies and the related new legal status of community interest companies.

This conference notes that many charitable organisations are now considering changing their status to that of a community interest company.

Conference believes that a movement towards community interest companies will undermine the ethos of the non-profit sector, as organisations follow market opportunities, rather than following the goals of the charity. Conference therefore agrees to initiate the setting up of a broad based campaign to defend the charitable status of organisations. Conference also agrees to give full support to any groups of members who decide to take action against a movement away from charitable status. Conference also believes that social enterprise companies are seen by many as being an alternative to decently funded public services.

Conference therefore calls on the Community and Not for Profit sector national sector committee to liaise with the national sector committees for health, local authorities and government departments to campaign against social enterprise companies being used for the back door privatisation of the public sector

**MOVER: Neil Faulkner, Delegate 14**  
**SECONDER: John Barr, Delegate 11**

**CARRIED**

**Motion 10. LEARNING AND DEVELOPMENT**

This Conference notes the need for all employees to develop over the course of their careers, and that development should be matched with qualifications which are nationally recognised and portable across organisations.

This Conference also notes that the learning and development budgets in organisations are being cut due to current funding arrangements.

This Conference calls on Amicus:

1. To develop a strategy for increasing learning and development opportunities in the sector
2. To campaign for a national skills strategy
3. To campaign for portable qualifications recognisable across the sector, available to all.

**MOVER: Jackie Brown, Delegate 27**  
**SECONDER: Chris Faulkner, Delegate 28**

**CARRIED**

**Motion 11. BULLYING IN THE WORKPLACE**

This Conference congratulates Amicus for initiating the Dignity at Work Project and believes that we now need a legal framework to move forward. On the basis that the Community and Non – Profit suffers disproportionately we call upon the NEC to lobby the government to undertake an evidence based audit of bullying cases that will assess the severity of the issue in the workplace.

**MOVER: Philippa Davey, Delegate 33**  
**SECONDER: Michael Gwynne, Delegate 29**

**CARRIED**

**Motion 12. AFRICA MATTERS**

This Conference congratulates Amicus for its Africa Matters project and engaging Amicus members with the issues impacting on Southern African Trade Unionists.

Amicus condemns the appalling political, economic and social climate that our sisters and brothers face everyday in countries like Zimbabwe.

This Conference calls on the Community and Not for Profit Sector to:

1. Promote the Africa Matters Project and the accredited module
2. Explore ways of generating greater involvement of the sector in the Africa Matters campaign through building links with Southern African trade unionists.
3. Campaign, so all members and their respective organisations are aware of the Zimbabwe dignity campaign to supply women with appropriate hygienic sanitary products and encourage them to contribute to this campaign.

**MOVER: Michael Payne, Delegate 35**  
**SECONDER: Ester Marriott, Deletate 34a**

**CARRIED**

## **7. GENERAL POLICY MOTIONS**

### **Motion 13. DIGNITY AT WORK**

This Conference bullying in the workplace is and continues to be an area of major concern, both for those members who suffer as a result of it and for Amicus representatives who attempt to offer support.

In many organisations there is a distinct lack of corporate acknowledgement of this issue. In those organisations where there is a willingness to deal with it this is usually on the basis of a token gesture. The vast majority of complaints and grievances brought on the grounds of bullying are very rarely upheld.

Globalisation and restructuring within all sectors of industry has led to a 'get the job done at all costs' attitude, which includes the bullying and intimidation of staff. Amicus has done some really useful work in the past in this area but sadly this hasn't been enough as the problem persists.

This conference therefore calls on Amicus to lobby Government to fully promote and implement the Dignity at Work Bill.

**MOVER: Bob Braddock, Delegate 38**

**SECONDER: (Formally) Julie Gibson, Delegate 40**

**CARRIED**

### **Composite 3 EQUALITIES**

This conference recognises the diversity of Amicus members, however gaining information about this remains to be difficult. This information is important since we have members working in organisations whose purpose is to promote diversity, including the employment of disabled, black and minority ethnic people.

This conference notes the commitment in the Warwick agreement to introduce the status of Equality Representatives, and the recognition for this role to be introduced by the 'Women and Work Commission'. Furthermore, this conference also congratulates Amicus on the initiatives that it has taken to promote diversity and employment through initiatives like the Disability Champions at Work Project.

In the light of introduction of the new membership system, this conference calls on Amicus to conduct a full equality audit of its membership.

We therefore call on Amicus to campaign for the role of the Equality Representative to receive equal status to that of all other workplace representatives, including the right to time off for trade union duties and activities. We also call on Amicus to promote Disability Champions at Work to representatives in every region and sector, and to develop a similar project for Black and Minority Ethnic Workers, and their respective workplaces.

**Mover: Wayne Roberts, Delegate 49**  
**Second: (Formerly) Joe Bailey, Delegate 37**

**LOST**

### **Motion 15. PENSIONS**

This conference notes the publication of the Turner report in 2005 and the recommendations in the report. We believe that the recommendations within the report will be detrimental for our members and in particular the increase in retirement age.

This conference also notes the current reviews that companies and organisations are making of their pension schemes for current and new members. Amicus also notes that the reduction in benefits being advocated and introduced in many of these schemes not only transfer the risk of the final pension from the organisation to the member of the pension scheme, but also the risk of pensioner poverty which will result from these changes.

This conference also notes that pensions is a specialised and complex area, which is largely not understood by UK employees.

This conference therefore calls on this conference to run a union wide campaign to assist members and representatives in opposing changes to their pension schemes. In this, we call upon Amicus to:

1. Produce a basic guide to pensions so that all members can have a basic understanding of pensions, and for this to be circulated to all members.
2. To provide a service to members so that they can understand the options that are available to them and the impact that this will have on their individual pensions.
3. To work with the department of work and pensions to formulate pension policy and regulation which will be beneficial to our members, and oppose anything that will be detrimental through high profile campaigns.

**MOVER: Linda McDonald, Delegate 1**  
**SECONDER: Duncan Miller, Delegate 46**

**LOST**

## **Motion 16. ENVIRONMENT**

This Conference believes that the environment will be one of the major industrial/economic issues of the 21<sup>st</sup> century. Conference further believes that climate change and environmental destruction are not an 'act of god' but a direct effect of the capitalist system's drive for profit at the expense of working people. Conference therefore agrees to adopt a policy of sustainable development, including a major reduction in carbon emissions. In particular, we call for a major increase in the use of renewable energy sources, such as wind and tidal power, hydro-electricity, solar power, biomass and landfill gas. We further believe that a balanced energy policy should include clean coal production and gas.

Whilst noting that nuclear power does not result in major carbon emissions, we believe that until the safety implications are solved that it should not be part of the union's energy policy. However, we do support further research into nuclear technology, especially nuclear fusion. Furthermore, we believe that there should be a major programme of improvements to both workplace and home energy conservation schemes, such as improved insulation schemes. We further believe that all new build workplaces and homes should include solar panels and energy saving technologies.

Conference further notes that carbon emissions from transport are currently 26% of UK's carbon emissions and that therefore there should be a move to more environmentally friendly transport systems. In particular we call for an expansion of light rail, tram programmes and cycle routes and a move to more environmentally friendly fuel systems such as electric cars and the use of bio fuels. Conference also believes that there should be a major increase in recycling within the workplace.

Conference also calls on all Amicus workplace groups to negotiate environmental policies, including the implementation of the government's green transport plan, EMAS and ISO 14001. Conference further believes that Amicus should provide training for its workplace representatives and health and safety representatives on environmental issues and agrees to include this training on the Amicus reps training programme.

Conference also calls on Amicus as an employer to be environmentally responsible by converting officers' cars to alternative fuels and by becoming a leader in recycling. Furthermore, we call upon the union to use any influence with the government to put pressure on the USA to sign up to the Kyoto Protocol.

Conference recognises that the threat to the environment is a global issue and we therefore call on the union to build on links with trade unionists in other countries in order to create an international campaign for a better environment. We further believe that whilst the energy industry is owned by private companies, there will not be sufficient movement to development environmentally friendly policies. We therefore call for the energy industry to be taken into public ownership.

**MOVER: John Barr, Delegate 11**  
**SECONDER: Sue Jones, Delegate16**

**CARRIED**

**Motion 17. SOCIAL FORUMS**

This conference believes:

1. That we face an ideologically driven attack on all elements of our 'social wage'. Privatisation is part and parcel of the neo-liberal agenda and has already had significant impact on health, education, employment and pensions.
2. That the Bolkestein Services directive is part of the neo-liberal offensive and it potentially undermines all legal protection, in particular countries as it states that services sold abroad would be subject to the rules of the country of origin.
3. That the World Social Forum and the European Social Forum are important gatherings of those opposed to the neo-liberal agenda.
4. For the 'not for profit' sector these gatherings – which attract trade unionists, NGLs, campaigners and charities from across the world – are both opportunities for education and for recruitment and organisation.
5. That the age profile of the Social Forums is one which the trade union movement in this country should actively be seeking.

We resolve:

1. That the NEC gives serious publicity in Amicus publications, both to the neo-liberal offensive, and to the alternatives posed by the World and European Social Forums.
2. That the NEC organises delegations to attend, agitate and organise at forthcoming World and European Social Forums.

**MOVER: Mike Thompson, Delegate 06**  
**SECONDER: (Formally) John Barr, Delegate 11**

**CARRIED**

**Motion 19. ORGANISING FOR SUCCESS**

This Conference recognises that members and representatives need greater support in organising in their workplaces and across new organisations, since organising is the only way that Amicus will grow, develop, and succeed; as all research has demonstrated.

We believe that the current Regional Officer and organising resource is too scarce to deliver on this agenda and is therefore preventing growth and development at Amicus – growth that would be acceptable with support. We call on Amicus to ensure every region and sector has a dedicated organiser and for every Regional Officer's time to be freed up to enable them to promise organising which will include finding alternative methods of supporting individuals with their cases.

We also call on Amicus to develop its organising strategies and resources to assist all members and representatives with organising and to embed organising in the culture of the union.

**MOVER: Chris Faulkner, Delegate 28**  
**SECONDER: Jackie Brown, Delegate 27**

**CARRIED**

**Motion 20. COMMUNITY AND NON PROFIT NATIONAL SECTOR COMMITTEE**

This conference believes that representation to the Community and Non Profit National Sector Committee should be on a Regional basis and therefore calls upon the NEC to arrange elections at National Conference on the basis of at least one delegate per Region.

**MOVER: Philippa Davey, Delegate 33**  
**SECONDER: (Formally) Joe Bailey, Delegate 37**

**CARRIED**

**Motion 21. WEA**

Conference notes *with regret the decision of the National Executive Council not to continue the Amicus affiliation to the Workers' Educational Association (WEA) from 2005/2006.*

Conference is aware that:

1. Very many of the 800 full and part-time employees of the WEA are members of Amicus.
2. The past affiliation of Amicus to the WEA has enabled Amicus to nominate representatives to the Association Committee of the WEA and the Conference of the WEA.
3. There was no prior consultation or notification to Amicus members employed by the WEA of the proposal not to continue with the affiliation.
4. Of the predecessor union to Amicus, GPPMU, MSF and Unifi were long standing affiliates of the WEA.
5. The WEA has a long and unique history of working with individual trade unions (including predecessor unions to Amicus) and the TUC as a main provider of trade union education.
6. Many Amicus representatives and members have benefited from this provision.
7. The WEA also shares a common history, mission and purpose with the trade union movement through its education programmes in promoting the interests of working people and those suffering disadvantage and discrimination.
8. As a charitable organisation the WEA also share with the trade union movements beliefs in the principles of democracy, equality of treatment and justice and fairness in the conduct of its affairs and in the delivery of its education programmes.

Accordingly, Conference agrees to instruct the NEC to take the following actions:-

1. Ensure that Amicus continues to be affiliated to the WEA.
2. Promote this affiliation through discussions with the WEA on the joint development of trade union and other education programmes for Amicus representatives and members.
3. Report to the next Conference on the development of these programmes.

**MOVER: MICHAEL PAYNE, DELEGATE NO 35**  
(Noted that the first line is factually incorrect - NEC hasn't disaffiliated)  
**SECONDER: ESTER MARRIOTT, DELEGATE 34a**

**Carried**

**7. Selection of six general policy motions for Policy Conference 2007.**

Motions 13, 16, 17, 19, 20, 21 were selected.

**8. Elections of Delegates**

**a. 17 delegates to the 2007 Policy Conference**

It was agreed to hold a secret ballot for the delegates to the 2007 Policy Conference. After these were counted six delegates were put to a re-vote as they were tied for three places:

<b>Nominations:</b>	<b>Votes:</b>	<b>Second round Vote for three remaining places:</b>
Linda McDonald (01)	25 (Elected)	-
Ann Morgan (03)	22 (Elected)	-
Mike Thompson (06)	23 (Elected)	-
Adam Umney (07)	20 (Elected)	-
Jackie McLeod (08)	25 (Elected)	-
Gerry Barlow (10)	19	12
Neil Faulkner (14)	19	13
Vicki Jones (17)	20 (Elected)	-
Anna McKeown (18)	10	-
Sithibile Mpala (19)	28 (Elected)	-
John White (23)	13	-
Lalia White (24)	8	-
Ronnie Wilson (25)	19	21 (Elected)
Jackie Brown (27)	20 (Elected)	-
Michael Gwynne (29)	20 (Elected)	-
Malcolm Liles (30)	19	5
Eric Segal (32)	27 (Elected)	-
Joan Allen (34)	29 (Elected)	-
Brian Egan (39)	19	17 (Elected)
Julie Gibson (40)	19	16 (Elected)
Winnie Foxtton (45)	23 (Elected)	-
Jacqui Joseph (48)	24 (Elected)	-
Wayne Roberts (49)	21 (Elected)	-

**b. one delegate to attend compositing meetings with the Conference Arrangements Committee at the 2007 policy conference**

Adam Umney

**c. five substitute delegates to the 2007 policy conference**

It was agreed that this should be the highest not voted in (see election a.):

Gerry Barlow  
Neil Faulkner  
Malcolm Liles  
Anna McKeown  
John White

**d. one delegate to the 2006 TUC (11<sup>th</sup> - 14<sup>th</sup> September in Brighton)**

<b>Nominations:</b>	<b>Votes:</b>
Adam Umney	26
Anna McKeown	7

**Adam Umney was duly elected**

**e. one delegate to the 2007 TUC**

<b>Nominations:</b>	<b>Votes:</b>
Jennie Twydell	16
Anna McKeown	19

**Anna McKeown was duly elected**

**f. Community and Not for Profit National Sector Committee (12)**

Following a lengthy discussion of process it was agreed to elect one delegate for each region, while at the same time appropriately representing the balance of women and minority groups.

The following delegates were put forward:

North East	Linda McDonald
Yorkshire and the Humberside	Ann Morgan
East Midlands	Mike Thompson
Eastern	Jackie McLeod
London	Ronnie Wilson
South East	Malcolm Liles
South West	Philippa Davie
West Midlands	Michael Payne
North West	Bob Braddock
Scotland	Winnie Foxton
Ireland	Patricia O'Neill
Wales	Wayne Roberts