

## **Amicus Policy Conference 2005**

### **NEC Policy Implementation report**

Amicus Policy Conference 2005 fully debated a comprehensive range of policy motions developed through the industrial and regional structures of the union. The resulting policy document reflects the key priorities of Amicus members in terms of their job security, pensions, employment opportunity, equality of opportunity, rights at work, health and safety and global solidarity. The conference further debated and agreed policy to guide the NEC in the development of Amicus in terms of its recruitment and organising strategy and administration providing a platform for the organising growth in Amicus and the services it provides.

The policy agreed at the 2005 conference provides the NEC with a detailed analysis of the priority concerns of our members that will empower the union as a democratic and truly representative voice for working people.

In developing Amicus as a campaigning union, the NEC has sought to ensure that Amicus utilises its full influence within the trade union movement, the labour party, and with government. The campaigns have been broad based, with the widespread member involvement that has successfully demonstrated the strength of our case. Amicus campaigns have also sought to influence employers to provide decent terms and conditions of employment, and have convinced working people to join Amicus as a union that is prepared and fully committed to campaign to defend our members' jobs and working conditions.

The National Executive Committee now has the opportunity to implement the progressive policy agenda agreed at the 2005 policy conference through a continued campaign strategy that will match the aspirations of Amicus members, and succeed in improving the world of work.

The Policy has been desegregated into its points of action below, where further consultation with national committees and regional councils will be required, and key departments and officers involved in the implementation.

The General Secretary directs the union's officers, administration, regional councils and national sector committees in supporting the campaigning agenda through a coordinated approach. The campaigns will be effectively communicated throughout the union to maximise involvement and the effectiveness of the campaigns.

The NEC will periodically review the implementation of the policy of the union and report on the success or otherwise of Amicus' campaigns through the NEC minutes.

<b>Policy</b>	<b>Campaign</b>	<b>Action point</b>
	<b>Manufacturing Campaign</b>	
Government to examine support to manufacturing		DTI Manufacturing task force
Full Government Review of Business support		DTI Manufacturing task force
Continue and strengthen its campaign to rebuild UK manufacturing, through demonstrations, protests and coverage in national newspapers to raise the profile as a union for manufacturing.		Campaigns and Communications Department
Demand that the government supports a robust and positive strategy for manufacturing.		DTI Manufacturing task force
Provide ongoing and active support in securing a balanced energy policy, which includes renewables, clean coal and nuclear		Consult National Sector Committee
Stress the benefits of manufacturing in the UK and campaign for investment in manufacturing from domestic employers and inward investors.		National Sector Committees / Regional Councils
Encourage employers to act responsibly in difficult times, stressing that the future of manufacturing is reliant on the skills that their work forces possess at present.		National Sector Committees / Regional Councils
Appoint a minister for manufacturing to promote this important sector.		Political and Policy Department Write to Prime Minister
Demand a new approach from the government, Scottish parliament and Welsh assembly and lobby to protect Northern Ireland's 'special status' within the EU and campaign to ensure that the regional development agencies and emerging regional assemblies are mandated to promote and boost manufacturing industry		Regional Councils
Companies to develop investment strategies for long term competitiveness		National Sector Committees/ Regional Councils

<b>Policy</b>	<b>Campaign</b>	<b>Action point</b>
	<b>Level playing field in Europe Campaign</b>	
Campaign for Government powers to stop companies coming into the UK, obtaining national and local grants and then closing the company down when these are exhausted.		DTI Manufacturing task force
Government procurement strategy to support UK jobs and skills		DTI Manufacturing task force
Campaign to ensure when public money is invested in the transport system then British jobs benefit from this money;		Consult National Sector Committee
Lobby the Government to ensure they take urgent action to ensure a viable solution is found to ensure train manufacturing is preserved in the UK.		Political and Policy Department
Seek an immediate increase in redundancy payments and extension of the 90 day consultation period		General Secretary
Government to reflect the EU charter of fundamental rights in UK legislation	EU services Directive Posted workers Directive	Political & Policy Dept
Run an effective campaign to prevent global companies from outsourcing and relocating manufacturing facilities outside the United Kingdom.		National Sector Committees / Regional Councils  Communications Dept
Press union MPs to demand legislation that will afford agency workers greater job security and employment rights		Political and Policy Unit
Work with other manufacturing unions in building the campaign for the necessary legislative changes that will bring real justice to an even playing field between workers in the UK and mainland Europe.		Campaigns and communications
To implement all European employment directives to reflect the true spirit and intent of the directives		Political and Policy Department In consultation with International Dept

Policy	Campaign	Action Point
Campaign against the weakening of the Working Time Regulations and to support an end to the individual opt-out, when the Working Time Directive is reviewed;		Political & Policy Dept
Campaign for new legislation which provides protection against long working hours for groups of workers not covered by the Working Time Directive/Regulations		Political and Policy Dept
	<b>Offshoring Campaign</b>	
Monitor the development of offshoring.		Research Department
Lobby the government to enact legislation requiring businesses to publish evidence justifying their decision to offshore.		Political and policy department
Public bodies to impose corporate social responsibility clauses		Political and Policy department
Support for pension fund trustees on corporate social responsibility		Education / Pensions Department
Raise the issue with the TUC nationally and work with the TUC to lobby the Government to prevent companies exporting jobs and closing sites in the UK without proper consultation		Political and policy department Campaigns and communication
Actively oppose offshoring of jobs where members request it.		National officers / regional secretaries

<b>Policy</b>	<b>Campaign</b>	<b>Action Required</b>
	<b>Future of trade unions and collective bargaining Campaign</b>	
Minimum pay rate benchmarks based on skills		National Sector Committees Research Department
Minimum rates as part of all future pay claims		All National Officers and Regional Secretaries
CSEU campaign to re-establish national collective bargaining		CSEU Delegation to Congress 2005
Campaign for sectoral Forums in every UK industry		Raise through TUC
Encourage other British trade unions to merge with Amicus		General Secretary / Chair of the NEC
Consider a strategy and implement a family friendly campaign to reduce the working week to a common 35 hours; both within the CSEU (for a campaign within Engineering); and within the TUC		CSEU Delegation to Congress 2005
Campaign to develop a similar legislative programme to that in France and many other European Countries.		Consult International Department  Political and policy dept
Encourage workplace groups to negotiate reductions in working hours, aiming at a 35-hour week, where this has not already been achieved.		National Sector Committees / Regional Councils
Expose certain flexible working agreements as a licence to extend the working week.		Campaigns and Communications
	<b>Skills Campaign</b>	
Seek a statutory right to negotiate on skills		Ed Sweeney Deputy General Secretary
Lobby government to bring about an effective training programme for the manufacturing industry;		Ed Sweeney Deputy General Secretary
Bring in legislation to force employers to either train themselves to nationally agreed standards or contribute to a National body.		Ed Sweeney Deputy General Secretary

<b>Policy</b>	<b>Campaign</b>	<b>Action Required</b>
Campaign for a major extension of Trade Union agreed Adult Training Programmes and the end of de-skilling and NVQ II Credits to undermine skilled grades.		Ed Sweeney Deputy General Secretary
	<b>Anti BNP Campaign</b>	
Campaign to close down the Red watch site		Consult National Political Committee
Support Amicus members subjected to intimidation by far right organisations		Consult National Political Committee
Campaign for legislation to deny membership to those belonging to racist organisations		Amicus Employment Rights Campaign
	<b>Public Services Campaign</b>	
Government Consultation on reform of public services		Gail Cartmail (TUC Public Services Forum)
Oppose Public service job cuts and pensions		National Sector Committees
Call on the Government to seek an alternative to PPP and PFI that creates jobs and lays emphasis on public funding for future projects.		Gail Cartmail (TUC Public Services Forum)
Campaign to oppose privatisation in all its forms, PFI, PPP or any new name that is invented		Campaigns and Communications Department
Campaign to ensure that terms and conditions of existing workers and new starters working in public services are not undermined by private contractors.		National Sector Committees
Call on the Government to deliver an end to the two tier work force for all public sector workers by extending the two tier workforce		Gail Cartmail (TUC Public Services Forum)
Fight for and deliver robust contracts for our members and call for greater monitoring and accountability of PPP projects.		National Sector Committees / Regional Councils

<b>Policy</b>	<b>Campaign</b>	<b>Action Required</b>
Where workers are transferred from the public sector to new employers, then this must be under the terms of the two-tier work force agreement. Admitted body status must be sought for continued membership of the Local Government Pension Scheme"		National Sector Committees
Campaign for public services that have already been privatised to be taken back into public ownership.		Campaigns and Communications Department
Publicise the policy throughout the membership, to encourage members to resist privatisation and to co-operate with other unions to resist the Government attacks.		Campaigns and Communications Department
Organise a national demonstration against privatisation. This demonstration should take place before the end of 2005		Campaigns and Communications Department
The Government must ensure that there is greater freedom for public authorities to borrow to invest outside PFI and that access to revenue support is on an equal footing.		Political and Policy Department
Where the choice of stock transfer, PFI or ALMO is put to local tenants, work with local tenants and community groups to campaign to defend council housing and ensure that all tenants are provided with the information on all available options.		Campaigns and Communications
Campaign to stop privatisation of Local Authority jobs.		Consult National Sector Committee
Encourage Amicus MP's and Councillors to halt the ever-growing demise of Council Direct Labour Organisations through PFI's, PPP's, ALMO's and Housing Stock Transfers.		Political and Policy Department

<b>Policy</b>	<b>Campaign</b>	<b>Action Required</b>
	<b>Pensions Campaign</b>	
Where company schemes collapse, Government should ensure that members who have opted out of the SERPS scheme could have the required funds transferred back in the SERPS scheme.		Political and Policy Department
Campaign for legislation to safeguard final salary pension schemes.		Campaigns and communications
Campaign to halt the cessation of defined benefit schemes run by employers, and for the defence and extension of final salary pension schemes for all workers.		National Sector Committees
In insolvency, members of the pension fund should be protected by law by becoming preferred of priority creditors, call upon the Government to introduce legislation to compensate victims of this singular injustice.		Political and Policy Department
To lobby the Government to introduce legislation to give all employees and workers the right to attain at least a mirror image pension scheme when TUPE applies.		Political and policy department
Lobby for 50% member nominated trustees		Political and Policy Department
Campaign vigorously for a state pension that meets the needs of all retired people, including women, and to oppose any attacks on existing pension rights. The NEC is asked to ensure that this policy is communicated to Amicus MPs.		Political and policy department
As a matter of urgency to support the campaign to restore the link between pensions and earnings.		Affiliate to the National Pensioners' Convention
Campaign for compulsory pension contributions for all in view of the pension crisis in Britain.		Campaigns and Communications

<b>Policy</b>	<b>Campaign</b>	<b>Action Required</b>
	<b>Developing the Amicus Equalities Structure</b>	
Survey on gender and equality representation on regional councils		National Industrial Equality Committees/ Regional Councils
Review of the activity and participation in equality structures		National Industrial Equality Committees
Designation of a regional officer as regional equality Officers		National Industrial Equality Officer / Regional Secretaries
	<b>Equal Rights Campaign</b>	
Continue the campaign for equal pay including a national media launch and leaflet distribution to all members of the Union		Campaigns and Communications National Industrial Equalities Officer
Lobby the government to introduce legislation to campaign for mandatory equal pay audits.		National Industrial Equalities Officer Political and Policy Department
Campaign for a single equality act with well funded and organised single equality commission		Political and Policy Department
Campaign for pay audits on gender, disability, race and age grounds and to ensure that any discrimination identified was remedied by the employer		National Officers
Campaign to see that the role of the representative is evaluated against local job evaluation schemes in order to assure the principles of equal pay prevail, and reflects the responsibilities on the role that a representative plays.		Regional Secretaries
Oppose discrimination against our members on the grounds of their age.		National Executive Committee

<b>Policy</b>	<b>Campaigns</b>	<b>Action Required</b>
Campaign to make International Women's Day an additional paid bank holiday, as it is in many other countries.		Campaigns and Communications
Put in place procedures ensuring that accessibility to venues and various formats are made available at all conferences.		Communications dept with National Officer Equality
This conference agrees that these principles should be adopted formally by the NEC together with an overarching Equal opportunities statement, these to be disseminated throughout the Union.		National Executive Committee Communications Dept
Draw up an agenda, action plan and annual review and report back to mainstream equality issues in all aspects of policy and service delivery of Amicus		National Industrial Equality Committees
	<b>Recruitment and Organising Campaign</b>	
Support a policy of recruitment and organisation of Agency and Temporary workers and that our full time officials actively pursue recognition and negotiation agreements with agency employers.		National Officers / Regional Secretaries
Prioritise the resources of the union for organising initiatives		General Secretary
Ensure that all education and training within the union has an organising content		Education department
Ensure that all documentation produced by the union has an organising perspective		Campaigns and communications
Procure further amalgamations/transfer of engagements which enhance the robustness of the union in each industrial sector.		General Secretary / Chair of the NEC

<b>Policy</b>	<b>Campaigns</b>	<b>Action Required</b>
To negotiate formal agreements with employers to allow all Accredited Representatives the necessary reduction in work commitment, be this paid time off and a reduction in targets as appropriate, in proportion to the required time needed to perform their TU duties and undertake necessary training.		National Officers
Ensure that branch officers and workplace representatives have regular access to lists of joiners, leavers and lapsed members, with model letters in electronic format for activists.		Administration
Increase links with community and voluntary organisations, especially where there are large concentrations of Black and Ethnic Minority people;		National Industrial Equalities Officer
All sections of the union to develop an organising strategy:		Workplace/company groups, Branches, Regional Industrial Committees, Regional Councils, National Industrial Committees, Equalities Committees

<p>to give full backing and resource to our organisational campaigns:</p> <p>to establish, maintain and improve National Trade Union agreements and conditions in our industry;</p> <p>to build and re-structure membership records into the correct industry sectors, to accurately reflect members trade category, employer and workplace data in order to conduct meaningful consultation;</p> <p>to further establish the right to direct employment;</p> <p>to establish 'Super Safety' representatives, registered with the HSE, with the power to stop the job if conditions threaten workers on site.</p>	<p>Construction Sector</p>	<p>Consult National Sector Committee Construction</p> <p>Administration</p> <p>Consult National Sector Committee Construction</p> <p>Consult National Sector Committee Construction</p>
	<p><b>EMPLOYMENT RIGHTS CAMPAIGN</b></p>	
<p>Campaign for legislation to deny membership to those belonging to racist organisations</p>		<p>Political &amp; Policy Department With Campaigns and communications</p>
<p>Campaign to eliminate the barriers in current employment legislation that can be used by employers to stop workers winning recognition.</p>		<p>Political &amp; Policy Department</p>
<p>Campaigning for one minimum wage, which is fair and equal for all workers whatever their age</p>		<p>General Secretary</p>
<p>Launch a vigorous campaign to repeal all anti trade union legislation introduced by the Tories between 1979 and 1997 in line with the ILO conventions</p>		<p>General Secretary with Campaigns and communications</p>

<b>Policy</b>	<b>Campaigns</b>	<b>Action required</b>
Lobby the Government to introduce legislation to protect negotiated terms and conditions of members when the company they work for is placed into administration.		Political & Policy Dept
Develop a strategy that will enable active union members in local, national committees and European works councils about understanding their role.		Education department
	<b>Asylum seekers</b>	
Campaign to defend asylum seekers		General Secretary With Political & Policy Dept
Affiliate to the Committee to defend Asylum Seekers and UNITE.		General Secretary with NEC
Ensure that this issue is covered in union publications		Communications
Ensure that the Amicus parliamentary group is made aware of this policy.		Political & Policy Dept
Campaign for the end of the use of detention centres for asylum seekers and their children		Political & Policy Dept
Campaign against electronic tagging to monitor asylum seekers who have committed no crime.		Political & Policy Dept
Campaign for the end of destitution of asylum seekers and their families.		Political & Policy Dept
	<b>Iraq</b>	
Do all in its power to support the Iraqi people and the independent trade union movement in Iraq		International Dept
Supports the TUC appeal to raise funds to help rebuild the Iraqi trade union movement.		International Dept
Work with the Iraqi trade unions and the ILO to press for the maximum involvement of Iraqi trade unionists in the drafting of new labour laws		International Dept
Call for the withdrawal of the coalition forces and the dismantling of military bases as soon as possible		General Secretary

<b>Policy</b>	<b>Campaigns</b>	<b>Action Required</b>
Arrange for the use of Fairtrade products by the union for all business and office purposes.		Administration
Fairtrade products promoted in union publications to individual members		Communications Dept
Support the "Hands off Venezuela Campaign"		International Dept
Campaign vigorously against GATS		National Officers with Political & Policy Dept
	<b>Political Campaign</b>	
Campaign against state funding and work with other Labour Party affiliates to this end.		National Political Committee
	<b>Health and Safety Campaign</b>	
Call for increased powers by the HSE to enforce the 48-hour maximum on employers;		Political & Policy Department
Call for education for Amicus members and other workers on the health risks of a longer working time		Education Department with Campaigns & Communications
Call for five additional public holidays in line with TUC policy		Political & Policy Department
Initiate an anti-bullying campaign to include raising awareness of its prevalence as well as lobbying to ensure legal recourse for members		Campaigns and Communications in conjunction with Bullying project
Campaign in favour of legislation against bullying in the workplace and which compels companies to provide adequate person-management skills and equality training prior to appointing people into management positions.		Camapigns and communications in conjunction with bullying project
To campaign for a doubling in the number of HSE Inspectors throughout the UK and an increase in funding to address the current shortage		Political & Policy Dept
To bring about the establishment of qualified Senior Health and Safety Representatives.		Political & Policy Dept

<b>Policy</b>	<b>Campaigns</b>	<b>Action Required</b>
To campaign through whatever channels are necessary to ensure that contractors employ the same levels of health and safety as those employees who the company directly employ.		National Sector Committees
To run effective campaigns on health and safety, lobbying the Government to ensure that industry develops enhanced recognised health and safety procedures that protect every member of the workplace.		National Sector Committees and Political and Policy Dept
	<b>Corporate Manslaughter</b>	
That directors of companies accused of violations of health and safety should be compelled to show that they employed personnel properly qualified to analyse, direct and execute those activities in their business that give rise to risks		Political & Policy Dept
To vigorously pursue its campaign on corporate manslaughter		Campaigns and communications
To fund judicial reviews in cases where the relevant authorities have failed to prosecute following deaths at work should the deceased's members relatives wish to do so and to advise the deceased members family of the arguments in favour of this action.		Legal Dept
To fund private prosecutions for members in the case of serious breaches of health and safety legislation if the relevant authorities fail to prosecute if there is a reasonable chance of success		Legal Dept
To ensure that the union uses all of its political influence to continue to campaign, to ensure that this Government extends the 'corporate manslaughter act', to include the crime of 'unlawful killing'.		Political & Policy Dept

<b>Policy</b>	<b>Campaigns</b>	<b>Action Required</b>
The introduction of statutory health and safety duties on company directors and effective penalties		Political & Policy Dept
To campaign for improvements to rights for trade union health and safety representatives, and where an employer has been found guilty of unfair dismissal, the employment tribunal should have the right to give the worker their job back		Political & Policy Dept in conjunction with Legal Dept
	<b>Occupational Health</b>	
To prevent the introduction of Occupational Health Department sick notes.	Remitted	National Executive Committee
To call for fast tracking from Occupational Health to appropriate Departments (Consultants) to assist our members to remain in work and not forced to be on the sick for long periods of time, ending in losing jobs.	Remitted	National Executive Committee
To secure a just and equitable structure for criminal record checking for employment and its fair implementation.		Political & Policy Dept
To pursue the aim of achieving tax relief at the standard rate of members' contributions.		Political & Policy Dept
To monitoring the implementation of Amicus policy as agreed by conference. The NEC will consider an implementation report at its July meeting and monitor the effect of the Amicus priority campaigns in delivering the Amicus policy agenda on a regular basis. These reports will be recorded in the Amicus NEC minutes and will contribute to the NEC report to policy conference		General Secretary in conjunction with the NEC

