

**BUILDING**  
*ON THE*  
**NEW DEAL**  
*FOR* **WORKERS**

**SCOTTISH TRADES UNION CONGRESS**  
**128<sup>TH</sup> ANNUAL CONGRESS**

**FINAL AGENDA**

**STUC PRESIDENT**  
**LILIAN MACER**  
**UNISON**

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# MOTIONS & AMENDMENTS

## SECTION 1: CHANGES TO THE STUC CONSTITUTION

### 1. CONSTITUTIONAL AMENDMENT

“That this Congress agrees that the STUC Constitution be amended as follows:

#### RULE 1: NAME PURPOSE AND STRUCTURE

Paragraph 4, line 4, delete “conference” and replace with “committee”

Paragraph 4, line 5, delete “conference” and replace with “committee”

Paragraph 4, line 6, delete “conference” and replace with “committee”

Paragraph 4, line 7, delete “conference” and replace with “committee”

#### RULE 6: ELECTION OF GENERAL COUNCIL

At end of paragraph 6 add: “After three absences from General Council meeting with no apologies submitted a member will be deemed to have resigned.”

Paragraph 11, line 1 delete “conference” and replace with “committee”

Paragraph 11, bullet point (ii), line 1 delete “27” and replace with “31”

Paragraph 12, line 1 delete “conference” and replace with “committee”

Paragraph 13, line 2 delete “conference” and replace with “committee”

Paragraph 14, line 2 delete “conference” and replace with “committee”

Paragraph 16, line 8 delete “conference” and replace with “committee”

Paragraph 16, line 10 delete “conference” and replace with “committee”

Paragraph 16, line 11 delete “conference” and replace with “committee”

Paragraph 16, line 12 delete “conference” and replace with “committee”

Paragraph 16, line 13 insert “The Women’s Committee delegation shall be entitled to six votes”

#### RULE 18: ASSEMBLING OF CONGRESS

Paragraph 1, line 1, after “assemble” insert “biennially in even years,”

#### RULE 20: DELEGATES TO CONGRESS

Paragraph 1, line 3 delete “conference” and replace with “committee”

Paragraph 1, lines 3/4 delete “Disabled Workers Conference” and replace with “Disabled Workers Committee”

Paragraph 1, line 4 delete “LGBT+ Workers Conference” and replace with “LGBT+ Workers Committee”

Paragraph 1, line 5 delete “Conference” and replace with “Committee”

#### RULE 21: BASIS OF REPRESENTATION

Paragraph 4, line 1, delete “conference” and replace with “committee”

Paragraph 4, line 3, delete “conference” and replace with “committee”

Paragraph 5, line 1, delete “conference” and replace with “committee”

Paragraph 5, line 3, delete “conference” and replace with “committee”

Paragraph 6, line 1, delete “conference” and replace with “committee”

Paragraph 6, line 3, delete “conference” and replace with “committee”

Paragraph 7, line 1, delete “conference” and replace with “committee”

Paragraph 7, line 3, delete “conference” and replace with “committee”

Add new paragraph 8, “The Women’s Committee shall be entitled to send not more than 6 delegates to Congress, elected by and from the Women’s Committee in such a manner as may be prescribed by the General Council.”

**RULE 24: VOTING**

Paragraph 1, line 11, delete “conference” and replace with “committee”

Paragraph 1, line 13, delete “conference” and replace with “committee”

Paragraph 1, line 15, delete “conference” and replace with “committee”

Paragraph 1, line 16, delete “conference” and replace with “committee”

At end of paragraph 1, line 18, add new sentence “The Women’s Committee Delegation shall be issued with a voting card representing six votes.”

**RULE 26: BUSINESS OF CONGRESS**

Paragraph 1, line 2 delete from “the black workers conference ...” to “... and the youth conference” and replace with “the Black Workers’ Committee, the Disabled Workers’ Committee, the LGBT+ Workers’ Committee, the Youth Committee, and the Women’s Committee,”

**RULE 27: STANDING ORDERS: (SUBSECTION LIMITATIONS OF SPEECHES)**

Paragraph 1, line 1, delete “eight” replace with “five”

Paragraph 1, line 2, delete “four” replace with “three”

Paragraph 1, line 5, delete “four” replace with “three”

*Mover: STUC General Council*

## **SECTION 2: GENERAL COUNCIL**

### **2. COUNTERING THE FAR RIGHT**

“That this Congress is gravely concerned at the rise of the Far Right and of political parties which espouse many of their ideas. This is exacerbated by powerful economic and media interests which are funding sophisticated political campaigns using misinformation and fake news to further polarise politics.

“Congress recognises that these strategies are designed to prey on the genuine concerns of working-class people, whether economic or social, by diverting attention away from the real culprits. The deep-seated disaffection among many, including our members, with the established political class further exacerbates the threat.

“Despite the attempts of some big business and political figures to influence politics in their economic interests, a large proportion of the public supports increased investment in public services, higher taxes on the wealthy, housing investment and the nationalisation of key industries such as energy and transport.

“Congress believes that a return to policies which improve living standards, redistribute income, wealth and power, and invests in the public good would do much to arrest the growth of Far Right ideas. However, this is not enough.

“Trade unions, in the workplace and in the wider community have a fundamental role to play in re-framing the debate and countering the arguments of the Far Right. This requires grassroots engagement, organising and a willingness to discuss uncomfortable subjects. In this respect, we are proud of the role played by local

trade unions and trades councils in building community opposition to Far Right initiatives.

“Congress therefore believes that trade unions should take a lead in workplace and community organising against the Far Right, in partnership with local campaign groups.

“Congress instructs the General Council to commit campaigning and staffing resources to specific strategies designed to support workplace organising and to hold a specific trade union wide event during 2025 to further build these strategies.”

*Mover: STUC General Council*

### **AMENDMENT**

After paragraph 5, add additional paragraph:

“An attack on one is an attack on all - that is the fundamental trade union principle, and it is our duty as trade union activists to stand united in opposition to the Far Right wherever they promote division – in our workplaces, in our communities and in our policies and media.”

*Mover: Public and Commercial Services Union*

### **3. BUILDING ON THE NEW DEAL - ORGANISING AND SECURING THE NEW COLLECTIVE RIGHTS FOR WORKERS**

“That this Congress believes that, if delivered in full, the New Deal will be the biggest upgrade to workers’ rights for a generation.

“The Employment Rights Bill includes measures to deliver day one rights to statutory sick pay and protection from unfair dismissal, boost family-friendly and flexible working, tackle the scourge of zero hours contracts and fire and rehire, promote union access to workplaces and simplify union recognition processes.

“Congress believes that the Government could and should go further in developing sectoral bargaining arrangements in key areas of the economy.

“Congress believes the collective rights of union access and recognition, offer the potential for union growth and renewal. However, achieving this potential will require processes that are workable, and which don’t give employers the ability to delay or prevent union access or recognition.

“It will also require a collective effort from the trade union movement to develop organising strategies for parts of the economy where unions are not recognised and where workers are unorganised.

“Congress calls on the STUC General Council to:

- engage with the UK Parliament to ensure the Employment Rights Bill is as strong as it can be and recognises specific issues affecting Scotland;
- counter efforts from the business lobby to weaken the Employment Rights Bill; and
- hold a one-day conference examining how to use the Employment Rights Bill to grow the trade union movement in Scotland.”

*Mover: STUC General Council*

## AMENDMENT

Paragraph 6, bullet point 3, after ‘Scotland’ insert:

“Including considering how best to build on the Employment Rights Bill to ensure there is a commitment and timeline from the Scottish and UK Government’s to introduce mandatory sectoral bargaining agreements across the economy, underpinned by an agreed plan from affiliates as to how and where those agreements would apply.”

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

## 4. REBUILDING OUR PUBLIC SERVICES

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

“1 in 9 of the Scottish population are on NHS waiting lists. As of 30th September 2024, 347,038 people were waiting more than 12 weeks for NHS treatment, while 62,595 people were waiting more than a year.

“Meanwhile more than 9,000 people are waiting for a social care assessment or care package, teacher numbers are declining, targets on class sizes are not being met, whilst overwork and violence against teachers is rife.

“Scotland’s councils face a funding gap of £585 million just to deliver existing local services – a gap estimated to increase.

“The current situation, caused by austerity but exacerbated by covid and the cost-of-living crisis, cannot go on.

“Rebuilding our public services will require investment. The majority in Scotland favour increasing taxation to fund more spending on health, education and social security.

“Our politicians cannot go on calling for lower taxes on the one hand but more investment in public services on the other. We need them to be honest with the people we represent - we cannot have Scandinavian quality public services and American levels of taxes. Taxes will have to rise.

“Increased investment must be accompanied by reform. 40 years of outsourcing, deregulation and austerity has led to multinationals profiting from our public services while driving down standards and hiding profits. Public service reform must address this issue.

“Congress calls on the General Council to:

- commission research on the scale of outsourcing in Scotland and what can be done to insource services;
- lobby the Scottish Government to invest in public services, including through progressive taxation and wealth taxes to raise revenue;
- campaign to protect and enhance local government autonomy; and
- lobby the UK Government to invest in public services and generate Barnett consequential for the Scottish Government.”

**Mover:** *STUC General Council*

## AMENDMENT

Paragraph 9, after bullet point 4, add additional bullet point:

“Congress reiterates STUC policy that Defence expenditure should not increase beyond 2.3% of GDP. The Prime Minister’s decision to increase to 2.5% of GDP is a further £13.4 billion that will decimate foreign aid and public services.”

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

## AMENDMENT

Bullet point 2, after ‘revenue’ insert:

“examine the feasibility and potential under existing powers, of introducing levies on industries with extraordinarily high profit margins.”

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

# SECTION 3: ECONOMY & INDUSTRY

## 5. ARTIFICIAL INTELLIGENCE, AUTOMATION AND JUST TRANSITION

“That this Congress recognises the impact Artificial Intelligence (AI) and Automation is having and believes that these issues should be included in any Just Transition plans.

“Congress notes that some jobs have been lost in renewables and this calls into question the Scottish Government’s overall commitment to a Just Transition.

“Congress further notes that AI and automation are impacting work across many sectors, particularly in technology, manufacturing, health and finance.

“Congress is concerned that automation and AI can pose huge risks to workers and job security.

“Congress believes that any Just Transition should consider AI and automation and the impact these will have on the industries/sectors affected.

“Congress calls for these plans to be based on:

- high quality unionised jobs, with greater workplace democracy and a real effective trade union voice for workers;
- people remaining in jobs with reduced hours; and
- pay and conditions protected and improved.

“Congress also believes that the need to plan and organise a proper and effective Just Transition requires:

- an extension of public ownership in key industries/sectors;
- “workers voice” to be a reality, with workplace trade union representatives included in all aspects and decisions within the transition plans; and
- greater investment in skills and apprenticeships.

“Congress calls for a national investment plan in key industries/sectors and the creation of much needed skilled and unionised jobs underpinned by collective bargaining agreements, protecting jobs, pay and

conditions and believes that these are all essential if any Just Transition is to be truly 'Just'."

*Mover: Unite the Union*

**AMENDMENT**

Paragraph 8, line 2, after "industries/sectors" insert:

"including in the social infrastructure such as care, health, and education, which are existing 'green' sectors,"

*Mover: UNISON*

**6. FIGHTING FOR OFFSHORE OIL AND GAS WORKERS**

"That this Congress is alarmed that the offshore unions, including RMT, estimate that over 2,000 offshore oil and gas workers were made redundant in 2024. Congress notes BP's announcement in January of job cuts amongst offshore contractors and the industry's intensive decommissioning schedule for North Sea oil and gas assets, which will have major repercussions for offshore workers in Scotland.

"Congress welcomes the establishment of GB Energy in Aberdeen but notes that offshore oil and gas workers have no guarantees over income, re-training, re-employment, trade union recognition rights or collective bargaining agreements, as the energy transition accelerates.

"Congress notes that the offshore skills passport was rolled out in January, nearly four years after the UK and Scottish Governments announced it. Since then, nineteen fixed and floating ScotWind projects with a total energy production capacity of 30.2 GW have proceeded without secure trade union agreements to cover direct or supply chain jobs. Local content targets applicable to ScotWind contracts are modest, non-legally binding and exclude trade unions.

"Congress is dismayed by the uncertainty faced by oil and gas workers in Scotland, yet multinationals like Shell and BP continue to rake in massive profits and sign ScotWind agreements with Crown Estate Scotland. Oil and gas contractors including Petrofac are also benefiting from the energy transition, as principal contractors on offshore wind farms off the Scottish coast.

"Congress commits to work with the RMT and Offshore Co-ordinating Group unions to:

- ensure that terms and conditions of all offshore energy jobs, including in the supply chain are agreed through sectoral collective bargaining; and
- reform Crown Estate Scotland to promote sectoral collective bargaining and to divert ScotWind leasing funds for employment and re-training schemes for offshore oil and gas workers."

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

**AMENDMENT**

After paragraph 2, insert new paragraph:

"Congress notes the consistent, political failures of the 'just transition' which have decimated communities and jobs in oil and gas and supply chains; and notes that no plan is being enacted to create equivalent well paid, skilled jobs in renewables manufacturing and operations at pace or scale."

*Mover: GMB Scotland*

**7. A FAIR TRANSITION FOR SCOTTISH STEEL**

"That this Congress recognises that quality steel is fundamental to us all in our everyday lives. The roads we drive on and the bridges we cross, the hospitals that heal us and the schools our children learn in are all made from steel.

"Congress believes steel is not the enemy of our country's progressive green strategy; in fact, steel will be more vital than ever for building the low-carbon, sustainable economy of the future for both Scotland and the rest of the UK. Steel will be needed for every wind turbine and solar panel, every electric car, and every infrastructure project we undertake to build the green economy on the future. But relying on imported steel from abroad simply offshores emissions to other more carbon-intensive operations, in countries such as China and Turkey, and does nothing to help us address the climate challenge globally.

"Congress further believes that bypassing Dalzell Steel Plate Mill, which produces quality certified steel and where highly skilled workers benefit from stringent health and safety laws that our unionised predecessor fought hard for, in favour of importing cheap steel from countries where workers do not have the same rights and protections is not morally responsible.

"Congress, therefore, calls on the General Council to stand with our Dalzell Steel workers and to lobby the Government to support our Scottish Steel Industry by:

- delivering competitive energy prices;
- matching the ambition of competitor country's investment in green steel production;
- introducing measures to protect us from dirty steel imports; and
- prioritising domestic steel for Scottish infrastructure and defence projects."

*Mover: Community*

**8. SAVE ST. FITTICK'S PARK TORRY JUST TRANSITION CAMPAIGN**

"That this Congress applauds the Torry community's campaign to retain St. Fitticks Park, an award-winning park they helped create over the last 25 years. Torry is a working-class community with multiple deprivation and associated health problems. St. Fitticks Park is their green lung, their breathing space.

"A business consortium ETZ which includes Aberdeen City Council wants to develop St. Fitticks Park as an industrial estate, even though Aberdeen has extensive areas of vacant fully serviced industrial land sites that could be developed instead.

"This re-designation was fiercely resisted by the people of Torry, but the Scottish Government refused to intervene, and the re-designation became part of the Aberdeen Local Development Plan.

"A planning application for the industrial estate on St. Fitticks Park was made in 2024 by ETZ. Despite objections by the people of Torry and their allies, the Scottish Government Minister again declined to call it in, and the application was approved. No decision has yet been made to sell the St. Fitticks parkland to ETZ.

“Congress calls on the General Council to urgently support all communities across Scotland that need a Just Transition, not a mining of public sector grants to further entrench private sector business interests.

“Congress calls on the STUC General Council to:

- work with the Aberdeen Trades Union Council, and the Torry Community to hold the Scottish Government and city council to account in order to save the park and to expose how the Just Transition Fund is administered and delivered;
- hold discussions around the Just Transition process with the trade union councils to support the delivery of a communities led Just Transition process; and
- continue to grow the STUC Just Transition Campaign.”

**Mover: Aberdeen Trades Union Council**

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## **9. LOCAL AND REGIONAL JUST TRANSITIONS**

“That this Congress recognises a need for regional, place-based Just Transition plans, developed by workers and our communities across Scotland. These plans should be adopted by all levels of government, and used as a basis for regional policy, funding decisions, public sector grants, and subsidies. Regional oversight committees, including local trade union and community representatives, should be established to ensure delivery of these plans.

“Congress affirms the role of Scotland’s trades councils in Just Transition campaigning and planning. Trades councils bring together local union branches - who are the experts in their respective fields - and act as an interface between the local trade union movement and wider community. This makes them an appropriate forum for organising around complex, interconnected transition issues in a given locality - such as training, energy, transport, home retrofit, and extreme weather adaptation.

“Congress calls on the General Council to encourage affiliates to affiliate to their local trades councils, and to support and inform trades councils’ Just Transition activities. Congress applauds all trade unions, trades councils and communities that have united in solidarity to campaign and organise on local Just Transition issues.”

**Mover: Moray Trades Union Council**

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## **10. MAKING THE PHARMACEUTICAL INDUSTRY WORK FOR PEOPLE, NOT PROFIT**

“That this Congress notes that the current pharmaceutical model prioritises profits over people. Multinational pharmaceutical companies neglect research into diseases that are prevalent in working class communities and lower-to-middle income countries because these diseases are less profitable, with the profit-driven system incentivising drugs that offer little therapeutic advance and primarily serve to prolong patent protection.

“The profitisation of medicines costs the NHS millions each year, with rising drug costs being used in pay negotiations by the Scottish Government to argue that there is limited funding for wage increases, as well as health boards arguing for 5% cuts across all services to keep up with rising costs. Global Justice Now states ‘our

research reveals that pharmaceutical companies have charged the NHS an eye-watering £13billion for just ten medications over the previous decade, charging mark-ups of up to 23000%.’

“Congress believes that the founding socialist principles of the NHS, of universal and comprehensive healthcare at the point of use, can only be achieved with long-term investment in publicly-owned pharmaceutical manufacturing, distribution and a new generation of publicly-owned, democratically controlled industries funded by increased public borrowing and financed by taxes on the accumulated wealth currently being hoarded by the richest in our society.

“Congress welcomes the TUC’s call for a ‘high profile and constructive public campaign to strongly make the case for a more radical, progressive and credible economic strategy for national renewal.’ This new economic strategy must have at its heart the NHS and auxiliary industries that support it.

“Congress calls on the STUC to:

- convene a conference of unions and begin a research programme to develop proposals for publicly-funded, owned and planned pharmaceutical manufacturing and distribution;
- support the Global Justice Now campaign against ‘Big Pharma’, and;
- lobby the Scottish Government for nationalisation of currently existing pharmaceutical manufacturing, testing and distribution sites throughout Scotland.”

**Mover: North Lanarkshire Trades Union Council**

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## **11. UK AI AND COPYRIGHT LEGISLATION - IMPACTS ON CREATIVE INDUSTRIES, ARTISTS AND CULTURAL WORKERS**

“That this Congress notes that on the 17th December 2024, the UK Government launched an open consultation on ‘Copyright and Artificial Intelligence’ asking for ‘views on how the Government can ensure the UK’s legal framework for AI and copyright supports the UK creative industries and AI sector together.’ The consultation was supposed to stay open until February 25th 2025, however in a shock announcement on January 13th, the UK Government declared its adoption of the 25 page report ‘AI Opportunities Action Plan’, written by Matt Clifford, a former tech adviser to the Tories.

“Congress notes that this announcement has undermined the purpose of the consultation, and it indicates that PM Kier Starmer appears to not care about the threat to livelihoods of tens of thousands of artists, musicians, writers, performers, technicians and cultural workers. The PM also appears to care more about pleasing the big-tech oligarchs than protecting the UK’s Creative Industries which contributes £126bn a year to the UK economy.

“Congress believes that the current UK 1988 Copyright, Design and Patents Act, is clear that if AI companies wish to train their commercial generative AI models on copyrighted material, they must obtain a licence agreement. We must protect the existing copyright laws in order to protect our shared culture sector for

future generations. We must also protect against the misuse of generative AI for malevolent purposes such as misinformation, fake news and Far Right propaganda.

“Congress calls upon the General Council to campaign along with the STUC Creative Industries Trade Unions Group to:

- challenge the UK Government, Scottish Government and the opposition parties to uphold the current UK Copyright legislation, and to insist that AI companies must use licenced creative works when they are training their AI models; and
- challenge the Labour Government to stand up to the big-tech brologarchs.”

*Mover: Scottish Artists’ Union*

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## **12. UNIT PRICING**

“That this Congress agrees that there have been positive consequences of minimum unit pricing in Scotland. However, because it is a levy and not a tax, the revenue does not benefit the people of Scotland.

“Studies show that Alcohol is implicated in 37% of offences (in 2021/22) where victims stated they thought the offender to have been under the influence of alcohol, though this has reduced substantially since 2009 (63%).

“Alcohol is also strongly implicated in sexual crimes and we know that alcohol is also implicated in domestic violence, a recent Swedish study showing that men with severe alcohol use disorders were six or seven times more likely to commit intimate partner violence.

“Currently, retailers retain the additional revenue from minimum unit pricing - 65p per unit of alcohol - estimated to raise £46.5 million per year. Alcohol use costs the Scottish economy up to £10 billion each year, including up to £700 million in health and social care costs.

“An alcohol harm prevention levy on alcohol retailers through a public health supplement on non-domestic rates could raise £57m per year for local prevention, treatment services, and recovery support.

“Congress agrees that the ‘tax’ revenue raised from minimum unit pricing should be spent in Scotland for the public good rather than going into the pockets of retailers and calls on the General Council to lobby the Scottish Government so that the tax raised is used to offset the cost of alcohol to our NHS, social care services and other public bodies.”

*Mover: Paisley Trades Union Council*

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## **13. ENERGY COMPANIES STANDING CHARGES**

“That this Congress agrees that Ofgem, as currently operating, is unfit for purpose, it appears to lack a clear customer focus either at Board or Management level with its decision making apparently skewed in favour of generators, distributors and suppliers.

“It seems to give priority to company interests, not those of the consumer. In a capitalist system, we shouldn’t be paying for failed suppliers, or to enhance the profits and executive pay of private enterprises, from public funds.

“When people are continually having to choose between heat and eat, it demonstrates that the regulatory system is broken.

“Standing charges as they stand are inhumane and affect the poor and disabled disproportionately. Daily standing charges, roughly, equate to 60-90 pence or three kilowatt hours of electricity. Imagine, being asked for £6 just to enter the supermarket to do your weekly shop.

“Congress calls for, as a minimum, equalisation of daily and unit rate charges and removal of all elements of the standing charge aside from the basic network infrastructure charge.

“Congress calls on the General Council to lobby the Government to sort out the energy market and establish a regulator that works for the people, giving us the cheap fuels that they have promised us with the switch to renewables.”

*Mover: Paisley Trades Union Council*

## **AMENDMENT**

After Paragraph 4, insert new paragraph:

“Furthermore, households in Scotland pay higher standing charges than in some other parts of Britain, even when they live in close proximity to wind and solar farms, battery storage plants, and other grid infrastructure.”

*Mover: Moray Trades Union Council*

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## **14. SCOTTISH SHIPYARDS SERVING SCOTTISH SHORES**

“That this Congress welcomes the formal commencement of sailings by the Glen Sannox and looks forward to the same for the Glen Rosa; and notes that due to failures by Scottish Ministers and previous management – including a failure to heed the multiple warnings of the Ferguson Marine Port Glasgow (FMPG) workforce – that the ferries were not completed to time or budget.

“Congress calls on stakeholders to look towards the yard’s future recognising the skills and commitment of the workforce who have worked tirelessly to deliver the two ships as quickly as possible so they can serve Scotland’s island communities; and notes in particular the contributions of the yard to Scottish shipbuilding by training waves of Apprentices in Inverclyde providing them with the skills to secure a career in the sector.

“Congress believes there must be a future for FMPG and therefore welcomes the vote of confidence in the workforce through the £14m of investment in FMPG from the Scottish Government to upgrade facilities at the yard making it more efficient, productive and competitive to win future work as called for by cross-party MSPs; and believes that the publicly owned yard could easily serve as a cornerstone of an industrial strategy to provide Scotland’s publicly owned ferry fleet.

“Congress therefore calls on the Scottish Government to:

- issue a direct award for the Small Vessels Replacement Programme to FMPG;
- develop a Scottish Shipbuilding Strategy and reform procurement regulations which will ensure that any public ships commissioned to serve Scottish shores, are built in Scottish yards if able;



- conduct a review of the role of CalMac, CMAL and FMPG and whether these organisations can be incorporated to secure future work for Scottish yards and improved ferry services for islands; and
- commit to keeping FMPG in public ownership permanently.”

**Mover:** *GMB Scotland*

#### **AMENDMENT**

Bullet point 3, after “incorporated” insert:

“or closer aligned”

Bullet Point 3, after “islands” insert:

“and to ensure those who work and live on the vessels are fully involved in their design”

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

### **15. BREWING WHISKY & SPIRITS – AN INDUSTRY TO BE PROUD OF**

“That this Congress recognises the thousands of well-paid and skilled jobs across Scotland in brewing, whisky and spirits (BWS) and the millions it brings to the UK Treasury through its high quality and iconic produce; but recognises BWS is being bombarded from all sides undermining one of Scotland’s key economic success stories.

“Congress condemns the Tories’ inequitable 2023 tax hike of 10.1% on spirits which reduced Treasury tax income, and the further hammer blow via the Labour UK Government’s RPI increase in the 2024 Budget; and notes that using the sector as a piggy bank by increasing prices will damage jobs and pay growth and is disproportionately punitive against the lowest earners who enjoy alcohol responsibly.

“Congress condemns MSPs using the sector as a political football in the public health debate undermining the sector’s success and the hypocrisy of allowing alcohol at sporting events, but not football, thereby demonising fans.

“Congress believes steps must be taken to alleviate pressures to not just maintain but grow Scottish jobs in BWS; believes that a return of tariffs on Scotch whisky and American bourbon would be damaging to industry and jobs here and in the USA; notes that single malt Scotch whiskies must be produced and bottled in Scotland; and believes including blended whisky under this Geographical Indicator would further raise quality and create jobs in Scotland.

“Congress therefore calls on the UK Government to:

- reverse its and the Tories’ tax increases on spirits at the next available opportunity;
- seek to keep tariff free trade of Scotch whisky around the world; and
- include blended whisky under the Geographical Indicator for Scotch whisky so they too must be bottled in Scotland.

“Congress calls on the Scottish Government to end the blanket ban on alcohol at football matches.”

**Mover:** *GMB Scotland*

#### **AMENDMENT**

Delete third paragraph:

“Congress condemns MSPs using the sector as a political football in the public health debate undermining the sector’s success and the hypocrisy of allowing alcohol at sporting events, but not football, thereby demonising fans.”

Delete bullet point 1:

“reverse its and the Tories’ tax increases on spirits at the next available opportunity”

Delete final paragraph:

“Congress calls on the Scottish Government to end the blanket ban on alcohol at football matches.”

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

### **16. TACKLING OFFSHORING**

“That this Congress notes:

- offshoring of Scottish jobs is a persistent problem with high-quality, well-paid jobs being lost as greedy companies move these jobs across other parts of the world to increase profits. BT is an example of a notable company that is deploying this approach in the telecommunications industry. Capita has also recently outsourced customer service jobs.

“Congress believes:

- offshoring is resulting in significant job losses across Scotland, reducing the collective skill set of the Scottish workforce and limiting the ability of Scotland to compete in the global telecommunications industry. In addition, companies operating in the UK and serving a UK customer base should not be allowed to offshore their UK-based workforce; and

- we need robust legislative protections put in place to prevent the loss of jobs from ruthless offshoring.

“Congress resolves:

- to call on the Scottish and UK Governments to put in place robust legislation to prevent offshoring by companies operating in the UK and serving a UK customer base should not be allowed to axe their UK-based workforce;
- to demand both Governments to legislate severe penalties on companies who offshore jobs having received support from the public purse;
- to campaign for conditions to be placed on companies who receive public funding to ensure they are clearly aware that penalties will be placed on them if they, as companies operating in the UK and serving a UK customer base, offshore jobs; and
- call for all tax breaks, subsidies, grant funding and any other public money should be claimed back if companies, who have received public money from the likes of Scottish Enterprise and Scottish Development International, offshore jobs.”

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

**17. THE ARTS NEED STABILITY AND TRANSPARENCY**

“That this Congress notes after years of campaigning, the Musicians’ Union, welcomed the increase of funding for the arts by the Scottish Government in its November Budget. This positive development theoretically could remedy a lot of the ailments that the culture sector within Scotland has been suffering, particularly after the pandemic. Despite this good news, there are reasons to be cautious. There are concerns within the culture sector that the relationship between the Scottish Government and Creative Scotland has been damaged amongst accusations of brinkmanship when a number of Creative Scotland funds were closed or cancelled. This was hugely damaging as large swathes of the sector and ongoing work ultimately shut down. This affected livelihoods, security of income and stalled opportunities.

“Now the Scottish Government has shown it can, and wants to, fund the arts we need to push onto the next stage which is to fight for stability and clarity within the culture sector. Without clear and transparent mechanisms in place, there will be continued uncertainty within a sector that is already hugely precarious and the sector will risk losing a highly skilled workforce which contributes significantly to the Scottish economy as well as cultural identity.

“Congress calls on the STUC General Council to:

- campaign to hold the Scottish Government, and future Scottish Governments, accountable and keep the promise to invest in the arts in Scotland;
- work with the Creative Unions to ensure that Fair Work principles are established as robustly as possible within the culture sector, including establishing mechanisms to hold employers and engagers of freelances to account;
- support Culture Unions to make sure the internal review of Creative Scotland actually makes funding for the arts more transparent and democratic; and
- campaign for the Scottish Government to improve the spending for National Companies.”

*Mover: Musicians’ Union*

**18. ETHICAL CONDUCT IN PHARMACEUTICAL PRACTICES**

“That this Congress calls upon the global pharmaceutical industry, the revenues of which exceed \$1.6 trillion, to adhere to ethical standards in the promotion and marketing of their medications to protect patient safety.

“Congress notes the Association of the British Pharmaceutical Industry (ABPI) judged that in relation to promotional webinars for Saxenda, a medication which suppresses appetite, and promotes weight loss; ‘Novo Nordisk(NN) did not recognise that this was a large-scale Saxenda promotional campaign which NN knowingly paid for, and which was disguised. NN failed to recognise that its behaviour was not compliant with the Code. NN had failed to recognise that the content of the training it sponsored, focused on its medicine Saxenda, was promotional; failed to recognise that the arrangements, including attendance of NN’s representatives at webinars and their subsequent follow-up with delegates, meant that

it could not be considered an arm’s length sponsorship; and failed to recognise that covering the cost of a Patient Group Direction (PGD) was a benefit offered to individual health professionals and amounted to an inducement.’

“In Scotland, between 1.4% and 15.4% of hospital admissions are drug-related, the most common caused by prescribing/monitoring problems. Inappropriate drug promotion and prescribing practices cause harm. Increasingly, people are arriving at A&E seeking treatment for serious side effects of weight loss drugs. This costs our NHS.

“For these breaches of ethical standards, to date the sanction levied was to be publicly reprimanded by the ABPI. NN, whose operating profits in 2023 totalled \$14,900,000,000 – up 40% from 2022, faced no financial penalties. This lack of tangible consequences fails to deter unethical behaviour.

“We urge the implementation of stricter sanctions and financial penalties for pharmaceutical companies found to be in breach of ethical standards. Inappropriate and harmful behaviours must be eradicated, and we should prioritise patient well-being over corporate profits.”

*Mover: Pharmacists’ Defence Association*

**19. GROWING YOUTH UNEMPLOYMENT IS A GROWING PUBLIC HEALTH CRISIS**

“That this Congress notes in youth economic inactivity we are seeing sickness as an emerging driver for the figures. This is concerning as a range of studies have found that unemployment increases susceptibility to illness and mental stress. So, the health crisis we see now, which is only increasing in magnitude, will create a spiral of further problems which will lead to a far greater health crisis if it is not addressed now.

“Congress commends the STUC for the work it does on challenging the Government – both in Scotland and at Westminster on employment statistics, however it is important that we connect the rise in sickness as a driver for youth economic inactivity with decisions being made in health where the investment in mental health support is not adequate. We also firmly reject the narrative being played out by politicians and the media that attempts to paint young people as work-shy and perpetuate the long-outdated stigma that mental ill health is an excuse of poor self-discipline.

“Congress calls on the STUC to work with health unions on gathering the data to drive a greater investment in mental health for 16 to 24 year olds to try to prevent a worsening mental health crisis.”

*Mover: Chartered Society of Physiotherapy*

**20. SCOTTISH JOURNALISM CRISIS AND SPIJI**

“That this Congress notes the recent damaging level of staff cuts and redundancies across news media in Scotland and the destructive impact of these cuts on news coverage in general, and particularly on specialist areas of coverage which are vital to the quality of public debate in Scotland.

“Congress notes that the current situation only strengthens the case for the setting up of a Scottish Public Interest Journalism Institute, made in a 2021 report commissioned by the Scottish Government; and welcomes the Scottish Government’s recent decision to offer some continuing administrative support for the process of setting up such an institute.

“Congress notes the UK Government’s Online Media Literacy Strategy; and the recommendations made by the Scottish Public Interest Journalism Working Group to embed media literacy in the school curriculum. Media literacy is essential to assess all sources of information, learn how to find reliable news sources and differentiate between rumour, pastiche, propaganda and misinformation.

“Congress also notes the positive role played by the NUJ in Scotland in moving this project forward to support the sustainable media industry needed to play a crucial role in a modern democracy.

“Congress therefore instructs the General Council to play a full part in sustaining pressure on the Scottish Government to support this development in the light of the profound crisis currently facing Scottish journalism; and to do all it can to help raise public and political awareness around this vital issue for the future of public debate and democracy in Scotland.

“Congress also instructs the General Council to work with the NUJ to develop a campaign on the need for media literacy, and to call on the Scottish Government to work with the STUC, NUJ, and relevant bodies to develop a media literacy strategy for Scotland.”

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

## 21. VISITORS LEVY SCOTLAND

“That this Congress notes that the City of Edinburgh Council is making preparations to introduce Scotland’s first visitor levy which will be collected from visits after 24 July 2026. It will apply to a range of overnight accommodation and is expected to raise up to £50 million a year. It is anticipated that other Scottish local authorities will also consider a visitors levy.

“It is the Council’s general aim to use ‘the levy to manage tourism sustainably and boost projects which benefit the experience of visitors and residents.’

“Congress calls on some of the visitors levy to be used for producing, retrofitting, and retaining affordable and good-quality council homes. This would not only provide needed housing for working people, but for tourism workers who are amongst the lowest-paid and already struggle to find suitable accommodation in our cities.

“Congress calls on local authorities to invest in those who work in the tourist industry. The investment can take the form of better training opportunities, promoting better terms and conditions, including discouraging poor contracts of employment (like zero-hour contracts). The levy can be used to promote the voice of those who work in tourism by encouraging trade union organisation.

“Congress calls on the General Council to write to all Scottish local authorities to inform them of STUC policy

regarding the visitors levy.”

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

## SECTION 4: TRANSPORT

### 22. A BETTER FUTURE FOR SCOTLAND’S RAILWAY

“That this Congress notes that whilst it welcomes that Caledonian Sleeper and Scotrail are in public ownership which can ensure tax and fare payers money can be invested to improve the railway instead of being siphoned off for private profit, Congress is concerned the Scottish Government’s management of rail in Scotland has undermined the objective of a safe, affordable, reliable and accessible railway for all.

“Concerns include:

- attempts to extend driver only operation, which were defeated by RMT members;
- plans to cut ticket office hours at 101 of 143 staffed stations, despite these plans being universally opposed by passengers in the public consultation in January 2022;
- scrapping the off-peak fares pilot despite evidence that the trial increased passenger demand;
- the continued prevalence of violence and anti-social behaviour on the railway and its impact on rail workers and passengers, particularly women and girls, who are more vulnerable to problems created by a lack of adequate staffing; and
- a failure alongside Network Rail and the UK Government to act to protect jobs in the railway supply chain, resulting in the loss of vital rail skills.

“Congress agrees to campaign with affiliates to ensure the Scottish Government address these concerns and develops a safe, affordable and properly staffed railway.

“Congress notes the UK Government’s commitment to create a single, publicly owned unified and nationally integrated GB rail network. Congress agrees to work fully with affiliates to develop a campaigning response to the introduction of Great British Railways (GBR) including:

- ensuring the creation of GBR significantly increases and enhances powers for the Scottish Parliament and Scottish Government over rail services in Scotland;
- ends outsourcing, absorb open access operations and rail freight, ends the profiteering of the rolling stock leasing companies and develops publicly owned rolling stock; and
- increased investment and expansion of capacity, services and staffing.”

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

### 23. GROWING SCOTRAIL ALONGSIDE GBR

“That this Congress reaffirms its support for publicly owned railway in Scotland with the Caledonian Sleeper being brought into Scotrail alongside the creation of a nationalised freight operator, particularly with upcoming plans for the creation of Great British Railways (GBR) under

the UK Labour Government and following the recently published English Devolution White Paper and the impacts it could have on rail travel between England and Scotland. Congress must not allow any devolved rail powers to be removed from Holyrood under GBR.

“Congress acknowledges that The English Devolution Bill which will enable directly elected mayors in England to request the devolution of rail services, alongside their statutory role shared with devolved leaders in Scotland and Wales in the rail network under GBR. This could cause greater competition for paths on the already congested East and West Coast Mainlines which are the main rail lines between England and Scotland, with importance for both passengers and freight.

“There must be adequate paths for both of Scotland’s national freight and passenger companies to run their services.

“Further, it is essential that the voices of leaders of devolved nations are given the weight and respect that they deserve when carrying out their statutory role, ensuring that the requirements of one region in England do not receive greater weight to the needs and requirements for rail services across Scotland.

“Congress calls on the General Council to:

- campaign to raise concerns with the potential for English devolution to impact on cross-border rail services and seek assurances that the needs of a nation will be given precedence over the needs of an English region; and
- campaign to ensure that Scotrail remains publicly owned and looks to grow internal and cross border passenger and freight services in conjunction with a publicly owned GBR.”

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

## 24. ENDING PEAK RAIL FARES

“That this Congress notes that the removal of peak fares was called for by the rail unions in October 2021 as part of the ‘A vision for Scotland’s Railways’ report and as such we were glad that the Scottish Government saw sense in removing peak fares in October 2023, albeit for a trial period.

“Congress was, however, deeply frustrated and disappointed with the Scottish Government’s decision to reintroduce peak rail fares in September 2024, after it had achieved 7% of the 10% target increase in passengers during the trial.

“Congress believes that peak fares are a stealth tax on workers and that the re-introduction of peak fares hinders the ability to truly achieve modal shift or climate change targets by encouraging private motor vehicle use for commuting.

“Congress believes that the Scottish Government’s decision is shortsighted and could cause lasting damage for confidence in the use of rail for commuting purposes.

“Congress commends the STUC and rail unions for launching the ‘Past its Peak’ campaign in response to the re-introduction of peak fares and was disappointed that the Scottish Budget 2025-2026 did not scrap peak

fares, keeping in place a tax on workers who use rail to commute.

“Congress calls on the General Council to reaffirm its support to the Past its Peak Campaign and to continue to lobby the Scottish Government for the removal of peak rail fares.”

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

## 25. SAVE SCOTTISH TICKET OFFICES

“That this Congress notes that:

- the Scottish Government propose to reduce opening hours at 101 ticket offices across Scotland;
- the evidence base for the proposals is a 2022 consultation, the contributions to which overwhelmingly opposed reducing opening hours;
- the 2023 Gilruth report on women and girls’ experiences of personal safety on public transport said that service managers should ‘explore the feasibility of increasing staff presence at both points of boarding, alighting and interchange, as well as the possibility of increasing on board staff presence’; and
- similar proposals to close ticket offices were made in England by the previous Conservative Government and were rightly defeated by the campaign to save our ticket offices.

“Congress believes that:

- these reductions will make our stations less safe for women and girls travelling alone or at night, less accessible for disabled passengers, and less supportive of the elderly or vulnerable passengers seeking help with their journey;
- they contradict the conclusions of the 2023 Gilruth report and the contributions to the consultation on which they are apparently based;
- while the Scottish Government has claimed staffing reductions will not be made at 47 of the 101 affected stations, these proposals create a backdoor to cuts later, without any public consultation; and
- to meet our climate obligations and facilitate a modal shift to green public transport, the Scottish Government should be expanding access to rail, not creating barriers to using it.

“Congress resolves to campaign:

- to keep ticket offices open;
- against any future staff reductions at stations; and
- for a transport system that is safe and accessible to all.”

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

## AMENDMENT

Paragraph 2, bullet point 1, line 4, delete “help” and replace with “assistance”

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

## 26. DELIVERING ALTERNATIVE FUELS FOR DECARBONISING MARITIME AND WIDER NETWORKS IN SCOTLAND

“That this Congress observes that the maritime and wider transport sectors in Scotland face significant challenges in transitioning to alternative fuels to decarbonise, as demonstrated by Glen Sannox using LNG fuel that is transported from Southern England as it is unavailable in Scotland.

“These challenges also include:

- lack of adequate infrastructure: limited availability of refuelling stations for alternative fuels like hydrogen, methanol, and biofuels;
- high upfront costs: significant investment required for vessels and vehicles powered by alternative fuels;
- skill gaps: shortage of skilled workers with expertise in maintaining and operating new technologies; and
- uncertainty around regulatory frameworks: lack of clear and consistent regulations for alternative fuels.

“And resolves that the STUC urges the Scottish Government to:

- invest in the development of a robust and accessible infrastructure for alternative fuels;
- provide financial incentives to support the uptake of alternative fuel technologies;
- work with industry and training providers to develop training programmes for the workforce of the future; and
- advocate for clear and consistent regulations at both national and international levels.

“Congress calls upon the General Council to support Nautilus International to:

- engage with the Scottish Government to address the challenges and opportunities presented by the transition to alternative fuels; and
- promote the importance of a Just Transition that ensures a fair deal for maritime professionals and all workers in the transport sector.”

*Mover: Nautilus International*

## 27. VESSEL REPLACEMENT ON SHETLAND AND ORKNEY FERRY ROUTES

“That this Congress observes that:

- the ferry services connecting the Shetland Islands and the Orkney Islands are vital lifeline for the social and economic well-being of the isolated communities they serve;
- some vessels currently in service are over 40 years old;
- increasing breakdowns and escalating maintenance costs are severely impacting service reliability and resilience;
- this situation presents a rapidly closing window of opportunity for a managed renewal of the fleet;
- the Scottish Government must learn from the disastrous consequences of its delayed vessel replacement programme on the Western Isles and Clyde routes; and
- hesitation and inaction have created a crisis situation

there, with severe disruption to island communities and a significant financial burden on taxpayers.

“Congress resolves that the STUC:

- expresses serious concern over the deteriorating state of the ferry fleet serving Shetland and Orkney;
- urges the Scottish Government to prioritise the immediate replacement of ageing vessels;
- calls on the Scottish Government to support investment in a modern, fit-for-purpose fleet that can provide reliable and resilient services; and
- demands that the Scottish Government avoid repeating the mistakes made on the Western Isles and commit to a timely and effective vessel replacement programme.”

*Mover: Nautilus International*

## SECTION 5: EDUCATION & LIFELONG LEARNING

### 28. IMPLEMENTING THE RIGHTS OF CHILDREN AND WORKERS

“That this Congress:

- affirms its full respect for people’s right to education, freedom of speech and opinion, as enshrined in the Universal Declaration of Human Rights (UDHR) and the Convention on the Rights of the Child;
- affirms its full support for women and girls to participate in education in all countries, including Afghanistan;
- affirms that education in warzones provides children stability, and, crucially, offers hope for the future. Without education, children such as in Palestine, are more vulnerable to abuse such as exploitation, trafficking, and gender-based violence;
- believes that education is axiomatic for democratic, peaceful and prosperous societies enabling citizens to identify and challenge the misinformation and disinformation peddled by extremists;
- believes that upholding the UDHR right of all workers to hold opinions without interference, and to seek, receive, and impart information and ideas through any media, is essential for fostering open, democratic societies where individuals can freely express their lawful views without fear of occupational detriment.

“Congress therefore calls on:

- the UK Government to put pressure on all UN states to ensure that they fully implement the UDHR and UNCRC with respect to education, in the interests of peace and democracy;
- the General Council to encourage affiliates to commit to considering how they may contribute to the funding of international NGOs to ensure that educational institutions can operate even in the most challenging circumstances in the long-term interests of peace and democracy;
- the Scottish Government to ensure that all citizens, including public sector workers in Scotland, can exercise freedom of speech and opinion, in accordance with Scots Law; and

• the Scottish Government to provide funding to the STUC for the creation of political education programmes for workplace and community delivery to help counteract harmful Far Right and extremist narratives seeking to undermine democracy, equality, human rights and social justice.”

*Mover: Educational Institute of Scotland*

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## **29. AUTOMATION AND SKILLS**

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

“The Flexible Workforce Development Fund offered an opportunity to deliver the skills necessary to adapt to these changes. Congress regrets the Scottish Government’s withdrawal of funding to this programme and is concerned that the delivery of quality apprenticeships and training programmes for workers will suffer as a result.

“Congress calls for the STUC to urgently campaign for the immediate implementation of the following provisions to ensure workers are adequately trained to take advantage of the future world of work:

- significant and long-term investment in skills funding, including coordination of skills and education budgets across Scotland;
- a review of the Retail Modern Apprenticeship to ensure more accessible and transparent access to training and skills;
- positive action to tackle under-representation of disadvantaged groups, including calling on employers to report on what actions they are taking to promote inclusive training and skills provisions;
- the development of robust sectoral plans to support skills development across the whole of Scotland;
- a legal right to paid time off for retraining to encourage not just specialised skills such as data science, but greater overall digital literacy as well as broader skills development across the workforce; and
- support a requirement under UK legislation for employers to consult on new technology, including the use of Equality Impact Assessments which employers must act upon.”

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

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## **30. FUNDING QUALITY EDUCATION IN SCOTLAND**

“That this Congress condemns the ongoing cuts to education services and staffing across Scottish local authorities, jeopardising the quality and sustainability of Scotland’s education system.

“Congress notes that these reductions are in direct

conflict with the SNP’s 2021 manifesto commitments to reduce teacher class contact time to 21 hours per week and to recruit 3,500 additional teachers. Unmet promises have resulted in schools struggling and Scottish teachers subsidising the education system hugely with unpaid labour.

“Congress is concerned that years of underfunding have detrimentally affected teacher recruitment and retention, with thousands of newly qualified teachers facing precarious employment or unemployment. Congress believes that the poor treatment of this group of staff and the casualisation of teaching as a profession flies in the face of the promise of security within the Scottish Government’s Fair Work Framework and is forcing many to leave the profession altogether in pursuit of permanent work and a steady income, all of this ultimately compromising the delivery of high-quality learning experiences for pupils.

“Further, Congress remains deeply concerned that Scotland faces some of the largest class sizes and highest teacher contact hours within the OECD, exacerbating teacher workload and diminishing support for students, including the 40% who have additional support needs. Without meaningful increases in funding, the damaging consequences will continue now and for many decades to come.

“Congress firmly believes that Scotland’s citizens deserve the promise of a socially just and high-quality education system to be delivered.

“Congress therefore calls on the Scottish Government to grasp every opportunity to utilise a significant proportion of the additional Barnett consequential funding and to increase tax on wealth, in order to employ additional teachers, support staff and associated professionals; to provide more teaching and learning resources to schools; and to improve school buildings, making them safe, accessible and fit for purpose.”

*Mover: Educational Institute of Scotland*

## **AMENDMENT**

Paragraph 6, line 5, after ‘professionals’ insert:

“including making additional funding available to introduce across Scotland’s schools a minimum ratio of pupil support staff to pupils to increase staff numbers improving education, reducing workload, increasing non-contact time, meeting the rising additional support needs of pupils, and tackling violence and abuse in schools.”

*Mover: GMB Scotland*

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## **31. UNIVERSITIES IN CRISIS, SAVE HIGHER EDUCATION**

“That this Congress notes with alarm the increasing number of Scottish universities using voluntary severance and redundancy schemes and refusing to rule out compulsory redundancies along with the hidden redundancies in cut hours for hourly paid staff and contracts not being renewed for fixed-term researchers. Congress also notes a number of universities reporting financial deficits.

“There are multiple reasons for many universities’

apparent financial weakness including the hostile environment and changes to UK immigration policies; the repeated failures of university senior managements, and over reliance on international students' fee income. However, a major contributory factor is the consistent and ongoing underfunding of teaching in universities by the Scottish Government.

"Congress notes that the Institute for Fiscal studies recently reported that Scottish Government funding levels for tuition have remained the same for fifteen years while the costs of providing teaching have risen substantially, a situation the IFS described as 'remarkable'.

"Congress notes that, again, the most recent Scottish draft budget saw real terms decrease to the resource budget for higher education, undermining the publicly funded nature of Scottish higher education.

"Congress calls on the STUC to:

- continue to support campus trade unions in their actions to defend jobs in Scottish universities;
- write to the Minister responsible for higher education, calling on him to instruct universities to refrain from using compulsory redundancies in the sector; and
- call on the Scottish Government to provide full funding for Scottish higher education."

**Mover: University and College Union**

#### **AMENDMENT**

After paragraph 4, insert additional paragraph:

"Congress additionally notes the significant dependence of Scotland's economy on its university-based R&D, highly dependent on overseas student income. Congress asks the Scottish Government to ensure that all overseas students, including those from China and the Global South, are made welcome in face of the governmental push-back at UK level."

**Mover: Aberdeen Trades Union Council**

### **32. UNIVERSITY OF DUNDEE GOVERNANCE**

"That this Congress is concerned at developments at University of Dundee, including the announcement of a £30m deficit, the resignation of its Principal and a mass meeting of staff voting overwhelmingly that they have no confidence in management's ability to tackle the crisis.

"As UCU, Unite and Unison members consider responses, ballots on industrial action take place. The unions have rejected indications from management that they will seek to address the deficit through staff cuts.

"The management's own financial forecasts contained no hint of the deficit until its announcement. Concerns have been expressed that potential causes include deficient risk strategy, in predicting and responding to a reduction in numbers of, and income from, international students. Poor governance over the spending of publicly funded money on capital expenditure resulting in higher external contractor costs and outsourcing of locally employed labour.

"The University is one of those which has not met its quota of Scottish students, for which it is funded by the Scottish Funding Council.

"Congress is disappointed that management has rejected calls for trade union involvement on its financial recovery group, established to investigate possible restructuring to address the crisis, and calls on the Scottish Government to insist that this takes place, in line with Fair Work principles, recognising the University as a major recipient of public funds.

"Congress calls for:

- the University of Dundee to work with its staff trade unions in all areas to address these issues;
- the Scottish Government to investigate and address the issues of University governance raised by this crisis and to impose Fair Work principles on publicly funded organisations; and
- the General Council to support the workplace unions in their response to these issues."

**Mover: Dundee Trades Union Council**

### **33. WORK SHOULDN'T HURT – PROTECTING THE HEALTH, SAFETY AND WELLBEING OF SCHOOL STAFF**

"That this Congress recognises the essential role of teachers and support staff in fostering safe and effective learning environments in Scotland's schools.

"Congress expresses grave concerns over the increasing levels of violence and aggression directed towards school staff and other pupils. Over three-quarters of schools report weekly incidents, many schools reporting daily occurrences. Such violence and aggression disproportionately affects women, who form the majority of the teaching workforce and support staff, and who are often the deliberate targets of violence and aggression in the classroom.

"Incidents such as verbal abuse, physical attacks, and prejudice-based violence result in psychological distress, physical injuries, and a rise in staff absences and staff leaving the profession.

"Congress demands urgent comprehensive actions from the Scottish Government, COSLA, and local authorities, working in collaboration with the relevant trade unions to:

- implement robust policies to prevent and respond to violence and aggression, with specific recognition of its gendered impact;
- mandate risk assessments that address staff vulnerabilities, particularly in female-dominated roles and high-risk environments such as ASN settings;
- provide opportunities for training of staff on de-escalation, conflict management, and recognising gendered patterns of violence;
- increase funding for education to significantly increase staffing levels and resources (including HEPA filters), with additional prioritisation of schools serving disadvantaged communities; and
- establish consistent post-incident care and support, including employee assistance programs and specialised support for women education staff facing workplace gender-based violence.

"Congress recognises that only by addressing the systemic and gendered aspects of violence in schools, can we

create environments where all staff and all pupils are and feel safe, respected and supported to thrive.

“Congress calls on the Scottish Government, COSLA and all Local Authorities to dedicate specific funding and resources to support all schools to make meaningful improvements to reduce violence and aggression in schools and to protect all staff and pupils.”

*Mover: Educational Institute of Scotland*

#### **AMENDMENT**

Insert new third paragraph:

“Congress condemns the lack of prosecution of employers who fail to take appropriate measures to protect their workforce from violence”

At the end of the last paragraph, delete full stop and add:

“and the HSE to prosecute employers who fail to take appropriate measures to protect their employees from violence.”

*Mover: NASUWT*

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### **34. WORKLOAD AND WELLBEING**

“That this Congress notes that excessive workload has a huge impact on health, safety and wellbeing and, for teachers, undermines their ability to teach effectively.

“Congress further notes that: four in every five teachers say that their workload and the stress of the job have increased; over half of teachers say that their job has negatively affected their physical health in the last twelve months; and four in five say their job has adversely affected their mental health.

“Congress is deeply concerned that two thirds of teachers tell us that they are seriously considering leaving the profession.

“Congress agrees that Government has a responsibility to intervene, and schools have a duty to take action to safeguard the health, safety and welfare of their staff.

“Congress therefore calls on the STUC General Council to:

- support the NASUWT Better Deal for Teachers campaign and lobby Government to protect teacher numbers in Scotland, ensuring teaching is a rewarding, secure and respected profession;
- promote data from affiliates showing teachers in Scotland work substantially in excess of their contracted 35 hour working week and campaign to minimise bureaucracy in education;
- promote to Government the benefits of teaching staff having access to regular, structured, professional support as part of their working conditions;
- lobby Governments to secure enhanced funding commitments to education and public services; and
- maintain pressure on Scottish Government to provide sufficient funding to allow local authorities to make adequate and efficient provision for the appropriate support required for each child or young person with additional support needs.”

*Mover: NASUWT*

#### **AMENDMENT**

Bullet point 1, line 1, after “Teachers” insert:

“and the EIS Stand Up for Quality Education”

Bullet point 1, line 1, after “campaign” add “s”

Bullet point 1, line 2, after “protect” insert “and increase”

Bullet point 1, line 3, after “Scotland” insert “as promised and to ensure that”

Bullet point 1, line 3, after “teaching” delete “is” and replace with “remains”

Bullet point 2, line 3, after “week and” insert “support affiliate”

Bullet point 2, line 3, after “campaign” insert “s”

Bullet point 5, line 1, after “Government” insert “to provide sufficient funds to cut teachers’ contact hours to 21 hours per week, with this time dedicated solely to ‘preparation and correction’, and”

*Mover: Educational Institute of Scotland*

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### **35. GREATER SUPPORT AND SAFETY FOR EARLY YEARS STAFF**

“That this Congress commends our sister teaching unions as they move forward in their campaigns to address violence against teachers. We support this work and believe thoroughly that all staff members within schools are entitled to support when faced with violent incidents.

“Congress believes that early years and support staff colleagues face these issues too, and this is often overlooked. Press coverage of violence in schools has risen recently as has reporting by staff – this is the time to move forward with our concerns.

“Congress therefore calls on STUC to support Community in lobbying the Government to:

- ask the Scottish Government to survey support and early years staff to find out the scale of the issue; and
- encourage affiliates and political colleagues to support Community in the launch of our forthcoming Early Years Charter, designed to support and develop the critical role that our members perform whilst working with the youngest generation within our society.”

*Mover: Community*

#### **AMENDMENT**

Paragraph 3, insert new bullet point 1:

“ensure the appropriate debriefing of staff after an incident in line with the UNISON Scotland guide for staff in schools and early years”

*Mover: UNISON*

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### **36. VALUE MUSIC EDUCATION**

“That this Congress understands the value of music education, and the contribution of those musicians and teachers who deliver it inside and outside school.

“Too often when local authority budgets are under pressure, cuts to music services are considered, putting highly qualified, experienced musicians at risk of



unemployment, ensuring that their pay lags behind inflation and sends a message that music education is not valuable.

“Over the last 20 years funding for the Youth Music Initiative (YMI) has fallen from £10m to £9m, and over the same period the MU freelance teaching rate has doubled. This means that less work can be delivered through YMI, which plays a crucial role not only providing high quality musical experiences to children and young people, but also supporting the grassroots music ecology by providing regular, fairly paid work to musicians with portfolio careers.

“Congress understands that access to music making in school impacts positively on school learning outcomes overall. Learning a musical instrument and experiencing high quality participatory music making should be available to all school students in Scotland, not depending on the local council area where they happen to live and not to be the preserve of those who can afford to pay for it.

“Congress calls on the STUC to:

- lobby Government to properly fund music education and ensure that funding delivered through the Scottish Government and councils rises in line with inflation;
- lobby Government to ensure that YMI is a targeted beneficiary of the £100m promised by ScotGov and that YMI funding is returned to the real terms level it enjoyed in 2003;
- lobby Government to recognise the particular challenges in rural communities where travel costs between schools are higher; and
- stand with the Musicians’ Union where jobs and careers are threatened by cuts to music services.”

*Mover: Musicians’ Union*

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### **37. ADDRESSING THE SHORTAGE OF TRAINING PLACES FOR PHARMACY STUDENTS**

“That this Congress notes future pharmacists can obtain their MPharm qualification at any Pharmacy School in the UK, before completing a year of supervised trainee employment and passing the final registration examination.

“Congress is concerned with the limited availability of training places for MPharm graduates in Scotland. Currently, only 220 places are available, which is insufficient to accommodate the growing numbers seeking to complete their training year. With 277 graduates from Scotland’s two pharmacy schools last year, this would mean a shortfall of 57 places, more if other UK graduates elect to train in Scotland.

“Congress believes that this shortage hampers the professional development of pharmacy graduates and poses a risk to the future healthcare workforce. It is essential that all pharmacy graduates can complete their training and contribute to the nation’s healthcare system.

“Congress therefore calls on the Scottish Government, educational bodies, and relevant stakeholders to:

- increase training places: by urgently expanding the number of funded foundation training year places from

the current 220, ensuring that all pharmacy graduates in Scotland can complete their training year; and

- provide interim employment: by implementing measures to offer meaningful interim employment opportunities for pharmacy graduates who due to the shortfall, are unable to secure a training place. This will allow them to contribute to the healthcare system prior to completing their training year.

“Congress further recognises that this issue is not confined to Scotland but is a UK-wide concern especially considering new Schools of Pharmacy opening in earnest. Therefore, we urge the Scottish Government to work with their colleagues in England, Northern Ireland and Wales to address this matter on a UK-wide level, ensuring that all pharmacy graduates across the UK have the support and opportunities they need to complete their training and enter the workforce as registered pharmacists in the coming years.”

*Mover: Pharmacists’ Defence Association*

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### **38. EDUCATION IS A COMMUNITY WORTH FIGHTING FOR**

“That this Congress notes the educational community forms the basis and skills for the future workforce, but crucially it supports young people in the present.

“Across Scotland, cuts are being made to education and communities that isolate and divide workers, accelerating the downgrading of provisions and resources for young people. Increased responsibilities around social care and counselling are brought into schools. Arts and leisure facilities which provide vital lifelines to young people outwith the school system are being withdrawn. School cleaning is being reduced to save councils money, in the shadow of the pandemic which spelt out its vital importance. College funding and courses are being cut, reducing opportunities for working-class students and costing jobs.

“Cuts weaken our communities and build obstacles, rather than bridge the attainment gap for young people. Schools and colleges are increasingly attempting to plug holes made by cuts to workers - everyone suffers as a result. Potential for a broad workforce around education is being limited, and cuts are particularly felt in working class areas. This compounds problems, as many workers are parents, and the problems of inequality worsen. The focussing of child services through schools deprives the broader community of work opportunities, puts excess pressure on education, limits childhood experiences and reduces available supports for school refusers.

“Congress calls on the STUC to:

- prepare for further collective campaigning around the impact of previous and future local authority cuts to community services on young people, their education and the schools’ workforce;
- organise a campaign around rebuilding the broader school and college communities;
- support unions associated with education and the community in collective campaign building and political education; and

• continue to resist further cuts, and fight to rebuild, enhance and protect education across Scotland and the wide range of workers intrinsic to its success.”

*Mover: North Lanarkshire Trades Union Council*

## SECTION 6: PUBLIC SERVICES

### 39. FAIR FUNDING AND PUBLIC SERVICES

“That this Congress notes that public services in Scotland remain under pressure and underfunded.

“Congress further notes that the evidence for this underfunding can be seen right across public services; from NHS services with inordinately long waiting times and staff shortages, to the closure of libraries, to crisis in the social care system, the declining state of infrastructure, a housing crisis and much else besides.

“Congress notes in particular the impact of poor funding on local government exposed in the Improvement Service benchmarking report which highlighted that between 2010/11 and 2022/23 there had been:

- 20% reduction in culture and leisure spending;
- 27% reduction in planning spending;
- 24% reduction in corporate support service spending;
- 9% reduction in roads spending;
- 26% reduction in trading standards and environmental health spending;
- 35% reduction in street cleaning;
- and that in education ‘savings have been disproportionately targeted towards ancillary workers including support staff, janitors, caterers, and cleaners’.

“The report also pointed out that local government is ‘expected to deliver the same or better outcomes with less available labour and access to development, often creating intolerable work pressure for staff.’

“Funding for public services remains insufficient to provide the support and improved outcomes society requires. We need Governments at all levels to use all levers available to them to deliver the just economic and social transition Scotland needs.

“Congress calls on the General Council to campaign for:

- a better financial settlement for public services from the Scottish and UK Governments;
- a massive reduction in the ringfencing of funding imposed on local government by Scottish Government;
- the replacement of the council tax with a capital value based property tax; and
- the reforms to taxation outlined in the ‘Raising tax to deliver for Scotland’ report.”

*Mover: UNISON*

#### AMENDMENT

Paragraph 5, Line 5, after “needs” insert:

“This includes supporting the High Street as a key element of town centres. Commercial property vacancy rates have risen considerably between 2012/2013, when figures were

first available, and now.”

Paragraph 6, insert final bullet point:

“Consistent and sustainable funding for Scottish Local Authorities so they can invest in their local economy, transport networks and high streets.”

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

### 40. THE FUTURE OF NHS SCOTLAND

“That this Congress believes that any structural reforms to NHS Scotland must not dilute the terms and conditions of NHS workers and should include commitments to:

- no Compulsory Redundancies;
- lifetime Protection with access to redeployment with no detriment, including in relation to transport cost;
- Sectorial Bargaining involving the unions, the employer and Government;
- no out-sourcing of NHS services; and
- strengthening of Partnership Working Agreements at all levels within local Health Boards and Scottish Government.

“Congress believes that the next Scottish Government should commit to ensure that the amount spent on Health will match or exceed that of Germany, which is 12.8% of GDP.

“Congress believes that this will ensure a sustainable Health Service with a realistic Capital Investment Budget to bring our ageing Health Estate in line with modern Health Care delivery.

“Congress also believes that the next Scottish Government should ensure that the founding principal of our health service remains ‘free at the point of need’, with services delivered by NHS staff at all times and calls for all outsourced services to be brought back in house and an end to the practice of private companies providing services using NHS staff at exorbitant costs.”

*Mover: Unite the Union*

#### AMENDMENT

Paragraph 2, after “12.8% of GDP” insert:

“This commitment should be coupled with long term strategic planning for a robust, adaptable health service rather than focus on short term fixes.”

*Mover: Chartered Society of Physiotherapy*

### 41. COMPASSIONATE LEADERSHIP WITHIN NHS SCOTLAND

“That this Congress recognises the critical role of NHS Scotland in safeguarding the health and wellbeing of our population. Yet, the pressures faced by NHS staff across all disciplines have reached unprecedented levels, driven by workforce shortages, escalating demand, and constrained resources.

“To address these challenges, Congress calls for the widespread adoption and promotion of compassionate leadership across NHS Scotland. Compassionate leadership fosters a workplace culture that prioritises understanding, respect, and mutual support. Evidence

demonstrates that such approaches improve staff wellbeing, enhance retention, and lead to better patient outcomes.

“Congress asserts that compassionate leadership is both a moral imperative and a strategic necessity to alleviate burnout and workforce instability. By encouraging active listening, inclusivity in decision-making, and supportive mechanisms for professional growth, NHS leaders can empower teams to deliver high-quality care in increasingly demanding circumstances.

“Compassionate leadership is essential to retaining skilled professionals, reducing absenteeism, and improving the morale and resilience of the NHS workforce. Congress commits to campaigning for this transformational approach to ensure all NHS staff can thrive in their roles and continue delivering world-class care to the people of Scotland.

“Congress urges the Scottish Government and NHS Scotland to:

- invest in leadership training programs that focus on compassion, tailored to the diverse needs of all healthcare workers;
- establish measurable targets for compassionate leadership practices, embedding them as key performance indicators across NHS Scotland; and
- provide funding and resources to ensure NHS teams have access to supportive supervision, professional development opportunities, and adequate staffing levels.”

*Mover: Royal College of Podiatry*

#### **AMENDMENT**

Paragraph 4, line 1 delete “retaining skilled professionals” and replace with “retain all healthcare workers”

*Mover: British Dietetic Association*

#### **42. FACILITATING THE INCLUSION OF PHARMACISTS ON THE NHS PERFORMERS LIST**

“That this Congress calls upon the Scottish Government to take urgent action to include pharmacists on the NHS Scotland Performers List in order to strengthen the regulatory framework which ensures that health clinicians are qualified and competent to provide safe and effective services to patients.

“The inclusion of pharmacists in the Performers List alongside their GP, Dental and Optometry colleagues will protect patients and promote safer delivery of pharmacy services, it will guarantee that all pharmacists practising in primary care meet specific standards and have undergone regular review.

“It will mitigate against pharmacy owners employing pharmacists from outside Scotland who are not trained to deliver NHS Scotland pharmaceutical services to patients.

“It will allow community pharmacists in future to be directly contracted by the health boards, better enabling the wider delivery of services in the community.

“Increased flexibility will improve patient access to pharmaceutical care in underserved areas, and allow specialist services to be targeted according to local need, and through optimal utilisation of pharmacists’ expertise in medication and chronic disease management the NHS

can reduce hospital admissions and emergency visits.

“It is a proactive change that will reduce administrative burdens, allow better allocation of funds and resources while prioritising patient needs, and result in significant cost savings and more efficient use of healthcare resources.

“Recognising pharmacists as integral members of the primary care team will foster better collaboration with other healthcare professionals, delivering comprehensive and coordinated care while improving patient outcomes.

“The inclusion of pharmacists on the NHS Performers List is a crucial step towards a more efficient, integrated, and patient-centred healthcare system. Congress urges the Scottish Government and NHS Scotland to take immediate action to enact this change which will benefit patients and the wider healthcare system.”

*Mover: Pharmacists’ Defence Association*

#### **43. ENHANCING ALLIED HEALTH PROFESSIONAL SERVICES IN THE NHS**

“That this Congress notes that Allied Health Professionals are vital to the effective functioning of the NHS, providing essential services across a range of disciplines including Podiatry, Occupational Therapy, Physiotherapy, Radiography, Speech and Language Therapy, Dietetics, and more. AHPs contribute significantly to patient outcomes and the overall efficiency of healthcare delivery. However, AHP services face several challenges and addressing these issues is crucial to maintaining and improving the quality of care provided by AHPs.

“Congress asks the STUC to work with the Scottish Government and NHS Scotland to:

- increase funding for AHP services: allocate targeted funding to enhance AHP services, ensuring sufficient resources for staffing, equipment, and facilities to meet patient demand;
- address workforce shortages: develop and implement comprehensive strategies to recruit and retain AHPs, including competitive salaries, attractive benefits, and clear career progression pathways;
- support mental health and well-being: provide robust mental health and well-being support for AHPs and measures to reduce workplace-related stress and burnout;
- enhance professional development: invest in continuous professional development opportunities for AHPs, ensuring they have access to the latest training, research, and advancements in their respective fields;
- promote interdisciplinary collaboration: encourage and facilitate interdisciplinary collaboration between AHPs and other healthcare professionals to ensure holistic and integrated patient care;
- public awareness campaign: launch a public awareness campaign to highlight the role and importance of AHPs in the healthcare system; and
- research and innovation: increase funding for research within AHP disciplines to foster innovation and improve clinical outcomes.

“Congress calls on the General Council to advocate for significant improvements in the working conditions and

support for AHPs within the NHS. These measures are essential to ensure that AHPs can continue to provide preventative high-quality care, improve patient outcomes, reduce inpatient admissions and contribute to a sustainable and effective healthcare system in Scotland.”

*Mover: Royal College of Podiatry*

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#### **44. POST OFFICE CLOSURES**

“That this Congress notes:

- the vital role that Post Offices play in our communities, acting as a lifeline for individuals, businesses, and entire neighbourhoods. Post Offices are not merely transactional facilities but essential hubs of connection, accessibility, and support;
- the concerning trend of Post Office closures in recent years has had a devastating impact on the communities they serve. The loss of a Post Office often removes the last accessible, in-person banking option available to residents, leaving vulnerable groups, such as the elderly, disabled, and those without digital access, disproportionately affected. Small businesses also rely heavily on Post Offices for services such as mail, banking, and logistics, meaning closures jeopardise local economies and employment; and
- 115 branches, including nine in Scotland are likely to close and approximately 1,000 members of staff are also at risk of losing their jobs.

“Congress believes:

- the impact of Post Office closures will be more significant in Scotland’s Highland, Island, and rural communities, where geographical remoteness magnifies the loss of essential services. In these areas, Post Offices often act as the only local lifeline, with no viable alternatives available; and
- Post Offices can and should be reimagined and invested in as modern community hubs. With proper funding and support, Post Offices could expand their role, offering enhanced services such as digital access support, community meeting spaces, and initiatives to tackle isolation and loneliness.

“Congress resolves:

- to demand the UK and Scottish Governments to introduce a robust strategy to prevent further Post Office closures and to guarantee a long-term future for the service; and
- to campaign for significant investment in the postal service including the Post Office, to develop a role as community hubs, with a particular emphasis on serving remote and rural areas alongside a new role for postal workers.”

*Mover: Communication Workers’ Union*

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#### **45. SUPPORT FOR THE DEVELOPMENT OF THE FIREFIGHTER ROLE**

“That this Congress recognises the critical role firefighters play in protecting communities across Scotland. The role of firefighters has continually evolved in response to new and emerging risks driven by societal changes.

“Congress notes that expanding the firefighter role to

include co-response with the Scottish Ambulance Service to emergency medical incidents aligns with the Scottish Government’s Fire and Rescue Framework and its policy commitment to improving outcomes in Out of Hospital Cardiac Arrest (OHCA) incidents, reduced hospital admissions and reliance on community healthcare.

“The University of Hertfordshire report on trials conducted in 2017 and 2018, demonstrated the life-saving potential of expanding firefighter roles. These trials highlighted significant benefits, including faster response times to medical incidents and improved survival rates in OHCA cases.

“In 2022, the Fire Brigades Union and the Scottish Fire and Rescue Service reached a historic agreement to develop the role of firefighters in Scotland. Congress is deeply concerned that the Scottish Government has failed to financially support this agreement, despite it aligning with their own key priorities. This inaction is a missed opportunity to deliver vital improvements in public safety and health outcomes.

“Congress demands the Scottish Government fully fund the 2022 agreement to expand the firefighter role, ensuring adequate staffing, training, and resources.

“Congress calls on the General Council to support the FBU in campaigning for a properly funded, modern fire and rescue service which ensures firefighters can respond effectively to evolving risks, enhancing their ability to protect communities and improve outcomes for the people of Scotland.”

*Mover: Fire Brigades Union*

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#### **46. SOCIAL CARE – TIME TO BARGAIN FOR BETTER**

“That this Congress welcomes the scrapping of the Scottish Government’s version of the National Care Service (NCS) which lost all confidence from all corners of civic Scotland; believes it would have become yet another hopeless and expensive quango; recognises that despite the years of contributions to the Bill process, very little has changed for social carers who are still enduring overwork and underpayment; recognises the need for urgent investment in frontline social care.

“Congress recognises that the role and responsibilities of social carers are rapidly expanding, as proven by win after win in council job evaluation panels; and believes that to meet rising public need due to an aging population and to stem the recruitment and retention crisis in the sector, that the Scottish Government and councils must deliver the pay, terms and conditions to match.

“Congress condemns that many private social care employers pay only statutory sick pay; and notes that since 2021, the NCS Bill has cost £28.7m whilst in 2024, the Scottish Government snatched away without consultation the £38m earmarked to deliver sick pay, maternity pay and paternity pay to the sector – the ‘Missing Millions’.

“Congress notes the efforts of those to agree a Scottish sectoral bargaining framework in social care; condemns the failure of the Scottish Government to implement it; and notes that the Scottish Government is continuing to agree a social care minimum without any meaningful consultation with trade unions.

“Congress calls on the Scottish Government to:

- immediately implement and convene sectoral bargaining in social care;
- implement £15 an hour for social carers and a proportionate increase for nursing and ancillary staff, and if it will not, agree with trade unions a timetable on when it will be achieved by; and
- reinstate the ‘Missing Millions’ to deliver sector-wide sick pay, maternity pay and paternity pay.”

**Mover:** *GMB Scotland*

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#### 47. SOCIAL CARE

“That this Congress notes after the Fair Work Inquiry and the experience of providing frontline care during the pandemic, social care workers across Scotland were promised progress on fair work in 2021. This was to be delivered by the Scottish Government through the establishment of fair work streams, on pay, terms and conditions.

“In 2023 care workers were promised reform on sick pay, maternity & paternity pay, yet the money to fund that was taken off the table by the Scottish Government resulting in ‘Missing Millions’ to that workforce.

“2024 resulted in a failure to progress improvements on pay and extra funds have been redirected from fair work to address delayed discharge, often channelled straight to private sector employers.

“Meanwhile the fair work employers in the sector who do recognise trade unions and pay decent terms and conditions have been given no assistance to cover higher pay, placing real tension between well meaning employers and the workforce and threatening fair work in the sector.

“The contracting out of care services by the Government or local councils should not be a mechanism to underpay for care, that is gender discrimination sanctioned by UK, Scottish and local government.

“The staffing crisis in care has resulted in migrant workers entering the workforce throughout Scotland, however the VISA arrangement of those workers continues to be a cause for exploitation increasing the need for fair work in the sector.

“Congress applauds the continued efforts of care affiliates to unionise the care sector and calls on the General Council to:

- continue to pressure the Scottish Government;
- call for the profit being made in care to be redirected into service provision and pay;
- call for full sectoral bargaining and support existing collective bargaining structures; and
- call for immediate improvements from the Scottish Government on Pay and Conditions.”

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

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#### 48. COUNCIL CUTS

“That this Congress reiterates policy adopted at our 2024 Congress in calling for Zero Cuts Budgets.

“The past period has exposed the limitations, failures, and inability of the Scottish Government and local councils to protect our public services.

“Congress believes pursuing the strategy of managed decline is unacceptable and is causing untold misery and hardship to working class communities.

“Congress calls on the General Council to support sustained local activity as part of a national campaign, bringing together community organisations, trades union branches, and trades union councils when campaigning against budget cuts by Governments and Councils of all colours.”

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

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#### 49. RESTORING THE “DREADNOUGHT” SERVICE FOR SCOTLAND’S MARITIME PROFESSIONALS

“That this Congress observes that:

- the ‘Dreadnought’ service plays a vital role in supporting Scottish seafarers facing health challenges, by having these resolved faster and in keeping with their working schedule;
- the service faces significant challenges, including funding from the devolved Scottish NHS not being made available to support key Maritime professionals to receive expedited and tailored treatment to support their return to work;
- these challenges have a direct impact on the safety and well-being of maritime professionals and shipping in Scotland, as well as wider impacts on global trade; and
- continued investment and support for the ‘Dreadnought’ service is crucial for its long-term sustainability and effectiveness, as well as critical to ensure that Scotland’s Maritime Professionals have access to essential healthcare.

“And resolves that Congress:

- express its concern regarding the challenges facing the ‘Dreadnought’ service for Scottish Maritime Professionals; and
- calls upon the UK and Scottish Governments to:
- fully fund the service to meet current and future demands;
- address administrative issues through ensuring that funding for service users is delivered to the service promptly; and
- engage with Nautilus International and other relevant stakeholders to develop and implement sustainable solutions to support the health and wellbeing of Scotland’s vital Maritime workforce.”

**Mover:** *Nautilus International*

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#### 50. LOCAL SERVICES

“That this Congress notes continuing cuts by Scotland’s Local Authorities to their public services through 2024 and anticipated, due to budget proposals, in 2025.

“In Dundee, local Trades Unions are aware of specific or implied threats to the following City Council and arms-length Leisure & Culture Trust facilities; Douglas Community Centre, Douglas Sports Centre, Whitfield Community Library, The Hub Library, St Pius Primary & Nursery Schools, Caird Park Golf Course, Broughty Castle Museum, Mills Observatory and Blackness Library.

“The services and facilities impacted will add to

cumulative reductions in public service access and provision across the city over many years. Dundee's Trades Unions are also concerned at the implications of a policy of shoe-horning a number of these services into the existing local school estate. Dundee City Council now has no drop-in, face to face public interface for its services anywhere in the City, including rent payment and housing queries.

"As well as the direct reduction in services to the public, we are also concerned at the potential effects on workers of these proposals, in terms of job relocations, travel issues and T&Cs concerns.

"Dundee City Council has reported a budget overspend of £5M in year 2024-5, with a projected £15M cut proposed for 2025-6. Since 2008, Dundee City Council has seen a cut of £178M from its budget.

"Congress

- condemns Scotland's political leadership, at both national and local authority levels, for allowing this continued decimation of local services and for their abject failure to defend them;
- voices concern at the resulting loss of public faith in our political class, our political processes and institutions, arising from this abject failure; and
- demands immediate action, particularly by the Scottish Government, to use its fiscal powers to tax wealth in Scotland as called for, over many years, by the STUC and this Congress."

*Mover: Dundee Trades Union Council*

## 51. MILITARY SPENDING

"That this Congress considers the refusal to lift the two child benefit cap, the means testing of the Winter Fuel Allowance, and the refusal to compensate the WASPI women for DWP mistakes, to be an outrage.

"Congress notes that while the Government restricts funding in a number of crucial public service areas there is always money for war and that every pound spent on armaments is a pound less spent on public services.

"Congress notes, with alarm, Government pledges to increase spending on weaponry, including those of mass destruction such as Trident, as it appears to be readying Britain's population for engagement in a war in the not too distant future.

"Congress notes that 205 million pounds is being spent on replacing Britain's nuclear weapons.

"Congress notes that research by CND indicates that the same amount of money invested in other areas of the economy would create in excess of two million jobs.

"Congress notes that according to CND research, the money spent on Trident could be used to improve the NHS by building 120 state of the art hospitals and employing 150,000 new nurses.

"Congress notes that workers would still be needed to progress decommissioning even if Trident was scrapped.

"Congress calls on the General Council to campaign for the redirection of a proportion of the money allocated to the Trident replacement programme to other industries,

including public services, creating more highly specialised and well-paid jobs."

*Mover: Clydebank Trades Union Council*

## SECTION 7: TRADE UNION & EMPLOYMENT RIGHTS

### 52. MODERNISING THE EMPLOYMENT INJURIES CLAIMS PROCESS

"That this Congress notes that workplace injury and disease benefit claims are based mainly on traditional, male-dominated, heavy industries and fail to cover many injuries and diseases experienced by workers in 21st century Scotland.

"Congress is disappointed that the Bill to establish a Scottish Employment Injuries Advisory Council (SEIAC), proposed by Mark Griffin MSP, which would have addressed these anomalies, was blocked by the Scottish Government.

"However, Congress notes that the Scottish Government have now issued a Call for Views on this and Congress supports the establishment of an SEIAC.

"Congress notes that women account for only 16% of those claiming Industrial Injuries Disablement Benefit (IIDB) and recognises that change is required to remove any discrimination in the current system and ensure gender representation.

"Congress believes that the establishment of an SEIAC must include trade union representative members to provide practical experience of workers exposed to risk of injury and disease and make representation to the SEIAC about conditions that should be investigated for potential adding to the list of prescribed EIA benefit conditions.

"Congress also notes that in many sectors Covid 19 could be linked to instances of workplace transmission and believes that Covid, together with Long Covid, should be considered a workplace transmissible disease, allowing sufferers to make a claim."

*Mover: Unite the Union*

### 53. SEXUAL HARRASSMENT IN THE WORKPLACE

"That this Congress welcomes the new legal duty requiring employers to prevent sexual harassment from arising in the workplace. Recent STUC research (following up their earlier study) into the scale and extent of sexual harassment in workplaces in Scotland demonstrates the necessity of the new legislation.

"Congress further welcomes the inclusion by the Westminster Labour Government in the Employment Rights Bill of the requirement for employers to take 'all reasonable steps' to prevent sexual harassment and the reintroduction of specific protection from third-party harassment.

"These are measures trade unions and women's rights organisations have long campaigned for.

"Stand-alone protection from third-party harassment is

vital, as studies show that where the perpetrator is a third-party, workers, predominantly women, are even more reluctant to report incidents.

“Congress acknowledges the crucial role the EHRC will play in monitoring and enforcing the new preventative duty. Without their scrutiny and intervention, the new duty could be limited in scope and success, as currently a worker cannot bring a standalone claim for either third-party harassment or for a failure to take preventative steps.

“Trade unions together with other key stakeholders also have a key role to play establishing what preventative steps employers are taking now that the duty has come into effect and monitoring their effectiveness.

“Congress calls upon the STUC:

- to continue to give the issue of sexual harassment in the workplace a high priority, recognising that sexual harassment is a form of violence against women and girls, and to share best practice; and
- to work with affiliates and employers to build a broad understanding of what sexual harassment is, the traumatic impact it has on those who experience it, and on society more generally, the scale of the problem, and its causes – so that we can reduce and prevent the harms together.”

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

#### **54. TACKLING SEXUAL HARASSMENT IN THE WORKPLACE**

“That this Congress agrees that the exposure of McDonalds in the last 2 years, its failure to deal with sexual harassment and violence as well as its CEO admitting to receiving 1 or 2 complaints a week shows the urgent need for legislation to protect workers from this toxic behaviour.

“Congress calls on General Council to work with the BFAWU and the TUC on a campaign to bring into legislation a new requirement for reporting cases of sexual harassment and violence similar to reporting accidents in the workplace (RIDDOR), and to lobby the UK Government to create and resource a new, cross-cooperation panel to overview sexual harassment in the workplace between TUC, EHRC and HSE.

“Congress agrees that the campaign should create:

- a reporting line which takes anonymised details of the incident and forwards the complaint to employers and generates a reference number;
- a structure so that the anonymised complaint becomes reportable and part of a company’s reporting requirements until both parties agree that the situation has been resolved satisfactorily, without forced NDAs;
- the ability to remove the 3-month less one day rule for such issues, recognising that these cases are often not reported for some time due to fear or some other substantial reason;
- structures so that trade unions are consulted in such cases and that any agreements with employers include representation through the members union or TUC-appointed facilitator;

- structures to enable workers not represented by trade unions to be supported in a similar way; and
- a training programme agreed via the Tripartite for union reps and workers.”

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

#### **55. WOMEN’S SAFETY TRAVELLING TO AND FROM WORK**

“That this Congress notes that many women and LGBTQIA+ working in the performing arts sector along with those in healthcare, hospitality, retail, emergency services, and transport deal with late-night travel as part of their working lives. The risks for these workers are always present but the potential of harassment and assault by the lack of adequate, safe public transport is heightened in these hours.

“A cost-of-living crisis, especially those in low-paid/precarious employment, puts further limitations on other options such as taxis or ride-shares. Congress believes employers have a responsibility to ensure the safety and welfare of their employees traveling to and from their workplace. Workers should be safe and secure regardless of their time of travel. Affordable, safe late-night transport is essential to support women’s economic participation and overall well-being in the workforce.

“Congress calls on the Scottish Government to:

- implement a national strategy supporting safe and affordable late-night transport options for workers, with particular attention to women and vulnerable employees;
- encourage local councils to invest in secure, well-lit, accessible transport services;
- urge employers to provide late-night transport assistance: subsidised taxis, secure pick-up points, and carpooling schemes; and
- support trade unions and women’s rights organisations’ campaigns advocating safe and affordable late night travel options.”

*Mover: Equity*

#### **AMENDMENT**

Paragraph 3, bullet point 3, after “carpooling schemes” insert “in line with STUC Safe Home Campaign.”

*Mover: UNISON*

#### **AMENDMENT**

Paragraph 3, insert final bullet point:

“Encourage employers to consider transport issues when setting shift patterns and ensure that areas around the workplace are well lit.”

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

#### **AMENDMENT**

After Paragraph 3, insert additional paragraph:

“Congress also notes the Scottish Government’s own 2023 report ‘Women and girls’ safety on public transport’ found women and girls felt safer when there were staff present on trains and at stations. Congress calls on the Scottish Government to act on the report’s recommendation that it

increases public transport staffing.”

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

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## **56. ENHANCING WORKPLACE SAFETY AND PREVENTING SEXUAL HARASSMENT IN THE WORKPLACE**

“That this Congress notes the recent introduction of measures under the Equality Act 2010, which mandate employers to take reasonable steps to prevent sexual harassment in the workplace. These measures include a new legal duty for employers to proactively prevent sexual harassment and updated guidance from the Equality and Human Rights Commission (EHRC).

“Congress believes that to effectively combat sexual harassment, there must be a concerted effort to educate their work force on the subject and to make clear the expected treatment of women in particular, in the workplace. Education should focus on fostering a culture of respect, an understanding of what sexual harassment is and the impact it has on victims.

“Congress calls on employers to fulfil their responsibility by providing comprehensive training on sexual harassment prevention. This training should be mandatory for all employees and include practical guidance on recognising, preventing, and addressing harassment. Employers must also actively manage and enforce these policies, demonstrating their duty of care to women in the workplace.

“Congress calls on the STUC to advocate for the following actions:

- mandatory education programs: implement educational initiatives aimed at men to promote respectful behaviour and understanding of sexual harassment;
- comprehensive training: require employers to provide regular, thorough training on sexual harassment prevention and response; and
- active policy management: ensure employers are held accountable for actively managing and enforcing anti-harassment policies, with regular reviews and updates.

“By adopting these measures, we can create safer, more respectful workplaces where women and vulnerable people are protected and valued.”

*Mover: Aegis the Union*

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## **57. NEURODIVERSITY**

“That this Congress notes that:

- more than 15% of people in the UK are estimated to be neurodivergent;
- Scotland has a disability employment gap of 31.9%;
- many of our neurodivergent members face unacceptable barriers in accessing support and healthcare, including years-long waiting times for diagnostic assessments;
- PCS representatives across Scotland have seen an increase in personal casework relating to bullying,

harassment, and discrimination of neurodivergent members;

- although some employers have taken positive steps such as introducing reasonable adjustment passports, our neurodivergent members are far too often denied vital (and legally required) reasonable adjustments;
- relevant policies are often not applied (or applied inconsistently) leading to our neurodivergent members being disadvantaged;
- potentially helpful interventions such as Occupational Health referrals are far too often misused as a way to legitimise the refusal to provide reasonable adjustments; and
- performance management procedures often discriminate against neurodivergent members, as well as other disabled members and those with other protected characteristics.

“Congress believes that:

- our neurodivergent members deserve to be treated fairly at work, regardless of whether employers believe they have a ‘superpower’ that can be exploited for profit; and
- understanding disability through the lens of the ‘social model’ is fundamental to eliminating discrimination against our neurodivergent members.

“Congress instructs the STUC to:

- lobby the Scottish Government on its plans to introduce a Bill championing the rights of people with learning disabilities, autism, and other neurodivergent conditions, ensuring that the voices of our neurodivergent members are heard, and their interests are championed;
- campaign against bullying, harassment, and discrimination of neurodivergent workers; and
- campaign for employers to introduce reasonable adjustment passports and significantly improve manager training.”

*Mover: Public and Commercial Services Union*

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## **58. NEURODIVERSITY IN THE WORKPLACE – PROMOTING INCLUSION IS EVERYBODY’S BUSINESS**

“That this Congress notes that the NHS in Scotland has robust workplace policies underpinned by the principles of equality and diversity which should ensure that staff members with protected characteristics are treated fairly and with respect. However so often the needs of Neurodivergent staff members are not being met. This leads to discontent in the workplace, periods of sickness absence and distress to staff.

“There are a growing number of neurodivergent healthcare professionals, with the true figure unknown due to fear of discrimination and lack of diagnosis. We know many students with neurodivergent conditions would like to train to become midwives but may be put off because they fear the course doesn’t make allowances for their condition

“We must strive to ensure the workplace is a safe space for neurodivergent staff to work and flourish. We need inclusive training for staff in the NHS in Scotland to improve the understanding of neurodiversity. This must



be in partnership with members of the neurodivergent community to create a workplace that works for everyone, where all staff feel included, safe and valued.

“The RCM has been campaigning to ensure that midwifery education is a place of acceptance and an environment where neurodiverse students can thrive as they train to become midwives. This needs to extend into the workplace, we need health professionals from the neurominorities as we support patients and families from a range of backgrounds, and they need to see themselves reflected in the workforce.

“Congress calls for:

- further investment in healthcare and trade union education that supports and widens acceptance of neurodivergent individuals in the NHS and wider workforce; and
- a campaign for neurodiversity awareness training for all NHS Scotland staff to be included in their EDI mandatory training.”

*Mover: Royal College of Midwives*

### **59. PROMOTING OPPORTUNITIES FOR NEURODIVERGENT YOUNG PEOPLE**

“That this Congress notes that Neurodivergent young people with, for example, autism, ADHD, dyslexia, and other neurodevelopmental conditions, face significant barriers to gaining work experience and employment opportunities. These barriers can hinder their ability to transition into adulthood, limiting their opportunities for a fulfilling and independent life.

“It is crucial to address these challenges by creating an inclusive work environment that recognises and values the unique strengths and talents of neurodivergent individuals.

“Providing meaningful work experience and employment opportunities is essential to helping these young people develop the skills and confidence necessary to thrive in the workplace.

“Congress calls on the STUC to work with affiliates to create and promote opportunities specifically tailored for young people with neurodiversity challenges. This can be achieved through the following:

- awareness and training: encouraging employers to implement training programmes for managers and employees to increase awareness and understanding of neurodiversity;
- work experience programmes: advocating for the establishment of work experience and internship programmes focused on the needs of neurodivergent young people, offering them practical experience and skill development;
- mentorship and support: promoting the introduction of mentorship schemes where neurodivergent young people can receive guidance and support from experienced colleagues; and
- inclusive recruitment practices: encouraging employers to adopt inclusive recruitment practices that consider the unique challenges faced by neurodivergent individuals,

ensuring fair and equal opportunities for all.

“By implementing these measures, we can help neurodivergent young people gain valuable work experience and enhance their future employment prospects, so they can lead fulfilling lives as adults.”

*Mover: Aegis the Union*

### **60. NEURODIVERSITY IN THE WORKPLACE**

“That this Congress shows its support for neurodivergent workers in Scotland. Neurodivergent workers bring benefits to the workplace and society across Scotland including, but not limited to, a divergence of thought and vision. Employers need to consider what can and should be done to support individuals and train managers in changes they can make to support a neurodivergent individual, including their mental health.

“Congress notes that:

- according to the NAIT Adult Neurodevelopmental Pathways report, 1 in 10 people are neurodivergent in Scotland;
- many neurodivergent workers still face unnecessary challenges in workplaces across Scotland;
- discrimination, stigma and bias associated with neurodivergence may cause increased stress, contributing to ill mental health; and
- in Scotland, thousands of potentially autistic people are waiting up to 4 and a half years to start the diagnostic process.

“Congress calls on the General Council to:

- lobby the Scottish Government on their plans to introduce a Bill championing the rights of people with learning disabilities, autism and neurodivergent conditions, ensuring that the interests of neurodivergent workers are championed; the voices of neurodivergent workers are heard in the development of the Bill; and the Bill is developed, delivered and implemented in full;
- facilitate the development and sharing of resources around neurodivergence between trade unions and employers within Scotland;
- campaign for employers to train managers to better understand the nuances of neurodiversity and to recognise that small reasonable adjustments can be made, similar to visible disabilities; to make job adverts more appealing, hiring processes easier, and to allow employees to flourish in the workplace who are not ‘neurotypical’;
- provide guidance and learning resources to reps on disability and reasonable adjustments in relation to mental health; and
- campaign to advocate for people to receive timely and appropriate supports.”

*Mover: STUC Disabled Workers’ Conference*

## 61. CLOSING THE DISABILITY EMPLOYMENT GAP

“That this Congress is alarmed to learn that the Disability Employment Gap remains largely unchanged.

“Even more shocking is that the Gap appears to be greater for disabled workers who face additional inequalities due to age, gender, ethnicity or poverty.

“Disabled people report feeling unsupported and disadvantaged when job searching and when in employment, they say they are unaware of the supports that are available to them and feel that all too often employers or those offering support into work are not always aware of the supports and services that are available to disabled workers.

“In sectors such as shows and films, failure to deliver on OFCOM promises for ‘out-of-London’ productions means hardly any roles are available for disabled and neurodivergent talent in Scotland.

“Congress acknowledges the Scottish Government’s commitment to halve the Disability Employment Gap by 2038 but feels the trade union movement can be instrumental in working to overcome barriers faced by disabled people, raising awareness of the legislation and supports that disabled workers are entitled to which allows them to gain and maintain purposeful employment and ensuring guidance for employers is straightforward, accurate and coherent.

“Congress calls for work to be done to;

- form partnerships with employers, Jobcentres and recruitment agencies to raise awareness of the supports and services for disabled people and how these can empower them in and into employment;
- improve resources for organisations supporting people in and into employment so they are aware of the supports, initiatives and entitlements of disabled people;
- link with relevant organisations to ensure there are opportunities for disabled people to enter the workforce via internships and apprentices for young disabled people, offering specialist union support and guidance; and
- enhance the Unions into School’s programme to include overcoming barriers to employment and in work supports.”

*Mover: STUC Disabled Workers’ Conference*

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## 62. WAGE PARITY FOR YOUNG WORKERS

“That this Congress notes that:

- those under the age of 21 do not eat less, do not need to heat their homes less, and do not pay less rent than workers aged 21 and over;
- no major work has been carried out by the Scottish Government into wage disparity between young workers in Scotland since before the Covid pandemic;
- growing inequality and dwindling employment opportunities in full-time well-paid work have detrimentally impacted young workers across Scotland;
- while the increase to the youth minimum wage announced by the UK Government is welcome, we cannot accept anything less than full wage parity;

• after the Government’s latest announced rise, the minimum wage stands at:

- Under 18: £7.55
- 18 to 20: £10.00
- 21 and over: £12.21;

• apprentices are among those worst affected by age disparity. The current national minimum wage rate for an apprentice aged 16 to 19 is £6.40 per hour, alongside poor working conditions; and

• young workers, despite often carrying out the same level of labour as their colleagues, are underpaid and undervalued based on only their age.

“Congress calls on the STUC General Council to:

- produce a report into wage discrimination faced by young workers across Scotland; and
- lead a political campaign on the basis of equal pay for equal work, demanding that young people should not be forced into poverty at the start of their working lives.”

*Mover: STUC Youth Conference*

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## 63. SUICIDE PREVENTION AND AWARENESS

“That this Congress notes with alarm the rising number of suicides and suicide attempts, particularly by people within the working age population.

“Congress further notes with concern that the occupations with the highest risk of suicide and suicide attempts include health care, education and other public sector workers.

“Congress is deeply alarmed at the survey results of NASUWT members that shows teaching had adversely affected their mental health and that the pressures of the job are leading to a mental health emergency within the profession.

“Congress asserts that the mental health and wellbeing of workers across all sectors is a critical factor for a productive and healthy workforce.

“Congress therefore believes that unions have a critical role to play in advocating for effective strategies and support systems that address suicide prevention and raise awareness in the workplace.

“Congress calls on the STUC General Council to:

- campaign for fully-funded mandatory Mental Health First Aid Training in all workplaces that includes suicide prevention and awareness;
- work with affiliates to ensure that suicide awareness and prevention are campaigning and bargaining priorities in all workplaces;
- lobby for increased funding for mental health services that are accessible and available to all workplaces and sectors; and
- support national campaigns to ensure work-related suicides are investigated by HSE and the RIDDOR regulations are amended to include work-related ill-health.”

*Mover: NASUWT*

#### **64. SUICIDE AND MENTAL HEALTH IN THE WORKPLACE**

“That this Congress notes that a recent Mental Health white paper produced by On The Tools, titled ‘Behind The High Vis’, highlighted that 7000 Construction workers have taken their own lives in Britain in the last 10 years.

“This confirms that we are amid a mental health and suicide crisis within this sector.

“An in depth investigated report pinpointed the critical issue of poor mental health within the sector, it’s root causes, effects and possible solutions.

“Congress notes this is a welcome step forward into raising awareness, however believe more needs to be done.

“Congress also notes there have been positive steps by some employers via Employee Assistance Programmes and partnership working with trade unions organising awareness sessions for employees, however this appears not to be adequate.

“This is one sector’s experiences, but it is not just a one sector problem.

“Congress recognises issues such as addictions, including alcohol, drugs, and gambling, declining workplace conditions, increased workloads and increasing financial pressures are major contributory factors in poor mental health and suicide across all sectors.

“With the NHS mental health supports at crisis point, there is more that can be done by trade unions and employers to support workers through this crisis.

“Congress believes that there should be greater awareness raising of the issue and what supports are available in workplaces.

“Congress calls on the STUC General Council to:

- promote research on mental health and suicide, its causes and effects across all sectors;
- work with Government, HSE, employers and affiliates to promote mental health awareness and prevent suicides;
- call for mental health workplace training by employers.”

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

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#### **65. SEAFARER EMPLOYMENT AND TRAINING**

“That this Congress welcomes the Employment Rights Bill’s provisions to create a mandatory Seafarers Charter, addressing one of the RMT and wider trade union movements’ key demands following the P&O Ferries scandal in March 2022.

“The Charter has the potential to be groundbreaking legislation in that it will introduce mandatory employment protections specifically for seafarers working on domestic and international short sea ferry routes, such as in the Irish Sea.

“The detailed content of the Charter however will be developed through Government regulations following consultation with stakeholders and Congress supports the maritime trade unions, including RMT, in using this process to develop the highest possible employment protection and training standards for all seafarers.

“As well as the development of the Charter to achieve

these goals, the STUC agrees to work with affiliates on other measures to develop and increase decent, secure well paid seafarer jobs in the Scottish Maritime sector. These include:

- the restoration and expansion of roll-on roll-off passenger and freight services between Scotland and northern Europe.
- all seafarer Ratings jobs on any new ferry services in Scotland to be covered by sectoral collective bargaining agreements with the maritime unions and for this to be a specific Fair Work objective.
- to work with trade unions including RMT to audit Scotland’s seafarer workforce and maritime apprentices to tackle skills gaps and recover decent seafarer jobs in Scotland, primarily in the ferry sector and in the offshore energy supply chain.
- noting publicly owned CalMac Ferries have trained over 130 maritime apprentices since 2016, continued support of permanent public ownership of CalMac and all Scottish Ferry services, including NorthLink, as the best basis for providing secure maritime employment and decent training and apprenticeships.”

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

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#### **66. A NEW DEAL FOR SCOTTISH TRADE UNIONS**

“That this Congress notes that this year marks the tenth anniversary of the Scottish Fair Work Framework. The world of work has undergone significant transformation since the Fair Work Convention began including:

- The UK’s departure from the EU.
- A new UK Government which has committed to a ‘New Deal for Working People’
- The workplace changing with the rise of the gig economy, the adoption of automation, artificial intelligence and the impact of fifteen years of austerity.
- The core budget for union learning not reflecting rising costs.

“Congress believes:

- just as trade unions renegotiate agreements with employers to reflect changing circumstances, fair work in Scotland must also evolve to meet these challenges. Trade unions are vital in ensuring Scotland remains a leader in promoting fair work and addressing the challenges of the modern workplace.

“Congress calls on the General Council to:

- seek commitment from all political parties to support the devolution of employment law ahead of the 2026 elections;
- lobby the Scottish Government to:
  - adequately address the challenges of the gig economy, automation and AI
  - provide robust protections and workers’ rights in the context of these changes
  - secure above inflation investment into union learning
  - advocate for a renewed partnership between the Scottish Government, unions, and employers ensuring

workplaces are fair, inclusive for the future; and

- campaign for increased union involvement in policy making on issues such as automation, digitalisation, and AI, ensuring these areas benefit workers and do not undermine job security or conditions.”

*Mover: Communication Workers' Union*

## 67. FAIR WORK

“That this Congress notes that the Fair Work Convention stated in 2020 that ‘faster progress on fair work is urgently needed if Scotland is to become a Fair Work Nation by 2025’, which is the Scottish Government’s stated ambition within its ‘Fair Work Action Plan’.

“Congress notes that it’s common in some employers for lip service to Fair Work without workers being given a real say. For example:

- worker representatives may be consulted sometimes, but not on matters deemed controversial;
- worker representatives may be sidelined into discussions with specific employer ‘representatives’ who themselves hold no real power;
- important information may be deemed by the employer ‘too sensitive’ to share with workers; and
- genuine consultation meetings may be offered, but not facility time

“Under the Scottish Government’s ‘Fair Work First’ policy, the main verification method for whether an employer abides by Fair Work principles is a check of whether they have published a statement on their website. There are no effective escalation mechanisms for dealing with employers who renege on Fair Work principles. Additionally, employers are frequently being given exemptions when not meeting the Fair Work First criteria for procurement.

“The UK Government have announced plans for a Fair Work Agency, which will reportedly have enforcement powers.

“Congress instructs the STUC to:

- lobby the Scottish Government to publish data on employers’ compliance with the Fair Work principles and the Fair Work First criteria for procurement;
- lobby the Scottish Government to implement mechanisms that ensures compliance with the Fair Work principles and the Fair Work First criteria;
- lobby the Scottish Government to implement escalation mechanisms and sanctions for employers who renege on commitments;
- campaign against outsourcing in government procurement contracts; and
- raise the profile of the Scottish Government’s Fair Work commitments as part of political campaigning, with a view to securing improvements.”

*Mover: Public and Commercial Services Union*

## AMENDMENT

Paragraph 5, insert fourth bullet point:

“lobby the Scottish Government to not wait for the UK’s Fair Work Agency, but to ensure now that trade unions are

regarded as the gold standard in the workplace, including in evidencing compliance and establishing a clearer and strengthened role in monitoring and enforcement of Fair Work;”

*Mover: GMB Scotland*

## 68. ADVANCING FAIR WORK FOR MUSICIANS AND CREATIVE WORKERS

“That this Congress notes the Scottish Government’s commitment to Fair Work as outlined in its Fair Work Framework.

“Congress expresses concern that musicians and other creative workers often face systemic barriers to achieving Fair Work, including precarious employment, low pay, lack of job security, and inadequate representation. These issues have been exacerbated by the challenges posed since the COVID-19 pandemic, rising living costs, and uncertainty around arts funding.

“Musicians often work in late night, informal settings where drugs and alcohol are often present. Congress believes that Fair Work must also extend to the safety and well-being of musicians who work these demanding hours.

“Moreover, creative workers frequently perform work for which they are not remunerated. This invisible, unpaid labour undermines the principles of Fair Work and devalues the contributions of creative professionals.

“Congress believes that:

- fair work must extend to all sectors where non-traditional employment structures are prevalent;
- fair work principles should be embedded into all publicly funded arts programs in Scotland, ensuring fair pay, clear contracts, and safe working conditions for all workers; and
- musicians and creative workers must have effective voice and representation, including through collective bargaining and trade union engagement.

“Congress calls on the STUC to:

- advocate for the Scottish Government to make compliance with Fair Work principles a mandatory condition for receiving public funding in the creative sectors;
- work with the MU and creative unions to campaign for improved pay, job security, and working conditions for creative workers;
- lobby for more robust enforcement of non-compliance with Fair Work principles in the creative industries including developing an accreditation system tailored to the creative industries; and
- ensure the voices of creative workers are included in national discussions on Fair Work policy, highlighting the unique challenges of non-traditional employment.”

*Mover: Musicians' Union*

## 69. ENHANCING AND ENFORCING FAIR WORK

“That this Congress continues to support Fair Work for all sectors of our economy. We welcome the Scottish Government’s efforts to embed Fair Work for public sector employees, and in public procurement and grants. Fair

Work balances the rights and responsibility of employers and employees, generating benefits for individuals, organisations, and all of Scottish society. Promotion of the Real Living Wage in particular has helped reduce in-work poverty, providing stability in our economy and workers lives.

“Congress notes, however, that Fair Work rules are inconsistently applied and inadequately enforced. In some cases, large employers have abandoned Fair Work principles yet continued to receive substantial public funds. In other cases, public employers have themselves engaged in practices seemingly inconsistent with Fair Work.

“Congress calls on the Scottish Government to:

- improve the application and enforcement of Fair Work conditionality across the private, public and third sectors within its current powers;
- extend Fair Work conditionality to new areas, such as ScotWind leases;
- strengthen Fair Work rules, to include mandatory trade union recognition where a request is made by the workforce; and
- continue supporting the work of the Fair Work Convention, including any academic or other research needs deemed necessary by the Convention.

“Furthermore, Congress calls on the UK Government to implement enhanced Fair Work conditionality in reserved areas, such as when awarding Contracts for Difference to energy generation projects.”

*Mover: Moray Trades Union Council*

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## **70. TACKLING RACISM IN THE WORKPLACE THROUGH A FAIR WORK FIRST LENS**

“That this Congress notes:

- the alarming rise in reported cases of racism in workplaces, as highlighted by recent surveys conducted by Unison Scottish Black Members Committee;
- surveys reveal a significant lack of trust in reporting mechanisms, leading to underreporting of incidents and perpetuating a culture of fear and silence;
- the success rates of race-related cases in workplace tribunals are dismally low, highlighting a legal and procedural landscape that fails to protect those who experience racism; and
- the Fair Work First framework provides a crucial opportunity to address these issues by promoting fairness, respect, and equality in the workplace.

“Congress believes:

- racism contradicts the principles of Fair Work First and so effective measures must be implemented to create safe and inclusive environments where all workers feel empowered to report racism without fear of retribution; and
- employers have a responsibility to cultivate a culture of respect and accountability, but a union’s endorsement of any organisation’s Fair Work First Statement has considerable value and we must ensure that it is not granted until each organisation’s Fair Work First practice

contains commitments towards equalities outcome recording, reporting, and remedial actions.

“Congress resolves:

- to call upon the Scottish Government to enhance the Fair Work First framework by integrating specific guidelines aimed at combating workplace racism and fostering inclusive practices;
- to urge affiliated unions to actively engage, support Black members and participate in training programmes that increase awareness of racism and effective reporting mechanisms; and
- to advocate for robust support systems that help victims of workplace racism navigate the reporting process, ensuring their voices are heard and validated.”

*Mover: STUC Black Workers’ Conference*

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## **71. SUPPORT FOR THE FBU DECON CAMPAIGN AND FIREFIGHTER HEALTH PROTECTIONS**

“That this Congress is alarmed by recent research findings into the health of firefighters who attended the Grenfell Tower fire that reveals 136 (one in four) are now suffering long-term health disorders, including:

- 66 cases of digestive diseases
- 64 cases of respiratory diseases
- 22 cases of neurological diseases
- 11 cases of cancer.

“These findings underline the urgent need for action. Congress has previously acknowledged the FBU’s DECON campaign, which advocates for stronger protections to reduce toxic exposures, introduction of measures to safeguard firefighter health, and legislation to ensure that affected firefighters are given the compensation and protection they deserve.

“Congress demands that the Scottish Government act immediately to:

- introduce presumptive legislation to recognise specific cancers and diseases as occupational illnesses for firefighters;
- increase funding to allow the Scottish Fire and Rescue Service to implement decontamination procedures, increase access to protective equipment, and training as per the FBU DECON campaign and best practice document;
- establish annual and lifelong health monitoring programs for firefighters; and
- collaborate with the FBU to deliver these essential protections.

“Congress calls on the General Council to support the FBU in campaigning for immediate, decisive action. Firefighters risk their lives for others and deserve to have their health and wellbeing prioritised.”

*Mover: Fire Brigades Union*

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## **72. WEATHER WARNINGS**

“That this Congress believes the red weather warning in January showed that the health and safety of workers is

being put at risk by employers ignoring advice and making their staff attend work under life threatening travel and working conditions. Unions did great work supporting their members through this period, but it is a battle that should not have to be fought.

“Congress calls upon the STUC General Council to work with affiliated unions and trades councils to organise a political campaign to pressure the UK Government into legislating to protect workers during life threatening red weather warnings with non-essential workers having the right not to attend the workplace and receive pay for that day and essential workers to be given protection, and there be procedures in place for travel and work during such conditions.”

*Mover: West Lothian Trades Union Council*

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### **73. EXTREME WEATHER**

“That this Congress notes that Storm Eowyn and the ongoing accelerated climate crisis create a great risk to the welfare of workers involved in precarious contract work including workers in the hospitality, retail and care sectors. Storm Eowyn saw an unprecedented number of employers showing disregard for workers’ welfare, with many workers either being asked to clock in during the red weather warning or being given the ‘option’ of not going to work without pay.

“Congress calls on the STUC General Council to:

- work alongside affiliates to deliver education programmes regarding employment rights during extreme weather to those most likely to enter precarious work, such as senior phase high school children and migrant workers;
- continue to popularise the fair work charter for severe weather events; and
- promote the work of affiliates who engage in organising around keeping workers safe during extreme weather events.”

*Mover: STUC Youth Conference*

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### **74. ENSURE ‘WORKER VOICE’ THROUGH TRADE UNION RECOGNITION AND ENGAGEMENT**

“That this Congress notes with concern the large number of exceptions granted by the Scottish Government in respect of ‘worker voice’, Fair Work First conditionality when applying for Government grants, or Government contracts. We further note with concern that the Scottish Government and its awarding bodies are not strenuous enough in enforcing the worker voice criteria as being delivered through Trade Unions as the independent voice of workers where a Union organises in a workplace.

“2025 is the year that Scottish Government set itself to become a ‘Fair Work Nation’. As Trade Unions we welcomed their statements that ‘worker voice’, a key component of Fair Work delivery, was best achieved through Trade Union recognition and engagement, as measured in their own National Performance Framework targets around Collective Bargaining.

“We further welcomed the conditionality around ‘worker

voice’ in respect of applications for public grants and on contracts for provision of services.

“Sadly, as our members across the creative sector are finding, Trade Union delivered ‘worker voice’ has far too often been discounted, and employer established ‘employee forums’ with no independence or accountability are being taken as acceptable by awarding bodies such as Creative Scotland.

“Congress rejects this approach, as it rejects the claims from Scottish Government officials that enforcing the Scottish Government’s preferred Fair Work outcomes around ‘worker voice’ could be seen as a reserved matter.

“Congress calls upon the General Council to continue to campaign for and to lobby the Scottish Government to deliver ‘worker voice’ through Trade Union recognition and engagement.”

*Mover: Prospect*

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### **75. RECOGNITION IN RENEWABLES AND JUST TRANSITION**

“That this Congress notes that thousands of members are represented by STUC affiliated unions across the renewable energy sector in Scotland and across the UK.

“As efforts intensify towards net zero, the need for a just transition for workers in affected high carbon industries intensifies too. Jobs in the renewables sector need not have inferior terms and conditions and must have the same protections as those in more traditional energy sectors.

“The renewable energy sector is a safety critical industry. Workplaces with union recognition are safer workplaces where employees have more job security and have a greater positive impact on the local economies.

“Scottish Power Renewables stands out as one of the established employers who, despite making hundreds of millions of profits from onshore and offshore generations, refuse to allow union members access to collective bargaining.

“Scottish Power staff in more traditional areas have access to full collective bargaining, equivalent staff in Scottish Power’s parent company in IBERDROLA renewables in Spain have full collective bargaining rights, yet Scottish Power Renewables continue to refuse to give collective bargaining access to our members in Scotland and the UK.

“This Congress calls upon the incoming General Council to continue to work with unions to lobby the Scottish and UK Governments to ensure that renewables companies commit to recognise their unions and give their staff full access to collective bargaining and highlight those companies who refuse to do so.”

*Mover: Prospect*

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### **76. REPEAL OF THE TRADE UNION ACT 2016 AND THE REPEAL OF THE STRIKES ACT 2023**

“That this Congress welcomes the UK Labour Government’s intention and promise to repeal the Trade Union Act 2016, and repeal the Strikes Act 2023, as part of

the Employment Rights Bill.

“Congress notes that the Trade Union Act 2016 (enacted 2022) and the Strikes Act 2023 has had significant negative effects on all trade unions: undermining democracy, reducing morale and causing stress at a time when workers were already in crisis. In addition, this legislation continues to cause significant financial hardship to both small and large trade unions because of the Certification Office levy and the requirement for paper ballots for elections ballots and strike ballots.

“Congress believes, that the calculation and implementation of the Certification Office levy seemed arbitrary, which caused the appearance of callous intent. “Congress calls on the STUC General Council to lobby and campaign with affiliate unions, and the TUC to:

- make sure that the UK Labour Government follows through in its promises to fully repeal the entirety of the Trade Union Act 2016, and repeal the Strikes Act 2023, as part of the Employment Rights Bill - including scrapping the Certification Office levy, scrapping the extended punitive powers of the Certification Officer, and banning complaints to the Certification Office by anti-union ‘third parties’;
- make sure that the UK Labour Government follows through in its promise to permit ‘modern and secure electronic balloting’ for trade unions as soon as possible, for all elections and statutory strike ballots; and
- demand an immediate intervention by the UK Labour Government to halt the Certification Office levy charges for 2024 – 2025, which are due on May 31st 2025.”

**Mover: Scottish Artists Union**

#### **AMENDMENT**

After bullet point 3, insert additional bullet points:

- ‘remove the obligation on trade unions to re-run a ballot every six months.’
- ‘reverse the last Government’s draconian increase to the maximum damages that may be awarded against trade unions.’

**Mover: NASUWT**

#### **77. DOMESTIC ABUSE AS A WORKPLACE ISSUE**

“That this Congress notes that there were over 60,000 domestic abuse incidents reported to the police last year in Scotland, in 4 out of 5 of these incidents there was a female victim and a male perpetrator. Many of these women are targeted whilst at work.

“Congress recognises that much work has been done in raising awareness and the provision of support, including the Domestic Abuse Scotland Act 2018 and 2021 which provide a useful and welcome framework but still contain holes. For example, there is no statutory requirement for employers to have a domestic abuse policy and ACAS guidance merely recommends that employers consider the adoption of a policy.

“However, Congress also notes that whilst the cost of domestic abuse to business is significant in terms of output, only 5% of organisations have a specific policy.

“We call on Congress and the STUC to call for a statutory duty on employers to adopt workplace domestic abuse

policies that include a commitment to training, zero tolerance of abuse and appropriate support to victims.”

**Mover: British Dietetic Association**

#### **AMENDMENT**

After paragraph one, insert additional paragraph:

“Congress notes increased awareness of coercive control, and the recent alignment of this with other domestic abuse offences in recognition of the harm caused. However, guidance for how to recognise and address coercive control in the workplace has to keep pace with legislation.”

**Mover: Public and Commercial Services Union**

#### **78. SLAPPS**

“That this Congress notes the wilful and self-serving recourse by wealthy individuals and organisations who misuse a variety of legal and other mechanisms to harass, intimidate and silence journalists, campaigners, and those who want to expose misconduct.

“These legal and other actions, known as SLAPPS (Strategic Lawsuits Against Public Participation) curtail free speech and fair comment, and have a chilling effect on a free press and have no place in an open and transparent democracy.

“Congress welcomes the Anti-SLAPP provisions incorporated in the Economic Crime and Corporate Transparency Act 2023, as well as the important and useful work to make SLAPPS less prevalent by the Solicitors Regulatory Authority. It further notes the recent indication by the UK Prime Minister that his Government might take action to tackle this issue. Congress notes that many members of the Labour Cabinet previously backed a private member’s bill against SLAPPS which fell when the July 4 General Election was called.

“Congress notes the words of the British Ambassador to the UN Human Rights Council in June 2024: ‘We are committed to the safety of all journalists, reflecting their contribution to an open, functioning democracy. We oppose all attempts to restrict press freedom, silence debate, abuse journalists, or spread misinformation - whether online or offline.’

“Congress therefore instructs the General Council to give its full support to the continuing campaign, by the NUJ and others, to press both the UK and Scottish Governments to immediately end their procrastination and introduce legislation to stop, at an early-stage, oligarchs and others misusing the courts to block scrutiny of matters of public interest.

“Congress further instructs the General Council to help forge a cross-party coalition to lobby the Scottish Parliament to accelerate pre-legislative consultation on the anti-SLAPPS bill promoted by the former MP, Professor Roger Mullin.”

**Mover: National Union of Journalists**

## SECTION 8: TRADE UNION ORGANISATION

### 79. PENSIONS - ENSURING THAT GOVERNMENT AND EMPLOYERS TAKE RESPONSIBILITY

“That this Congress notes that pensioner poverty is a real issue in Scotland. With the progressive removal, by employers, of defined benefit occupational pension schemes in favour of defined contribution arrangements, and the larger burden of cost, and all the investment risk, now lies with the workers.

“Pensions are deferred wages. By making insufficient contributions, employers are effectively cutting the pay of their workers and abdicating their responsibilities to them. They are leaving the state to pick up more of the tab for post-retirement living costs through the welfare and benefits system.

“Scotland is particularly worse off. It is known that Scots face higher mortality rates than the rest of the UK. Further, we see little recognition from Westminster of the fact that a higher proportion of the pension income here goes towards heating bills.

“It is right that the state provides a pension income floor that nobody should fall below. It is also right that employers properly look after all the workers that sustain their businesses. The time for redress is now.

“Congress therefore instructs the STUC General Council to:

- support campaigns for the raising of the value of the Basic State Pension and for halting plans to increase further the State Pension Age;
- work with both TUC Education and Scottish Union Learning to develop and deliver programmes that train and equip our union reps and negotiators with the knowledge and skills to drive improvements to employer pension contributions. Part of this would be to secure agreements for non-contributory pension schemes, or agreements which ensure that employee contributions are not just matched by employers, but that apply multipliers to employee contributions to even the burden of pension costs; and
- support branches to carry out equality impact assessments to ensure that the gender pensions gap is being actively addressed.”

*Mover: Prospect*

### 80. DROP THE DISCRETION CLAUSE

“That this Congress notes that NHS employment policies regularly include clauses usually worded ‘at the Manager’s discretion’. These can be used to invalidate governance policies which might otherwise be balanced and fair. The clause renders the whole policy meaningless, as the decision is simply ‘up to the manager’. This management tool is ubiquitous, but most commonly found in policies that can ‘give’ something to the member, such as Special Leave.

“Congress believes:

- that these clauses allow managers to choose whether or not to apply the policy, or some part of it. This results in members being treated differently, and leads to allegations of discrimination where members have protected characteristics.

“Congress calls on the General Council to encourage affiliates to be vigilant in regard to these policies, and to consider the option to refuse to sign or agree policies with this clause.”

*Mover: Hospital Consultants and Specialists Association*

### 81. MEMBERS MUST SIGN ON THE LINE

“That this Congress notes that, within the NHS, management referrals to Occupational Health are rarely shared and agreed with members prior to submission. This is despite many referral forms reminding managers expressly that Occupational Health ethics, and Data Protection law, make this a pre-requisite.

“This practice of excluding members from sharing in the content and detail of their manager’s referral to Occupational Health is no accident, and neither is it simply about practical convenience. In reality, it allows managers to include inappropriate information to suit management agendas, and to ask ‘leading’ and unfair questions. Further, it prevents members from getting trade union advice on the content, prior to agreeing these Occupational Health management referral submissions.

“Congress further notes that Occupational Health services can be split into two groups - in-house and contracted. However, neither is immune to lopsided influence from management.

“Congress believes that the remedy for biased Management Occupational Health Referrals is that members must sign and date Management Occupational Health Referrals to confirm that they have read them, understand them, and agree to their submission.

“Congress calls on the General Council to promote this best practice to affiliates.”

*Mover: Hospital Consultants and Specialists Association*

### 82. X AND REGULATION OF SOCIAL MEDIA

“That this Congress resolves that the General Council should write to all affiliates, the Scottish Government, all Councils and Health Boards in Scotland urging a total withdrawal from and boycott of X (formerly Twitter).

“This is because, under Elon Musk, not only has it become a platform for racists, fascists and conspiracy theorists, its algorithms actively promote their views. It also has no effective fact checking.

“Congress further resolves to campaign to persuade the UK Government to pass legislation making all social media owners liable for discriminatory content on their platforms.

“To make this effective, the levels of fines and damages that could be levied as a deterrent for billionaire owners would need to be much higher than those currently in



force for print and broadcast media.”

*Mover: Dumfries & Galloway Trades Union Council*

#### **AMENDMENT**

Add final paragraph:

“Congress equally condemns the use of the social media, including X, to promote war narratives such as the statement by the General Secretary of NATO, Mark Rutte, in January 2025 listing China, among other countries, as comprising a new Axis of Evil – the term used by G.W. Bush to mobilise support for the illegal and disastrous invasion of Iraq.”

*Mover: Fife Trades Union Council*

#### **83. SOCIAL MEDIA PLATFORM X**

“That this Congress believes that the social media platform X and its owner Elon Musk have descended into open promotion of fascism, bigotry and discrimination utilising the algorithms to push this on to every screen that uses X.

“Congress calls upon the STUC to research a viable alternative and appropriate social media platform to use for communication and have a plan for transitioning to it for affiliated unions, trades councils and groups to use. This should progress swiftly and be in place as soon as possible.”

*Mover: West Lothian Trades Union Council*

#### **84. ABUSE OF ATTENDANCE MANAGEMENT POLICIES**

“That this Congress acknowledges that attendance management policies can help to deal with persistent absence in a fair and transparent manner, if they are well thought out and agreed with union representatives. However, the use of automatic ‘trigger points’ for attendance meetings, or even automatic sanctions, is a heavy-handed approach likely to cause unnecessary stress and counterproductive workplace behaviour. For example, employees may return to work while still ill (and therefore at risk of infecting colleagues), or stay off longer than necessary, to avoid reaching a ‘trigger point’. At its worst, a poorly designed system which leaves wide scope for subjective judgement can give numerous opportunities for workplace bullying, with managers constantly holding the threat of disciplinary meetings and sanctions over staff already under stress from health or family difficulties.

“Congress calls on the General Council to gather information from affiliates on attendance management policies and how they are used in the workplaces of our trade union members. This should uncover good practice in this area, in line with ACAS recommendations, as well as revealing the nature and extent of the misuse of such policies.

“Congress further calls on the General Council to use the outcomes of this research to:

- add appropriate additional advice to guidelines on dealing with workplace bullying; and
- develop a model sickness and absence management agreement that union reps can include in negotiations

with managements and incorporate in existing house agreements.

*Mover: National Union of Journalists*

#### **85. SEXUAL AND SEXIST HARASSMENT IS ENDEMIC IN OUR WORKPLACES BUT ALSO IN OUR TRADE UNIONS**

“That this Congress commends the work that the STUC Women’s Committee have been undertaking on the issue of sexual harassment in the workplace and on their reports silence is compliance and still silent.

“As the report says, sexual harassment is every bit as endemic as it has been for decades, and with the US election results and the rise of online misogyny, it is even more vital that trade unions use our collective strength to hold employers to account.

“Individual women cannot bear the risk or the effort for stopping sexual harassment in the workplace. At present, the narrative is typically framed as a conflict between two people, to be dealt with through grievance policies, and the onus is placed on, usually the woman, to prove that the behaviour encountered is worthy of taking note. As unions, we are just as guilty at perpetuating this narrative. We move towards a systemic understanding that it is rooted in inequality and understanding of the intersectional nature of that inequality.

“We also need to recognise, from numerous reports across the UK’s trade unions, that sexual and sexist harassment is just as prevalent in our own organisations as it is in the employers we work with.

“The Giselle Pelicott case has shown us the normality of the attackers and highlighted the need to reform the inadequate consent culture.

“Congress asks the STUC General Council to make this a campaign priority and to coordinate amongst unions the sharing of policies and of training packages and to lead from the top by demonstrating training on prevention of sexual harassment being a key part of the new General Council induction process.”

*Mover: Chartered Society of Physiotherapy*

#### **86. DECLINE OF SAFETY IN THE WORKPLACE**

“That this Congress notes the HSE reported in 2023-24, that 138 workers were killed in workplace accidents in Britain is of great concern.

“Scotland had the highest death rate by region at 18 deaths.

“Congress also notes that at 51 deaths, construction was the sector with most workplace deaths, a 70% increase on the previous year.

“Although workplace deaths broadly remained in line with pre-pandemic levels, however whilst not at 2018/19 levels, the trend remained worryingly high in 2023/24.

“Congress is rightly concerned by these figures and the fact that there was an increase from the previous years suggests more needs to be done.

“With £100 million of Government funding being seized from the HSE budget since 2011 and a rapid decline of

HSE inspectors, over 25% since 2010, the effects of which are stark and visible, which are being borne out by the statistics.

“Congress notes also a reported 32% fall in unannounced visits by the HSE is having a rapid and immediate negative impact on workplace safety.

“Add into the mix recruitment and retention problems, financial pressures, profit margins for companies and increased workloads for employees, workplace safety may not be the priority it once was which has led to a decline in workplace conditions.

“We are witnessing the decline of safety in the workplace.

“Congress calls upon the General Council to:

- carry out in depth surveys on employees’ views on health and safety within their workplaces;
- raise a new education campaign to highlight workplace health and safety issues;
- lobby the Westminster Government to increase its funding of the HSE;
- urge the HSE to reconsider how it disperses its resources on site visits; and
- work with affiliates and employers to promote a reinforced health and safety campaign/drive.”

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

#### **AMENDMENT**

Insert an additional bullet point after the third:

“lobby the Westminster Government and HSE to ensure that an appropriate amount of any extra funding is used to return the number of qualified Inspectors to the levels seen in 2000”

**Mover:** *Prospect*

#### **AMENDMENT**

After paragraph 4, insert new paragraph:

“Additionally, numbers of non-fatal accidents have not appreciably decreased for 20 years, with work-related mental ill-health increasing dramatically over this period.”  
Paragraph 7, after “safety” insert:

“as is the failure of the HSE to take prosecutions against employers destroying employees’ mental health”

Paragraph 9, fourth bullet point, after “visits” insert:

“and to investigate cases of work-related mental ill health”

**Mover:** *NASUWT*

#### **87. MOWI – ORGANISING WORKERS AT MOWI**

“That this Congress agrees to reinforce its commitment to support the work of BFAWU to organise MOWI Rosyth. 12 months on from the launch of its organising campaign, the company is still refusing to engage with the BFAWU in Scotland, even while it recognises NNN union in Norway. MOWI continue to hide behind draconian legislation and respond in a hostile manner to the BFAWU and supportive MSPs when approached.

“Congress calls on the General Council to practically support the campaign by calling out the targeting of active members publicly, meeting with the BFAWU, sharing content produced by the union regarding MOWI and

adding pressure both industrially and politically on MOWI to engage with the BFAWU, allowing the union access to workers and representation.”

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

## **SECTION 9: EQUALITY & SOCIAL JUSTICE**

#### **88. LET’S TALK ABOUT ASSISTED DYING**

“That this Congress notes assisted dying is an emotive and complex issue which people hold differing and strong views about. The issue can be polarising.

“Common arguments against assisted dying are based on appealing to the rights of disabled people, and based on religious, moral, and political arguments.

“Many surveys representing individuals, organisations, and health professionals reflect varying levels of support depending on the prognosis and professionals that may assist. Some remain opposed or silent on the issue, and others have shifted their policy position to neutrality or support.

“The issue has previously been debated, and defeated, in the Scottish and UK Parliaments. In May this year, Jersey’s States Assembly debated this issue and approved assisted dying for those with a terminal illness ‘causing unbearable suffering’. Scotland is progressing down a similar route with an Assisted Dying for Terminally Ill Adults (Scotland) Bill being introduced.

“Congress re-affirms its commitment to the Social Model of Disability. This itself raises questions as to whether support for the Social Model of Disability and support for assisted dying are mutually exclusive.

“However, this debate is happening, and as disabled people are among those most vulnerable to abuse of legalised assisted dying, it is important.

“Congress calls on the General Council to work with the STUC Disabled Workers’ Committee to:

- ask affiliates to conduct a study of disabled workers’ views in Scotland as a starting point to an informed discussion on issues arising from the Bill;
- use the study’s findings as the basis for a considered debate with a view to achieving a Scottish policy position across affiliates; and
- contribute to the present Assisted Dying for Terminally Ill Adults (Scotland) Bill.”

**Mover:** *UNISON*

#### **AMENDMENT**

Bullet point 1, insert:

“workers’ views in Scotland, including” after “study of”

Bullet point 1, delete:

“workers’ views in Scotland” after “disabled”

Insert new bullet point 3:

“to set up a short-term working group to carry this out”

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

## 89. CASS REPORT AND COUNTERACTING ITS BIAS

“That this Congress notes the Cass Report was published on the 10th April 2024 and since then, experts in the field of trans healthcare have reviewed the report and condemned the methods used within the report.

The BMA announced they would be undertaking an evaluation of the report. Educational psychologists signed a letter expressing concerns about the report. Academics have published a number of critiques focussed on both the methodological issues and the inconsistencies in the report.

“They have highlighted problems with the Cass Review that include substandard and inconsistent use of evidence, non-evidenced claims, unethical recommendations, overt prejudice, pathologisation, and the intentional exclusion of service users and trans healthcare experts from the Review process.

“Congress notes that some parts of the Report could help in improving trans healthcare, however it should not pick and choose which parts of a report it should look at. Puberty blockers are no longer allowed to be prescribed to trans youths, though are still in use for precocious puberty. They are either safe for all children or not safe for any, this is discrimination toward a very vulnerable group of young people.

“Congress calls on the STUC General Council to:

- campaign against the actions the Scottish Government and Gender Identity Clinics (GIC) took in 2024 to endorse the Report;
- call for an inquiry into the long waiting times for young trans and non-binary patients within the Scottish GIC system; and
- raise concerns with the Scottish Chief Medical Office and Scottish Government.”

*Mover: STUC LGBT+ Workers’ Conference*

## 90. END SLAVERY & EXPLOITATION IN HEALTH & SOCIAL CARE

“That this Congress notes with alarm the reports of slavery and discrimination reported by UNISON’s migrant workers.

“Congress notes that the Home Office presides over the racist enslavement of skilled workers who protect the care system from collapse. Workers are often recruited on false promises and charged illegal recruitment fees. Workers are then enslaved under debt bondage and coerced to endure exploitation and unfair work.

“Congress also notes that employers commonly threaten the withdrawal of sponsorship to perpetuate a culture of bullying, harassment and discrimination under the threat of deportation. Employers then use gagging clauses to conceal these practices and sue workers if they try to escape.

“Congress believes that, while working conditions in care are unfair, the experience of migrant workers is even more extreme and is clearly linked to race.

“Congress believes that, while enslavement is designed

and enforced by Westminster, it is funded and administered by Scottish public bodies.

“Congress resolves to unite the trade union movement in opposition to slavery and exploitation.

“Congress demands that:

- the Labour Government repeals the racist enslavement of workers inherited from the previous Tory Government;
- the Scottish Government uses ethical commissioning, contract management and zero-tolerance enforcement to withdraw funds from racist employers and make equality and human rights a reality in social care; and
- as an immediate minimum, all workers should be guaranteed the right to join a union, escape slavery and move to a Fair Work employer without victimisation or financial penalty.”

*Mover: UNISON*

## 91. TRADE UNION AND HUMAN RIGHTS FOR MIGRANT CARE WORKERS

“That this Congress resolves that the STUC should launch a public campaign in 2025 to improve the contracts and working conditions of migrant care workers.

“As a first step, Congress resolves that the STUC General Council should write to all Councils, Health Boards and NHS/Council Joint Boards in Scotland as soon as practicable demanding that they commit publicly to employing any care workers whose Certificate of Sponsorship is revoked or threatened by their employers due to them insisting on trade union rights including the following:

- equal treatment and the same contracts as UK born workers;
- occupational sick pay schemes for all workers equivalent to those applying to NHS employees;
- trade union recognition for collective bargaining in the care sector; and
- refunds by care sector employers of all fees charged by the Home Office for Certificates of Sponsorship, visas and biometric cards as well as any fees charged by agents abroad who ‘found’ UK jobs for care workers.

“Congress further resolves that the STUC General Council should campaign for basic human rights for all workers from abroad including:

- restoration of the right to be joined by their dependents;
- free access to NHS healthcare; and
- full access to benefits”

*Mover: Dumfries & Galloway Trades Union Council*

## 92. HATE SPEECH – CHANGING THE NARRATIVE

“That this Congress notes with increasing concern the prevalence of hate speech on social media and beyond, seemingly with impunity.

“Congress is appalled to see the language of the Far Right and right-wing extremist influencers permeating and becoming normalised, including amongst some of our young people.

“Congress is deeply concerned about the climate and impact of racism, sexism and misogyny, homophobia, transphobia, ableism, and religious hatred affecting the lives of children and young people.

“Congress is further concerned that teachers with protected characteristics are being disproportionately targeted with increased challenges to their authority as well as abuse and assaults.

“Congress agrees that if such behaviours go unchallenged, this creates a corrosive working and learning environment which can have a devastating impact on the health and welfare of teachers as well as the young people witnessing it.

“Congress is concerned that current behaviour approaches in schools take little cognisance of prejudice-based abuse, in particular the use of restorative approaches and the impact of these on staff who have been abused.

“Congress asserts that it is incumbent on affiliates to work collaboratively to challenge hate speech at all levels and calls on the STUC General Council to help change the narrative by:

- promoting positive stories of trade union activists which challenge Far Right narratives, including within the STUC Unions into Schools work;
- providing/facilitating training for affiliates on difficult/challenging conversations;
- offering updates, training and webinars on equality issues, promoting and empowering allies to stand up for the rights of all; and
- campaigning for earlier support and education on hate speech at primary school, recognising that, by secondary school, many pupils may already have been exposed to Far Right narratives.”

**Mover:** *NASUWT*

#### **AMENDMENT**

Paragraph 4, line 1, after “teachers” insert “especially those”

Paragraph 6, line 2, delete “little” and replace with “insufficient”

Insert additional paragraph after paragraph 6:

“Congress supports positive pupil behaviour policies with restorative practice embedded, containing clear boundaries and expectations of pupil behaviour, with an escalatory set of consequences for serious or repeated transgressions.”

Bullet point 4, line 2, after “speech” insert “and Far Right narratives for all pupils, including those”

Bullet point 4, delete “recognising that, by secondary school many pupils may already have been exposed to Far Right narratives” and replace with “and appropriate professional learning for teachers and support staff.”

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

#### **93. RISE OF THE FAR RIGHT**

“That this Congress notes that, contrary to the narrative from the right-wing media, many referrals on Scottish university campuses under the prevent duty are for Far

Right activists and Far Right activity.

“Congress notes with alarm, the apparent rise of support for Reform UK at the last general election, including in Scotland, and that some polls have them returning up to 12 MSPs at the next Scottish Parliament elections. This is despite the party’s ongoing association with people with links to the Far Right and is in addition to specific and longstanding organisational forms of certain parts of the Far Right in Scotland through Loyalist organisations.

“Congress believes that the Far Right is emboldened by Reform UK attempting to bring Far Right-wing ideals into the political mainstream.

“Congress notes the support from trade unions and the STUC in countering the Far Right and supporting Stand Up to Racism’s work, including the 2024 UK national demonstration in October and September counter protest in Glasgow. Congress congratulates the general council and organisers for the support and holding of the annual St Andrews Day Anti Racism March which sends an important message of defiance to racists and fascists that they are not welcome in Scotland now any more than they were 40 years ago.

“Congress believes that trade unions’ support for anti-racist activity and anti-fascism is critical in opposing the Far Right and attempts to normalise their ideals.

“Congress reiterates its support for Stand Up to Racism, and calls on the STUC to:

- support trade unionists to organise against and challenge racism every day in their workplaces and to present an alternative to populist Far Right ideologies;
- continue to mobilise affiliated trade unions to support Stand Up to Racism events and other events opposing the Far Right; and
- mobilise affiliates to attend the annual St Andrews Day march.

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

#### **94. CAMPAIGNING AGAINST REFORM UK**

“That this Congress notes:

- Reform UK, a Far Right party promoting divisive racist ideas, won four million votes in the 2024 General Election, has grown to over 100,000 members and is setting up local branches and standing candidates across Britain;
- ordinary people are angry at decades of austerity, cuts, declining living standards and attacks on jobs and conditions. Reform UK seeks to point the finger away from the rich, employers and politicians that support these policies and to blame refugees, migrants and Muslims;
- electoral support for Reform has combined with an explosion of fascist activity. The summer Islamophobic riots and pogroms were preceded and followed by rallies of tens of thousands organised by the fascist ‘Tommy Robinson’; and
- mass resistance in communities stopped the riots, stopped the Far Right in Scotland from spreading the violence into our communities here and broke Robinson’s momentum.

Congress believes:

- divisive racist ideas will stop ordinary people from fighting to improve their conditions;
- the rise of Reform UK is not inevitable. Further anti-racist resistance can stop them from having a breakthrough in Holyrood in 2026;
- we need maximum unity in action against racism, Reform UK and fascists;
- trade unions have a central role to play in stopping racism from dividing us; and
- culture is a site of anti-racism and anti-fascism.

Congress calls on the General Council to:

- continue to support Stand Up to Racism and its initiatives to unite working class people against the threat of the Far Right;
- support SUTR Scotland’s annual conference, which this year will be a summit against the Far Right; and
- support SUTR’s initiatives to mark World Refugee Day on 20 June 2025.”

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

## 95. REFORM UK

“That this Congress is alarmed at the ongoing electoral success of Reform UK Party Ltd, a populist right-wing project based on racist, anti-immigration, and ‘anti-establishment’ rhetoric. With five MPs, it now has access to public funds and a right-wing media happy to amplify their political messages. Recent local government elections show that it is gaining a foothold in Scotland. It is highly likely that trade union members are voting for Reform UK.

“Congress recognises that this dire situation requires a serious analysis. Simply condemning all Reform voters as ignorant racists is a serious misstep. While Reform voters have adopted a regressive political position, at core many have legitimate grievances such as cuts to services, a lack of affordable housing, and wage stagnation to name a few. “Congress notes that Reform’s programme has not sought to tackle these issues in any coherent way. It fails to confront a single major problem facing our economy – e.g. under-investment, profiteering, denial of workers’ rights, under-funding job-creation, apprenticeships. Instead, it promotes further privatisation of health, care, and welfare services, and cuts in corporation tax. Although Reform claims to speak for ‘ordinary people’, in reality it represents the interest of big business.

“Congress notes the failure of the Labour Party to enthuse a large part of the working-class electorate has left a political vacuum, which is being partly filled by Reform UK.

“Congress calls on the General Council to:

- arrange for the production of specific campaign materials (short leaflets, podcasts, vlogs) to expose that Reform UK are not pro working-class;
- arrange for the development of a training module for shop stewards on engaging workers on how right-wing populist parties are not the solution to problems common

to the whole working class; and

- develop these materials as part of the ‘in-house’ political education project.

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

## 96. ADDRESSING THE IMPACT OF DISINFORMATION AND OPPOSING THE GROWING THREAT OF THE FAR RIGHT

“That this Congress notes increasing economic inequality has always been fertile ground for racists and misogynists. These tropes are particularly resonant among those who feel disempowered, left behind, and alienated from their workplace and communities.

“History shows us that this unfair and unjust environment stokes the growth of counter cultures often opportunistically curated by powerful forces of the political right.

“Currently there is a population of young males who feel they have lost their place or purpose in our evolving culture, with figures like Andrew Tate, Tommy Robinson and Elon Musk amongst others trying to exploit this loss of identity for their own financial enrichment and pursuit of political power.

“With social media’s omnipresence and algorithmic hypnosis, we have young people being poisoned and radicalised by Far Right propaganda at an unprecedented pace.

“Congress therefore resolves, in partnership with affiliates and other concerned organisations, reassess our political education programmes surrounding these issues and using all means at our disposal, produce counter narratives that are aspirational and engaging.

“These resources should utilise the full range of modern media, including podcasts and videos aimed at those most vulnerable to this propaganda, ensuring that the information conveyed is engaging and relatable regardless of education levels. Aims should include:

- political organisation in the workplace & in the community;
- simplify complex issues into relatable narratives using storytelling to highlight real-life impacts and benefits of inclusive policies;
- share stories of personal growth and transformation to inspire others to address ignorance;
- engage with Disenfranchised Individuals and groups with empathy, engaging in respectful conversations seeking to understand individuals’ reality, mentorship and support for those disengaging from Far Right ideologies within our workforce;
- promote empathy and understanding;
- counter negative influences and debunk misinformation;
- promote the skills of conflict resolution; and
- promote media literacy and develop critical evaluation skills.”

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

## 97. REFORM UK, MUSK, TRUMP AND THE FAR RIGHT

“That this Congress notes:

- Reform UK, the Far Right party promoting divisive racist ideas, won four million votes in 2024 General Election and boasts 180,000 members;
- ordinary people are angry at decades of austerity, cuts, declining living standards and attacks on jobs and conditions. Reform UK seeks to point the finger away from the rich, employers and politicians that support these policies and to blame refugees, migrants, and Muslims;
- electoral support for Reform has combined with an explosion of fascist activity. The summer’s Islamophobic riots were preceded and followed by rallies of tens of thousands organised by the fascist ‘Tommy Robinson’;
- mass resistance in communities stopped the riots and stopped the Far Right in Scotland from spreading violence into our communities here and broke Robinson’s momentum; and
- Donald Trump and Elon Musk are boosting the Far Right internationally. Musk, the world’s richest man, is the leading defender of Robinson, and stoking up racism and Islamophobia.

“Congress believes:

- divisive racist ideas weaken ordinary people’s collective resistance to attacks on our conditions;
- the rise of Reform UK can be halted. Anti-racist resistance can stop them from having a breakthrough in Holyrood in 2026;
- we need maximum unity in action against racism, Reform UK and fascists;
- trade unions have a central role to play in fighting racism; and
- culture is a site of anti-racism and anti-fascism.

“Congress resolves:

- to support Love Music Hate Racism cultural events and gigs;
- to support and send a delegation to SUTR Scotland summit against the Far Right in May;
- to support SUTR’s national demonstration and music festival marking World Refugee Day in Glasgow on Saturday 21 June; and
- to redouble efforts to build 2025 St Andrew’s Day event into a political call to arms ahead of 2026 Scottish elections.”

*Mover: STUC Black Workers’ Conference*

## 98. RETALIATING ROBUSTLY AGAINST REFORM

“That this Congress notes with alarm the rise of Far Right political organising across the world, with a particular focus on the UK. Due to recent electoral changes in the USA, Congress is increasingly concerned with the funding, platforming and political legitimisation of Reform and have grave concerns about upcoming local elections, the next Scottish Election, and the UK General Election in 2029. Reform is defiantly standing as a legitimate political entity based upon policies which are anti migrant, racist, anti-women and anti-LGBT+ people. Reform is drawing

strength from a co-ordinated and well-funded media campaign, including support across social media and mainstream media, as well as attracting further funding promises from various bad actors internationally. Congress is increasingly worried that Reform intends to build its political base via upcoming local council elections and targeted by-elections and wants to create a trade union response to highlight and fight back against it.

“Congress calls on the STUC General Council to:

- publicise and highlight the increasing threat of Reform as a viable political entity across all its affiliated members; and
- provide guidance / strategy and support / toolkits to enable grass root trade union activists to be able to combat misinformation from Reform in their own local communities and organisations.”

*Mover: STUC LGBT+ Workers’ Conference*

## 99. SOLIDARITY AGAINST RISING RIGHT-WING EXTREMISM

“That this Congress recognises the grave consequences of unchecked right-wing extremism that has emerged in the United States, particularly under the Trump administration. This administration has not merely accepted but actively promoted a narrow agenda that prioritises the interests of cisgender, white, middle-class Christian men, often at the expense of marginalised communities.

“It is disheartening to witness a setback in the progress that many fought hard to achieve - a regression fuelled by the votes of everyday people who may not fully grasp the implications of their choices. Despite this, Congress must turn its attention to the global implications of this shift. It is imperative that other nations don’t take this as a mandate to continue or exacerbate their own regressive policies and actions against their vulnerable populations.

“Congress must unite in collaboration with other countries to resist and confront this dangerous wave of regressive ideology that threatens human rights worldwide. LGBT+ workers in the UK have a responsibility to lead by example in their workplaces by advocating for and implementing equality policies and legislation.

“The UK is already showing troubling signs of regressive behaviour, and Congress cannot allow the detrimental impacts of Trump and associates to take hold here. Congress must remain vigilant and active in resisting these influences.

“Congress calls upon the STUC General Council to promote continuous awareness of the dangers posed by right-wing organisations and take concrete steps to counter their influence.

“Further, Congress urges the STUC to work with the Scottish Government to develop effective strategies to dismantle the infrastructures that support these harmful groups and to firmly oppose the repressive measures emanating from the US.

“Together, let us stand strong in our commitment to equality, safety, and justice for all.”

*Mover: STUC LGBT+ Workers’ Conference*

## 100. COUNTERING FAR RIGHT RHETORIC AND POLICIES

“That this Congress is appalled at entirely baseless statements made by Donald Trump attacking disabled people following the tragic Washington DC air crash in January 2025. The statements were roundly criticised by disabled peoples’ organisations including the American Association of People with Disabilities.

“Trump has previously publicly mocked disabled people and is embarked on a round of massive cuts to federal programmes which will impact services and access to work for Disabled people.

“Congress is alarmed at the mimicking of this approach by some in the UK, including in the 2024 General Election manifesto of Reform UK. There is also a more generalised trend across wider parts of the political spectrum towards blaming and shaming disabled people which must stop.

“Congress reaffirms that the politics of hate and division are an affront to trade union values, and our movement has a key role to play in countering harmful rhetoric that aims to pit different workers and communities against each other, wherever it occurs.

“Congress calls on the STUC General Council to:

- bring support and promote trade union and community organising strategies that can effectively oppose this trend;
- work to promote the rights of disabled people in society and the work place;
- design an awareness raising campaign that highlights the in-work supports that are available for disabled workers; and
- work with affiliates to ensure all union staff and reps are skilled in challenging anti-disability behaviour, comments, and actions.”

*Mover: STUC Disabled Workers’ Conference*

## 101. DEFEND THE RIGHT TO PROTEST

“That this Congress notes that:

- on January 18th 2025, the Metropolitan Police arrested upwards of 70 anti-war activists during the first national demonstration for Palestine of 2025;
- Chris Nineham, the demonstration’s chief steward, and Ben Jamal, the director of the Palestine Solidarity Campaign, were arrested and charged under the Public Order Act (2023). Both Jeremy Corbyn and John McDonnell were interviewed under police caution. Forty leading legal academics wrote to the Home Secretary following the demonstration warning of a ‘dangerous assault’ on the right to protest;
- this repression comes against a backdrop of escalating attacks on our hard-won democratic right to protest, targeting trade unionists, climate activists and many others. These abuses of the state’s power are, consequently, of our movement’s utmost concern;
- this repression does not stop at the border. In September, five peaceful protestors with Palestine Action Scotland were sentenced to between 12-14 months in prison; and
- furthermore, dozens of protestors have been arrested during peaceful Palestine solidarity activity in Edinburgh

and Glasgow since October 2023.

“Congress calls on the STUC General Council to:

- submit a Freedom of Information Request to Police Scotland, the Scottish Police Authority and the Scottish Justice Minister to establish their strategy towards policing pro-Palestine demonstrations in Scotland and publish the response; and
- express solidarity with those facing prolonged prison sentences for peaceful protest now and in future.”

*Mover: STUC Youth Conference*

## AMENDMENT

Paragraph 1, bullet point 5, line 2, after “activity in” insert: “Aberdeen”

Paragraph 1, bullet point 5, line 3, after “October 2023” insert:

“The latest Aberdeen arrests followed a Police response that saw 16 police officers, including two firearms officers dispatched to deal with 11 protesters exercising peaceful BDS action.”

*Mover: Aberdeen Trades Union Council*

## 102. SCOTTISH VISA CAMPAIGN

“That this Congress notes recent changes to the Skilled Visa earnings threshold will have a severe impact on trade union members as potentially thousands of members who work for the UK Government who were eligible under the previous rules, are unlikely to be able to be continue in their jobs. The Labour administration and the Home Office have been intransigent about the recent rule changes brought in April 2024. This change directly and disproportionately impacts BAME communities from Commonwealth countries.

“Many of the workers concerned live and work in Scotland.

“This is clearly a trade union issue, and the threat to our members, who may face potential deportation, is causing significant stress and upset for hard working, upstanding colleagues who contribute so much to the departments they work for and the communities they live in.

“The STUC should consider this to be an important strand of our anti-racism campaigning.

“We have a declining population and an aging one and Government departments fail to recruit enough staff as it is. So, the case for a Scottish Visa, to enable civil servants and others to remain working in Scotland on the lower rate currently reserved for Health and Education workers, is very clear. We know that the new Labour administration has ruled this out, but we must demand that they reconsider this.

“An injury to one, is an injury to all, and we cannot stand idly by as our colleagues are dismissed by the UK Government and then potentially deported.

“Congress calls on the General Council to:

- raise this with the Scottish Government;
- campaign to push the Government to consider all available options; and
- shame the Labour Government into abandoning this reckless Tory policy.”

*Mover: Midlothian Trades Union Council*

## AMENDMENT

Paragraph 7, after bullet point 3, add additional bullet point:

“write to the Home Office to urge them to intervene to allow the calculation of paid hours being worked to be used as the calculation.”

*Mover: Public and Commercial Services Union*

### 103. SCOTTISH VISA CAMPAIGN

“That this Congress notes:

- recent changes to the Skilled Visa earnings threshold will have a severe impact on trade union members as potentially thousands of members who work for the UK Government who were eligible under the previous rules, are unlikely to be able to continue in their jobs. The Labour administration and the Home Office have been intransigent about the recent rule changes brought in April 2024. This change directly and disproportionately impacts BAME communities from Commonwealth countries;
- many of the workers concerned live and work in Scotland;
- this is clearly a trade union issue, and the threat to our members, who may face potential deportation, is causing significant stress and upset for hard working, upstanding colleagues who contribute so much to the departments they work for and the communities they live in;
- the STUC should consider this to be an important strand of our anti-racism campaigning;
- we have a declining population and an aging one and Government departments fail to recruit enough staff as it is. So, the case for a Scottish Visa, to enable civil servants and others to remain working in Scotland on the lower rate currently reserved for Health and Education workers, is very clear. We know that the new Labour administration has ruled this out, but we must demand that they reconsider this; and
- an injury to one, is an injury to all, and we cannot stand idly by as our colleagues are dismissed by the UK Government and then potentially deported.

“Congress calls on the General Council to:

- raise this with the Scottish Government;
- campaign to push the Government to consider all available options; and
- shame the Labour Government into abandoning this reckless Tory policy.”

*Mover: Edinburgh Trades Union Council*

### 104. WINTER FUEL ALLOWANCE

“That this Congress condemns the decision by the UK Government to withdraw the universal winter fuel allowance for pensioners, replacing it with a means tested benefit and demands that the UK Government reinstate the universal provision of this allowance and urges all of Scotland’s MPs to support such a move.”

*Mover: West Lothian Trades Union Council*

### 105. WINTER FUEL ALLOWANCE

“That this Congress, whilst welcoming the decision of the Scottish Government to introduce a Winter Fuel Allowance from Winter 2025, agrees to support the demand from Trade Union retired members and the Scottish Pensioners Forum that the Winter Fuel Allowance should be a non means tested universal payment and be restored by the Scottish Government from Winter 2025/2026.

“Congress calls on the STUC General Council to lobby the Scottish Government to restore the universal Winter Fuel Allowance for Scottish pensioners from this coming Winter.”

*Mover: Aberdeen Trades Union Council*

## SECTION 10: INTERNATIONAL

### 106. END ARMS SALES TO ISRAEL

“That this Congress welcomes the publication of Amnesty International’s report published on 4 December 2024 which concluded that Israel has committed genocide against Palestinians in Gaza.

“The report documents how Israel has, consistently and with impunity, carried out acts prohibited under the Genocide Convention with the specific intent to destroy Palestinians in Gaza. These acts include killings, torture (including sexual violence), causing serious physical and psychological harm and ‘deliberately inflicting on Palestinians in Gaza conditions of life calculated to bring about their physical destruction’.

“Congress notes that a Lancet report (July 2024) suggests the true death toll in Gaza could be as high as 186,000. On 21 November 2024, the International Criminal Court issued arrest warrants for the Israeli President Benjamin Netanyahu and former Israeli Defence Minister Yoav Gallant for crimes against humanity and war crimes committed from at least 8 October 2023 until at least 20 May 2024.

“Congress is horrified that this genocide is being aided by weapons and munitions manufactured in the UK by companies receiving millions in subsidies from the UK and Scottish Governments. A BBC investigation found that over £3 million in public money has been awarded by Scottish Enterprise to weapons firms, including BAE Systems, Leonardo and Raytheon Systems since 2023. We reject Scottish Ministers’ empty claims that the funding to arms dealers supports them to diversify and create jobs and that it has no relationship to their trade in deadly weapons to Israel.

“Congress calls on the STUC General Council to:

- call for the UK Government to ban arms sales to Israel and end all funding to arms companies; and
- to actively support the call for an urgent review of the grants process in Scottish Government and its enterprise agencies to ensure the human rights checks are robust and binding.”

*Mover: Public and Commercial Services Union*



## AMENDMENT

After paragraph 3, insert additional paragraph:

“Congress notes that at least 152 journalists and media workers have been killed in Gaza since 7 October 2023, according to the International Federation of Journalists.”

After paragraph 5, insert final paragraph:

“Congress also instructs the General Council to support calls to re-establish and maintain sustainable access to Gaza for international journalists.”

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

## 107. STOP ARMING ISRAEL

“That this Congress stands in solidarity with the people of Palestine. It condemns Israel’s assaults on Gaza through bombing, ground incursion and starvation as an act of war, which has resulted in the massacres of thousands of people, three quarters of whom are women and children. It also deplores the rising death toll on the West Bank from army and settler violence.

“It reaffirms its commitment to the Boycott, Divestment and Sanctions (BDS) strategy, to put pressure on the Government of Israel to end its violence and apartheid towards the Palestinian people in the way that the boycott movement had a key role to end apartheid in South Africa.

“Congress welcomes the suspension of 30 arms export licenses to Israel by the UK Labour Government but recognises that 330 are still in force, and that in continuing to send arms to Israel, the UK is complicit in the bloodshed in Palestine and the genocide in Gaza. It believes that the Scottish Government also has a part to play and must not provide Government funding to any business involved in supplying arms or military hardware to Israel.

“Congress calls on the General Council to act in support of BDS and in solidarity with the people of Palestine by:

- lobbying the Scottish Government to end funding to any company and/or organisation involved directly or indirectly connected to supplying any weapons or weapons parts to Israel;
- urging affiliates to support and promote BDS amongst their members and to campaign for pension fund divestment from companies complicit in Israeli oppression as part of a broader campaign for boycott and divestment from banks and business complicit in Israeli oppression; and
- continuing to promote BDS as a strategy of peaceful resistance in support of Palestine and continue to condemn Israel’s war crimes in Palestine.”

**Mover:** *Aberdeen Trades Union Council*

## 108. PALESTINE AND SCHOLASTICIDE

“That this Congress notes that, as well as the catastrophic effects of the conflict in Gaza on the people of Gaza and its infrastructure and intensified violence against Palestinians on the West Bank, Israel’s actions have included the systematic and deliberate destruction of educational buildings and a concentration on preventing Palestinian children and students accessing their right to

education, including university education.

“Congress congratulates Birzeit University for its ‘Right to Education’ campaign and notes the successful speaking tour of the UK by the university’s Sundos Hammad in Autumn 2024 who outlined their campaign and calls to action.

“Congress notes:

- that since October 2023, Israel has according to figures from the Palestinian Ministry of Education and Higher Education, and repeated by Birzeit University, killed at least 10,490 students and injured 16,700 more;
- that seventeen universities and higher education institutions have been left paralysed, either partially or completely destroyed by bombings;
- over 88,000 university students have no access to education; and
- more than 500 school teachers and university staff have also been killed.

“Congress believes that the rebuilding of Gaza will require a functioning education system including universities and higher education institutions.

“Congress therefore calls on the STUC General Council to:

- call on the Scottish and UK Governments to contribute to the rebuilding of demolished universities in Gaza;
- write to Scottish university principals asking them to build and maintain relations between their own institution and Gazan higher education institutions, connecting universities and ensuring their long-term resilience and sustainability;
- support schemes, such as SUSPS (Scottish Universities Supporting Palestinian Students) helping students from Palestine to study in Scotland; and
- support speaking tours and campaigns such as Birzeit University’s ‘Right to Education’ campaign.”

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

## AMENDMENT

Paragraph 3, after bullet point 4, add additional bullet point:

“that horrifying levels of death and destruction have been inflicted on schools and school aged children, with some 17,000 children reported killed in Gaza since October 2023, with some 700,000 now unable to attend school.”

Paragraph 4, after “institutions” add:

“colleges and schools”

Paragraph 4, line 2, delete “and” and replace with “,”

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

## AMENDMENT

Paragraph 4, after “universities” insert:

“and schools”

Paragraph 5, insert additional bullet point 5:

“To investigate and report on similar solidarity schemes, tours and campaigns relating to school sectors in Palestine, with a view to giving them STUC support in future.”

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

### 109. JUSTICE FOR PALESTINE

“That this Congress is clear that Israel’s assaults in Gaza are tantamount to genocide and condemns ongoing settler and Israeli Defence Force violence against Palestinians in the Occupied Palestinian Territories.

“Congress notes:

- the ongoing suffering of the Palestinian People and the need for immediate action as a just and lasting peace is not only essential for the survival of Palestinians but also for the integrity of international law and human rights; and

- Israel’s actions have increasingly violated and defied international human rights law, international humanitarian law, the Geneva Convention, the Genocide Convention and countless U.N. rulings and resolutions.

Congress calls on the General Council to:

- continue the calls for an end to the violence in Gaza and the occupied territories and a lasting solution to conflict that guarantees self-determination, security and justice for Palestinians; and

- continue support for the Boycott, Divestment and Sanctions Campaign for the end of the occupation and colonisation of Palestinian / Arab lands, the removal of the wall, the recognition of the fundamental rights of the Palestinian citizens of Israel to full equality and respecting, protecting and promoting the rights of Palestinian refugees to return to their homes and properties as stipulated in UN Resolution 194.”

*Mover: Midlothian Trades Union Council*

### 110. LASTING PEACE IN PALESTINE

“That this Congress recognises that the current situation in Gaza is not a new occurrence, but a continuation of decades of human rights abuses.

“Congress welcomes the most recent ceasefire negotiation and agreement and notes the role that trade unions have played in showing international solidarity and calling on politicians to take action.

“This Congress notes that a just and permanent peace, consistent with international law, must include the right to collective self-determination of the Palestinian people as well as a resolution on the right to return.

“Congress acknowledges however, that this is a is still a long way away and more work is needed to achieve peace and prosperity for the Palestinian people.

“Therefore, this Congress commits to:

- encourage unions to affiliate to the Scottish Palestinian Solidarity Campaign;

- write to the Israeli Ambassador calling for an end to the genocide of the Palestinian people;

- Step up Boycott, Divestment and Sanctions (BDS) campaigning, encouraging all affiliates to support and promote BDS amongst members, including through the Apartheid Free Zones (AFZ) campaign;

- continue the fight against all forms of discrimination;

- write to the Scottish First Minister and UK Prime Minister calling for an end to UK and Scottish Government

potential complicity in Israeli war crimes and crimes against humanity, including an end to all arms sales;

- promote and support a series of workplace days of action in support of the Palestinian people; and

- Support workers who refuse to build, handle and transport weapons destined for Israel.”

*Mover: Associated Society of Locomotive Engineers and Firemen*

### 111. PALESTINE

“That this Congress condemns the Israeli State for its crime of extermination and acts of genocide in Gaza.

“Congress acknowledges that, one year since its support for the General Council statement, the Israel Government has escalated military action in the Occupied West Bank, Yemen, Lebanon and Syria.

“Congress gathers after the election of a UK Labour Government, a Government unwilling to halt arms sales to Israel, unwilling to support the ICC in its prosecution of International Law and unwilling to recognise the State of Palestine.

“Congress calls for a public enquiry into the UK Government’s continued support, both political and military, of the Israeli State’s genocide against the Palestinian people.

“Congress calls on the UK Government to:

- deny an export licence to any piece of British manufactured equipment or component which could contribute to the Israeli State’s continuing genocide of the civilian population and wanton destruction of civilian infrastructure in Gaza;

- expel the Israeli Ambassador to the UK;

- join South Africa’s Genocide case against the Israeli State at the International Court of Justice (ICJ) in The Hague, as Ireland has done; and

- officially recognise the State of Palestine.”

*Mover: Dundee Trades Union Council*

### 112. PALESTINE

“That this Congress continues to be seriously alarmed at the ongoing and advancing genocide and apartheid rule in Gaza and the West Bank by the Israeli State. Despite calling for peace, we note that the UK Labour Government continues to fraternalize and sell arms to Israel.

“Congress demands the UK Labour Government use all its efforts in the international arena to bring about a cessation of hostilities and find a negotiated solution, using all means at its disposal, including sanctions and divestments, and rejecting UK military escalation and intervention.

“To speed up the process of securing that peaceful settlement, Congress demands action from the UK Government, including:

- effective and immediate sanctions to be placed on the Israeli economy including the seizure of Israeli state assets held in the UK;

- an effective and enforceable regime of sanctions against Israeli traded goods, including raw materials, components and finished goods. Such a ban must include a prohibition on Israeli cargo from UK ports, refineries and terminals alongside exports to Israel of UK goods;
- action to stop the institutions of the City of London being used as a global money laundering hub for the wealthy, and the seizure of UK held or traded assets, including housing and corporate holdings, of targeted supporters of the Netanyahu regime;
- a comprehensive programme of support for UK workers, their families and companies impacted by such actions above, including wage protection and company support while alternate supply chains are established;
- immunity from third party litigation for those workers and their unions taking direct action against Israeli goods in support of Palestinians and in line with the objectives of this motion; and
- to provide full support for all those fleeing the conflict and to receive Palestinian refugees - and all refugees - with compassion and assistance.”

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

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**113. UKRAINE / RUSSIA**

“That this Congress notes that the Russia / Ukraine conflict has resulted in a massive loss of life and a major displacement of civilians.

“Congress agrees that this war has world – wide implications.

“Congress agrees with the U.N. General Secretary when he said in late 2024 that it is high time for a just peace in line with the U.N. Charter and international law.

“Congress requests that the UK Government prioritises support for the U.N. in its efforts towards a just, lasting and comprehensive peace in line with the U.N. Charter and international law.”

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

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**114. CUBA - OFF THE LIST**

“That this Congress condemns the continuing illegal US trade and economic blockade of Cuba which has now been in place for over fifty years. The impact of the Blockade, along with Trump’s placing Cuba back on the list of State sponsors of terrorism has led to devastating consequences for the Cuban people. From March 2023 to February 2024, it cost material damage of \$5 billion, up almost \$190 million on the previous year.

“Congress also notes that throughout the years of the Blockade, the US has also financed and organised opposition groups to destabilise Cuba and seek the overthrow of its Government, despite this Cuba has made world-renowned progress in the areas of health, education, social welfare and increasing the representation of women. It has also a record second to none in medical and humanitarian support internationally.

“Congress notes that at the present time the situation is extremely difficult for the Cuban people. Power shortages

and a shortage of medical and educational materials are part of the harsh reality of life for many people living on the island.

“Congress agrees that a letter on behalf of the General Council should be sent to all affiliates with the following requests that:

- affiliates write to the US Ambassador to the U.K. requesting that Cuba is removed immediately from the State Sponsorship of Terrorism list; and
- affiliates are encouraged to affiliate to the Scottish Cuba Solidarity Campaign and help support its work to end the US blockade and recognise Cuba’s right to self-determination.”

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

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**115. ARTIFICIAL INTELLIGENCE, EXPLOITATION OF WORKERS FROM THE GLOBAL SOUTH AND INTERNATIONAL SOLIDARITY**

“That this Congress notes that it is not widely known that digital platforms and artificial intelligence (AI) algorithms use labour intensive inputs from the Global South. This involves a precarious workforce of millions and the labour conditions that are experienced, predominantly by Black Workers, are truly appalling.

“Congress recognises that this is by design, a disgracefully unfair system. The enormous human cost behind the giant servers and labour farms that exploit, and abuse workers can never be justified. The tech companies that benefit would like nothing better than these inequalities to remain hidden from the end user.

“Congress calls on the STUC General Council and the Black Workers’ Committee to work with affiliated trade unions, the international trade union movement, and other organisations with similar objectives to:

- shine a light on these exploitative work practices to reveal the true magnitude of the manipulative labour at play behind the scenes;
- collectively organise towards building worker power to redress inequalities and ensure a more just and fairer digital future;
- use all the connections of the TU movement to ensure individuals can use their influence, as worker advocates but also as consumers, to hold digital tech companies to account;
- equip our representatives within Scottish workplaces with the information and skills that will ensure that their employers engage in proper due diligence, including audits of their AI supply chains; and
- through our international affiliations express solidarity with our fellow workers overseas.”

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

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**116. PEACE IS A LABOUR MOVEMENT ISSUE**

“That this Congress notes that despite the election of a Labour Government, Britain continues to play a belligerent role in international relations by:

- supplying weapons and military, technical, logistical,

diplomatic and intelligence assets to assist Israel's genocide in Gaza and attacks on Lebanon, Syria, Yemen and Iran; and

- supplying British-made weapons, military support, credit and billions of pounds in public funding in trying and failing to achieve a military defeat for Russia in Ukraine, rather than working for a negotiated lasting peace and disarmament.

“Congress notes with alarm that the Labour Government has combined announcements of the need for increases in military expenditure with demands for cuts and further public sector austerity, while local authorities and universities face bankruptcy and the NHS has huge waiting lists.

“Congress rejects the politics of lowering living standards and austerity in public services to fund a policy of unending and escalating war that could take us to the brink of nuclear armageddon.

“Congress believes that the trade union and labour movement and the Labour Party should work actively for peace by promoting policies that end its promotion of the global war.

“Congress calls on the STUC General Council to:

- endorse RMT's 2024 Annual General Meeting decision that peace is a labour movement issue, and to call for trade unions and peace organisations to convene a labour and peace movement summit in Scotland to work out the basis of a new foreign policy with the promotion of peace and social justice at its heart; and
- utilise this conference to outline a strategy for the orderly and planned divestment from the arms economy and toward the creation of new, sustainable industries within Scotland.”

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

# NOMINATIONS FOR STUC GENERAL COUNCIL & STANDING ORDERS COMMITTEE FOR 2025/26

## NOMINATIONS FOR THE GENERAL COUNCIL FOR 2025/26

### Section A – Trade Union Places - No Contest

*14 places – 14 nominees (7 male nominees, 7 women nominees)*

*6 places reserved for women nominees receiving the highest vote*

The following are elected to the General Council for 2025/26:

DONALDSON, SUSAN	Union of Shop, Distributive & Allied Workers
DOONAN, TONY	Union of Shop, Distributive & Allied Workers
DOUGALL, ELAINE	Unite the Union
DRYLIE, ANNETTE	GMB Scotland
GILFILLAN, HEATHER	Unite the Union
GILLESPIE, JOHN	Unite the Union
GILMOUR, LOUISE	GMB Scotland
HILL, LAYLA-ROXANNE	National Union of Journalists
HOPE, EWING	Unite the Union
LUNN, BEN	Musicians' Union
MACLEAN, ALISON	Unite the Union
MARTIN, GORDON	National Union of Rail, Maritime & Transport Workers
MILLER, BILL	GMB Scotland
THOMSON, DEREK	Unite the Union

### Section B – Trade Union Places - No Contest

*14 places – 13 nominees (6 male nominees, 7 women nominees)*

*6 places reserved for women nominees receiving the highest vote*

The following are elected to the General Council for 2025/26:

AITCHISON, BRENDA	UNISON
ANDERSON, CRAIG	Communication Workers' Union
BRADLEY, ANDREA	Educational Institute of Scotland
CORBETT, MIKE	NASUWT
FERGUSON, MARK	UNISON
FISHER, NICOLA	Educational Institute of Scotland
GIBSON, RUBY	Public & Commercial Services Union
HARDY, RICHARD	Prospect
HUNTER, PETER	UNISON
MACER, LILIAN	UNISON
QUINN, SUSAN	Educational Institute of Scotland
SENIOR, MARY	University & College Union Scotland
SPROUL, ANGUS	Fire Brigades Union

### **Section C – Trades Union Councils Reserved Places**

The following are elected to the General Council for 2025/26:

*Open Place – 1 place – 1 nominee – NO CONTEST*

ARNOTT, MIKE Dundee Trades Union Council

*Woman’s Place – 1 place – 1 nominee – NO CONTEST*

McCAREY, JENNIFER Glasgow Trades Union Council

### **Section D – Young Workers’ Reserved Places**

The following are elected to the General Council for 2025/26:

*Open Place – 1 place – 1 nominee – NO CONTEST*

DUNCAN, STEWART STUC Youth Conference

*Woman’s Place – 1 place – 1 nominee – NO CONTEST*

ROSS, RHIANNA STUC Youth Conference

### **Section E – Black Workers’ Reserved Places**

The following are elected to the General Council for 2025/26:

*Open Place – 1 place – 1 nominee – NO CONTEST*

SADIQ, RAZA STUC Black Workers’ Conference

*Woman’s Place – 1 place – 1 nominee – NO CONTEST*

MOHAMMED, KHADIJA STUC Black Workers’ Conference

### **Section F – Disabled Workers’ Reserved Places**

The following are elected to the General Council for 2025/26:

*Open Place – 1 place – 1 nominee – NO CONTEST*

SWEENEY, CLARE STUC Disabled Workers’ Conference

*Woman’s Place – 1 place – 1 nominee – NO CONTEST*

FINN, MARY STUC Disabled Workers’ Conference

### **Section G – LGBT+ Workers’ Reserved Places**

The following are elected to the General Council for 2025/26:

*Open Place – 1 place – 1 nominee – NO CONTEST*

CRAIG, MICHAEL STUC LGBT+ Workers’ Conference

*Woman’s Place – 1 place – 1 nominee – NO CONTEST*

DOUGLAS, JENNY STUC LGBT+ Workers’ Conference

### **NOMINATIONS FOR STANDING ORDERS COMMITTEE FOR 2025/26:**

*3 places – 3 nominees – NO CONTEST*

The following are elected to the Standing Orders Committee for 2025/26:

BUCHANAN, KEVIN GMB Scotland

CULLINANE, JACKSON Unite the Union

DOCHERTY, WILLIE UNISON

# STUC CONSTITUTION

## **PART 1**

### **RULE 1. NAME, PURPOSE AND STRUCTURE**

The name of the organisation constituted by these Rules is the Scottish Trades Union Congress (hereinafter called the STUC).

The STUC is Scotland's trade union centre. Its purpose is to co-ordinate, develop and articulate the views and policies of the Trade Union Movement in Scotland reflecting the aspirations of trade unionists as workers and citizens.

The STUC shall not trade for profit; shall not make payment of dividends or any return of capital; and will transfer all the assets that would otherwise be available after payment of creditors on its winding up, to a body or bodies with objects similar to those of the STUC.

The Annual Congress (hereinafter called the Congress) is the governing body of the STUC. It shall consist of delegates from member Trade Unions and Trades Union Councils, from the STUC Black Workers' Conference, the STUC Disabled Workers' Conference, the STUC LGBT+ Workers' Conference, and from the STUC Youth Conference.

The Congress shall determine the policy of the STUC and shall, subject to the provisions of Rule 5, elect and hold to account the General Council of the STUC (hereinafter called the General Council). The General Council shall subject to the provisions of Rule 8, be the executive authority in implementing the decisions of Congress and the policy of the STUC and in ensuring the effective governance of the STUC.

The General Council shall appoint a General Secretary and such other persons as are required to support it in undertaking its duties.

### **RULE 2. MEMBERSHIP**

The STUC shall consist of such Trade Unions and Trades Union Councils as satisfy the requirements of these Rules and are affiliated in the manner prescribed by this Rule.

It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all, and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities.

Any such Trade Union or Trades Union Council may make

application to become affiliated to the STUC and shall furnish copies of its Rules and Constitution, together with such other particulars and information as shall, at any time, be required by the General Council.

In deciding at the time of such application or at any time thereafter whether or not a Trade Union is or remains eligible for affiliation, the General Council shall have regard inter alia to:

1. the ability of the organisation in its own right and of its own authority to fulfil the obligations of affiliation to the STUC, and to comply with the Rules of the STUC;
2. the conduct past and present of the organisation;
3. the compatibility of the objects and policy of the organisation with those of the STUC;
4. the organisation's membership of, or standing with, the Trades Union Congress or any other such organisation; and
5. the period between any previous application for membership and the application under consideration.

In respect of Trades Union Councils, without prejudice to the foregoing generality, the General Council shall consider whether the Trades Union Council has acted in accordance with the provisions of the handbook issued by the STUC, and whether the Constitution of the Trades Union Council has the prior approval in writing of the General Council.

The General Council shall have power to accept or reject any application for affiliation. A decision of the General Council to accept or reject any such application shall be reported to the next Congress, which shall have the power to overrule it.

### **RULE 3. MEMBERSHIP CONFERENCES**

The General Council shall have powers of governance over the STUC Black Workers' Conference, the STUC Disabled Workers' Conference, the STUC LGBT+ Workers' Conference, the STUC Women's Conference and the STUC Youth Conference. These powers shall include, but not be restricted to, the continuation and/or dissolution of these Conferences.

Other membership Conferences may be established by motion to Congress; by application to the General Council; or by the General Council of its own accord.

The General Council shall have powers of governance over any such Conferences. These powers shall include, but not be restricted to, the continuation and/or dissolution of these Conferences.

In the event of dissolution, any rights delegated or otherwise afforded to these Conferences shall be revoked.

#### **RULE 4. OBJECTS**

The objects of the STUC shall be:

- i) to advance the principles and spread of trade unionism;
- ii) to promote the interests of all or any of its affiliated organisations and to do anything beneficial to the interests of past and present individual members of such organisations;
- iii) to assist in the complete organisation of all workers eligible for membership of its affiliated organisations and to assist, in accordance with these Rules, in settling disputes between members of such organisations and their employers, or between or among such organisations themselves;
- iv) generally to improve economic and social conditions of workers in Scotland and in all parts of the world and to render them assistance (whether or not such workers are employed or have ceased to be employed); and
- v) the promotion of equality for all and the elimination of all forms of harassment prejudice and unfair discrimination, both within its own structures and through all its activities.

It shall not be an objective of the STUC to:

- i) make profit;
- ii) make payment of dividends or;
- iii) make any return of capital.

In pursuance of these objects and, in accordance with such particular decisions as Congress may make from time to time, Congress may do or authorise the General Council to carry out all such acts and things as it considers necessary for, or conducive or incidental to the furtherance of those objects.

In the interpretation of these objects, the General Council shall have complete discretion, subject only to the power of Congress to revise their decisions.

In the interpretation of these objects, no one object shall be deemed to be predominant amongst them and no object shall be deemed subsidiary to another.

#### **RULE 5. AFFILIATION FEE**

Each affiliated Trade Union shall pay to the STUC an annual affiliation fee in respect of each of its members, free or otherwise. The annual affiliation fee shall be payable by 31 January in any year.

The annual affiliation fee payable in respect of each member notified in accordance with sub-paragraph (a) shall be set each year by the General Council in accordance with sub-paragraph (d) as a fixed per cent (the percentage figure) of the weekly (or equivalent)

contribution rate based on the average of all unions contribution rates calculated in accordance with sub-paragraph (c). To this end:

(a) Each organisation shall, by 31 January, inform the General Secretary of the STUC of the number of its members as at 1 January of that year.

(b) Each affiliated organisation shall, by 30 September in any year, inform the General Secretary of the contribution rate payable by the largest category of members as at 1 January of the year following.

(c) The average of all unions' contribution rates is the sum of each union's contribution rate in accordance with sub-paragraph (b) multiplied by each union's affiliated membership and divided by the total affiliated membership in the year, in which the contribution rate is notified to the General Secretary.

(d) The General Council shall set percentage figure at the December General Council.

(e) The General Council shall, by 31 December in each year, confirm the annual affiliation fee as determined by the percentage figure. The General Council shall be able to recommend an additional affiliation fee to be levied, over and above the annual affiliation fee, to be considered by the Congress in the following year. Should the Congress accept the General Council's recommendation, the resulting additional affiliation fee, in respect of each member notified in accordance with sub-paragraph (a), which shall only apply for that year, shall be payable by affiliated unions before 31 July of the year in which it is agreed.

#### **RULE 6. ELECTION OF GENERAL COUNCIL**

A General Council of 38 members shall be elected at Congress on the basis of the 7 Sections. Sections A and B shall be for affiliated trade unions and shall have 14 places each, subject to this rule. Section C 'Trades Union Councils'; Section D 'Young Workers'; Section E 'Black Workers'; Section F 'Disabled Workers' and Section G 'LGBT+ Workers', shall each have 2 places, an open place and a place reserved for women nominees.

Nominations for the place(s) in each Section shall be confined to the affiliated organisation(s) in that Section, with the exception of Section D 'Young Workers'; Section E 'Black Workers'; Section F 'Disabled Workers'; and Section G 'LGBT+ Workers', where nominations for both the open place and the place reserved for women nominees shall be open to all affiliates, subject only to the requirements of this rule.

The allocation of unions to Sections shall be made by the General Council. Unions shall, however, have the right to ask the General Council to review its decision and the decision of the General Council shall be reported to Congress, which may endorse, revise or reverse that decision.

The General Council shall review the position from time to time to take account of changes in the total membership



of each Section and may reallocate unions to Sections to take account of such changes.

Each member of the General Council shall continue in office until he or she is re-elected, or his or her successor is appointed.

On the death or resignation of a member, the General Council shall have power to fill the vacancy. Where possible, they shall fill the vacancy with the highest unsuccessful candidate in the election for the particular Section, subject to the provisions of this rule.

Each affiliated organisation shall be entitled to nominate one candidate per 25,000 (or part thereof) affiliated members for election to the place(s) on the General Council in Section A and Section B.

Candidates must be members of the affiliated organisation's Delegation to Congress. Candidates must reside, work, or be available for work in Scotland: should a member of the General Council cease to fulfil any of these requirements, he or she shall resign.

In both Section A and Section B, 6 of the 14 places shall be reserved for women. The 6 reserved places shall be filled by the women nominees receiving the highest vote.

Trades Union Councils shall be entitled to nominate one delegate for each of the places in Section C 'Trades Union Councils', subject to the provision that candidates for the place reserved for women nominees may not simultaneously stand for the open place.

Affiliated organisations and the Youth Conference shall be entitled to nominate one delegate for each of the places in Section D 'Young Workers', subject to the following provisions:

- (i) Candidates for the place reserved for women nominees may not simultaneously stand for the open place;
- (ii) Candidates must not have reached the age of 27 years by the date of their election.

Affiliated organisations and the Black Workers' Conference shall be entitled to nominate one delegate for each of the places in Section E 'Black Workers', subject to the following provisions

- (i) Candidates for the place reserved for women nominees may not simultaneously stand for the open place;
- (ii) Candidates for each of the places must be self-described as Black.

Affiliated organisations and the Disabled Workers' Conference, shall be entitled to nominate one delegate for each of the places in section F 'Disabled Workers' subject to the following provisions:

- (i) Candidates for the place reserved for women nominees may not simultaneously stand for the open place.
- (ii) Candidates for both places must be self-described as disabled.

Affiliated organisations and the LGBT+ Workers' Conference, shall be entitled to nominate one delegate for each of the places in section G 'LGBT+ Workers' subject to

the following provisions:

- (i) Candidates for the place reserved for women nominees may not simultaneously stand for the open place.
- (ii) Candidates for both places must be self-described as LGBT+.

All nominations shall be submitted to the General Secretary not later than four weeks before the assembling of Congress and a list of the names of candidates shall be circulated in the Final Agenda to each delegate and affiliated organisation not later than two weeks before Congress assembles. In the event of the death of a candidate, the General Council shall have power to call for further nominations from Unions in the particular Section, and ballot papers containing the names of such candidates shall be supplied to delegation leaders prior to the opening of the ballot.

A ballot paper containing the names of candidates for each Section shall be issued to each Delegation Leader with the Final Agenda. Each delegation shall be entitled to vote according to membership (for which affiliation fees have been paid in accordance with Rule 5) on the basis of one vote for every 500 members or fractional part thereof represented. Trades Union Council delegations shall be entitled to three votes. The Black Workers' Conference delegation shall be entitled to six votes. The Disabled Workers' Conference delegation shall be entitled to six votes. The LGBT+ Workers' Conference delegation shall be entitled to six votes. The Youth Conference delegation shall be entitled to six votes. Each delegation shall be entitled to cast the same number of votes as there are places in the respective Sections, but no delegation can vote more than once for any candidate. A ballot box, in which completed ballot papers should be lodged, will be made available from the opening of Congress business on the first day until 12 noon on the second day of Congress. The result of the ballot vote shall be announced before the termination of the afternoon session on the third day. The nominees in each Section obtaining the highest vote shall be elected subject to the provision of this rule.

#### **RULE 7. CONDUCT OF ELECTED GENERAL COUNCIL MEMBERS**

If at any time there appears to the General Council to be justification for an investigation into the conduct of one of its elected members on the grounds that the activities of that member may be contrary to the objects of the STUC, or to Trade Union principles, or to the declared policy of the STUC, or on the grounds that the member has contravened or failed to obey any requirement of these rules, or on the grounds of the member's standing with his or her affiliated organisation, the President may appoint a Sub-Committee consisting of three other members from the General Council to carry out such an investigation. In the event that the member, whose conduct is the subject of this Rule is the President, the Vice President may appoint the Sub-Committee.

The Sub-Committee shall thereafter investigate the alleged conduct. If, after such investigation, the Sub-Committee considers that there is a case to answer in respect of said conduct, it shall give notification to the President, or Vice President if the member concerned is the President, and to the member concerned of the conduct complained of and of the ground or grounds of complaint.

Upon receiving such notification from the Sub-Committee, the President, or Vice President if the member concerned is the President, shall, within a reasonable period, summon the member concerned to a hearing. At the hearing, the President or Vice President if the member concerned is the President, shall hear, in the presence of the member concerned, any evidence, information, or explanation presented by the Sub-Committee in respect of the alleged conduct. Thereafter, the President or Vice President if the member concerned is the President, shall give the member concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the President, or Vice President if the member concerned is the President, shall have power to decide whether the member has been guilty of the alleged conduct. In the event of the member having been found guilty of the said conduct, the President or Vice President if the member concerned is the President, shall afford to the member an opportunity to present such further evidence, information and explanation as he or she wishes in relation to imposition of penalty, and shall thereafter have power to reprimand, and/or suspend the member or to recommend the removal of the member from the General Council.

The President, or Vice President if the member concerned is the President, shall notify the member concerned of his or her decision including the penalty to be imposed.

The member, if dissatisfied with the decision of the President, or Vice President if the member concerned is the President, or the penalty imposed, shall have the right of appeal to the General Council. The member's intention to appeal shall be communicated in writing to the General Secretary within seven days of the initial decision.

The General Council shall hold a meeting to hear an appeal within one month of the notification to appeal having been received. The President, or Vice President if the member concerned is the President, shall submit a report to the General Council setting out the reasons for the decision taken. The report shall also be made available to the member at the same time. The member shall have the right to be heard by the General Council.

The General Council may decide to affirm or revoke or otherwise amend the decision of the President, or Vice President if the member concerned is the President, or to affirm or revoke the penalty and may, if a recommendation to that effect has been made, remove the member from the General Council. The decision of the General Council shall be final and conclusive.

Members of the Sub-Committee appointed to investigate any case against the member and the President, or Vice President if the member concerned is the President, shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

#### **RULE 8. OFFICE BEARERS OF THE STUC**

The General Council shall elect from amongst them, a President of the STUC; a Vice-President of the STUC; and a Treasurer of the STUC, who shall hold office until a successor is elected. Elections for these positions should normally take place at the first meeting of the General Council following their election.

The duties of the President shall include presiding at all meetings of the General Council and to preside at Congress and all special Congresses held during her or his period of office.

The President also has such other powers as provided within this Constitution and such other powers as are delegated to her or him by the General Council.

#### **RULE 9. POWER AND DUTIES OF THE GENERAL COUNCIL**

The General Council shall take all decisions and measures which are, in their view, necessary in furtherance of the objects and policy of the STUC, and shall carry out the duties imposed on it in terms of these Rules; provided always that the General Council shall be accountable to Congress for such decisions and measures and that Congress shall have power (after compliance with any relevant provisions of these Rules) to overrule such decisions and measures.

The General Council shall prepare a Report of its work for submission to Congress and shall include in it a record of attendances at General Council meetings.

Without prejudice to the foregoing generality, the General Council shall have powers:

1. to monitor all industrial activity and, in the event of any trade dispute, to offer its services to the Union or Unions concerned in an effort to find a solution;
2. to promote common action on any matter affecting Trade Unions and, in particular, to liaise between employers, including employers' organisations and Trade Unions, or between Trade Unions and/or workers and the Government, and to assist individuals or organisations involved in such common action;
3. to issue literature, hold and/or assist in arranging meetings and demonstrations, conduct educative campaigns and provide statistical and related information;
4. to assist in resolving disputes and differences between affiliated organisations;
5. to initiate such legislation or legal action in the UK, in Scotland and the EU affecting labour as Congress

directs or, in the absence of such direction, such legislation or legal action as the General Council considers to be in accordance with the objects or policy of the STUC, or in furtherance of Trade Union principles, or for the benefit of labour;

6. to monitor all legislation and legal action in the UK, in Scotland and the EU affecting labour and oppose or seek amendment of any such legislation as Congress directs or, in the absence of such direction, such legislation or legal action as the General Council considers to be contrary to the objects of the STUC, or contrary to Trade Union principles, or the policy of the STUC, or to the detriment of labour;
7. to enter into relations with Trade Unions or labour organisations in other countries, with a view to securing united action;
8. to invest and administer the funds of the STUC and to make grants to any organisation or person, whether in Great Britain or abroad, for such purposes as seem desirable but, in so doing, it shall have regard to the directions, if any, from time to time given by Congress. It shall also have authority to raise funds for any special purpose and to invest and administer such funds and to make grants therefrom;
9. to establish such Trust, companies or other bodies as it deems necessary to further the objects and policies of the STUC;
10. to convene at any time a Special Congress or Conference to deal with any contingency that may arise;
11. to appoint such professional advisors as it deems necessary to assist with the effective governance of the STUC;
12. to set up such Sub-Committees as it deems appropriate and to delegate such powers and duties as it considers necessary to any such Sub-Committee. Any such Sub-Committee shall be solely responsible to the General Council;
13. to contract on behalf of STUC and to delegate such power;
14. to hold any conferences and events it deems necessary to further the objects and policies of the STUC; and
15. to set the percentage figure each year which shall determine the annual affiliation fee each affiliated Trade Union shall pay to the STUC in accordance with Rule 5.

#### **RULE 10. GENERAL SECRETARY**

The General Council shall appoint a General Secretary and such other persons as are required to conduct duties set out from time to time by the General Council.

#### **RULE 11. PROPERTY AND ASSETS**

Two or more Trustees shall be appointed by the General Council. The Trustees shall hold the property of the STUC

in trust for the STUC. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and shall have accepted office. The Trustees shall deal with the property held by them in accordance with the directions of the General Council.

#### **RULE 12. DISPUTES AFFECTING INDUSTRY**

There shall be an obligation upon affiliated organisations to inform the General Council in writing, as soon as practicable, of matters arising between them and employers, which may involve a withdrawal of labour, or other industrial action which may endanger the continued employment of members of an affiliated organisation and/or large bodies of workers.

Where there is, in the view of the General Council, a prospect of the difference with the employers being settled by negotiation, the General Council shall not intervene, but where there is, in the view of the General Council, the likelihood of negotiations breaking down, or members of other organisations affiliated to the STUC being involved in a stoppage of work, the General Secretary or the General Council may call the representatives of the affiliated organisations concerned into consultation and use their influence to assist in resolving matters amicably with the employers.

In the event of an affiliated organisation failing to comply with such a call by the General Secretary or General Council, the General Council may consider the conduct of the defaulting affiliated organisation under Rule 14.

#### **RULE 13. DISPUTES BETWEEN AFFILIATED ORGANISATIONS**

Should a dispute between affiliated organisations arise, or threaten to arise out of an industrial dispute, or a question of membership, or a demarcation, or otherwise in any manner or way, it shall be the duty of each of the organisations concerned to notify any such dispute or threatened dispute to the General Council in writing as soon as practicable.

Upon notification by an affiliated organisation, as required by the previous clause of this Rule, or upon failure of such organisation so to notify the General Council, the General Council shall have power to take such action as it deems necessary to promote agreement between the organisations concerned.

In the event of the organisations failing to reach agreement, or the General Council considering that such agreement is unlikely to be reached, the General Council may require the organisations concerned to appear before them at a hearing.

At the hearing, the organisations concerned shall be entitled to place before the General Council such evidence, information, explanation and submission as they respectively may consider relevant to the dispute.

In addition, the organisations concerned may be requested to provide such other information, evidence and explanation as the General Council considers to

be relevant to the dispute. The General Council shall at or following the conclusion of the hearing, have power to determine the matter in dispute. In making such a determination, the General Council shall have regard to the principles governing disputes between unions issued from time to time by the General Council of the Trades Union Congress. In the event of any organisation failing to attend the hearing, the General Council shall be entitled to determine the matter in dispute in its absence.

The General Council shall, after any such hearing, issue a report to the organisations concerned. The report shall, where the General Council have determined the matter in dispute, include the General Council's findings and determination.

The General Council shall report any such hearing and determination they have made to the following Congress, or to a Special Congress convened for that purpose. Should the General Council think fit, they may appoint a Disputes' Committee from amongst their own members and delegate to such Disputes' Committee full powers to hold the hearing into such dispute, or threatened dispute, and to determine the same. In the event of a dispute being heard by the Disputes' Committee, all decisions and reports shall be issued by and in the name of the General Council.

Affiliated organisations involved in proceedings under this Rule shall be bound by any determination by the General Council and shall comply forthwith with the same.

In the event of an organisation failing to comply with a determination by the General Council, or with the requirements of this Rule, the General Council may consider the conduct of the organisation under Rule 14.

If a report of the General Council made under this Rule is challenged at the Congress or Special Congress, a member of the General Council shall present the report and a representative from and duly appointed by the delegates of each of the organisations in dispute, shall be entitled to be heard on the decision of the General Council and Congress shall have power to affirm or reject the decision of the General Council or remit the dispute to the General Council for further consideration. A decision of Congress, affirming or rejecting a decision of the General Council, shall be final and conclusive.

#### **RULE 14. CONDUCT OF AFFILIATED ORGANISATIONS**

If, at any time, there appears to the General Council to be justification for an investigation into the conduct of any affiliated organisation on the grounds that the activities of that organisation may be contrary to the objects of the STUC, or to Trade Union principles, or to the declared policy of the STUC, or on the grounds that the organisation has contravened, or failed to obey any requirement of these rules, or, on the grounds of the organisation's standing with the Trades Union Congress or similar organisation, the General Council may appoint a Sub-Committee consisting of three members from the Council to carry out such an investigation.

The Sub-Committee shall thereafter investigate the alleged conduct. If, after such investigation, the Sub-Committee considers that there is a case to answer in respect of said conduct, it shall give notification to the General Council and to the organisation concerned of the conduct complained of and of the ground or grounds of complaint.

Upon receiving such notification from the Sub-Committee, the General Council shall, within a reasonable period, summon the organisation concerned to a hearing before it. At the hearing, the General Council shall hear, in the presence of the organisation concerned, any evidence, information, or explanation presented by the Sub-Committee in respect of the alleged conduct.

Thereafter, the General Council shall give the organisation concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the General Council shall have power to decide whether the organisation has been guilty of the alleged conduct. In the event of the organisation having been found guilty of the said conduct, the General Council shall afford to the organisation an opportunity to present such further evidence, information and explanation as it wishes in relation to imposition of penalty, and shall thereafter have power to reprimand, fine and/or suspend the organisation, or to recommend the expulsion of the organisation from the STUC.

It shall be competent for the General Council to take into consideration, in considering the said penalty, any previous finding of guilt and penalty against the same organisation by the General Council or Congress, or by the Trades Union Congress, or similar organisation.

Members of the Sub-Committee appointed to investigate and present any case against an organisation shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

The General Council shall notify the organisation concerned of the decision of the General Council, including the penalty to be imposed. The General Council shall issue a full report thereon to all affiliated organisations including the organisation concerned.

The General Council shall cause the decision to be included in the business of the next Congress, or, if the decision is made more than six months before the next Congress, shall, if it so determines, or if the organisation concerned so requests, convene a Special Congress for the purpose. At the said Congress, or the said Special Congress, as the case may be, a member of the Sub-Committee, or an Officer appointed on its behalf, shall summarise to Congress the case against the said organisation. A representative of the said organisation drawn and appointed from the delegates of the said organisation to Congress or, in the event of a suspension,

a representative of the organisation duly appointed by it and who would otherwise have been entitled to be a delegate, shall be entitled to be heard in answer.

Congress may decide to affirm or revoke the decision of the General Council, or to affirm, or revoke the penalty and may, if a recommendation to that effect has been made, expel the organisation from membership of the STUC. The decision of Congress shall be final and conclusive.

#### **RULE 15. ACCOUNTS FOR THE YEAR**

The accounts for the year shall be closed on the 31st December each year and an Income and Expenditure Statement and Balance Sheet, duly certified by the Auditors, shall be presented to each delegate during the Congress.

#### **RULE 16. AUDITORS**

The accounts of the STUC shall be audited annually by a Chartered or Incorporated Accountant, to be appointed by the General Council, who shall have access to all papers and documents relating to the Income and Expenditure of the STUC.

#### **RULE 17. AMENDMENT TO CONSTITUTION**

Except as provided in the third paragraph of this Rule, the Congress shall only consider proposals to alter the Constitution at every third Congress, commencing after the 2007 Congress.

Proposals to alter the Constitution shall be submitted in the form of a motion no later than twelve weeks before the assembly of Congress. Any such motion shall be published in the Preliminary Agenda of Congress and shall be subject to amendment by the General Council and affiliated organisations in the same manner as provided for in Rule 26.

The General Council shall be entitled to submit motions to amend the Constitution to any Congress.

The General Council may convene a Special Congress, under Rule 9.10, with a view to submitting to it a motion or motions to amend the Constitution.

### **PART 2**

#### **The Annual Congress**

#### **RULE 18. ASSEMBLING OF CONGRESS**

The Congress shall normally assemble on the third Monday of April and shall sit during the following two days.

On occasions, when the normal timing of Congress would coincide with Easter, the General Council shall designate a suitable date for the assembly and sitting of Congress.

The General Council may, in special circumstances, vary the date, time and duration of Congress.

#### **RULE 19. ARRANGEMENTS FOR CONGRESS**

The General Council shall arrange the venue of Congress and shall assist and co-operate with the appropriate Local Authority of the town, where the Congress is to be held, for the purpose of making the arrangements as complete

as possible. The General Council shall have the power to invite representatives of any organisation, or any person felt appropriate, to attend the sittings of Congress.

#### **RULE 20. DELEGATES TO CONGRESS**

The Congress shall consist of delegates from affiliated Trade Unions and Trades Union Councils, from the STUC Black Workers' Conference; the STUC Disabled Workers' Conference, the STUC LGBT+ Workers' Conference, and the STUC Youth Conference.

The expenses of delegates must be defrayed by the organisation they represent, except in the case of the delegates from the Black Workers', Disabled Workers', LGBT+ Workers' and Youth Conferences whose expenses must be met by their Trade Union or Trades Union Council.

Names and addresses of delegates shall be received by the General Secretary at least twenty eight days before the assembling of Congress

#### **RULE 21. BASIS OF REPRESENTATION**

Trade Unions shall be entitled to send to Congress one delegate for every 500 members or fraction thereof, provided that:

i. they shall have paid an affiliation fee in line with the provisions of Rule 5, on the full Scottish numerical strength of the Union, free or otherwise, towards the expenses of the General Council, and the delegates' fee determined by the General Council; and

ii. they shall have complied with Rule 20 above.

Trades Union Councils shall be entitled to send not more than three delegates to Congress, provided that:

i. they shall have paid the affiliation fee determined by the General Council and the fee determined by the General Council for each delegate attending Congress; and

ii. they shall have complied with Rule 20 above.

Trades Union Council delegates to Congress shall be appointed only from the Trade Union representatives on the Councils and, when forwarding names and addresses in accordance with Rule 19(c) above, Trades Union Councils shall state the Trade Union Branch(es) which their Congress delegate(s) represent on the Councils.

The Annual Black Workers' Conference shall be entitled to send not more than 6 delegates to Congress, elected by and from the Annual Black Workers' Conference in such manner as may be prescribed by the General Council.

The Annual Disabled Workers' Conference shall be entitled to send not more than 6 delegates to Congress, elected by and from the Annual Disabled Workers' Conference in such a manner as may be prescribed by the General Council.

The Youth Conference shall be entitled to send not more than 6 delegates to Congress, elected by and from the Annual Youth Conference in such manner as may be prescribed by the General Council.

The LGBT+ Workers' Conference shall be entitled to send not more than 6 delegates to Congress, elected by and from the Annual LGBT+ Workers' Conference in such a manner as may be prescribed by the General Council.

## **RULE 22. STANDING ORDERS COMMITTEE**

A Standing Orders Committee shall comprise four members, three of whom shall be elected for the ensuing Congress. The fourth member of the Standing Orders Committee shall be appointed by the General Council. In addition the President of the STUC and/or the General Secretary shall be entitled to attend meetings of the Committee in a consultative capacity. Neither the General Council nominee, nor the President of the STUC, nor General Secretary shall have voting rights.

The Committee shall elect from amongst them a Chairperson. The member appointed by the General Council shall not be eligible to serve as Chairperson of the Committee, but shall act as the Secretary to the Committee.

Nominations for membership of the Committee shall be submitted to the General Secretary not later than four weeks before Congress. A ballot paper containing the names of candidates for the Standing Orders Committee will be circulated to each delegate with the Final Agenda.

A ballot box, in which completed ballot papers should be lodged, will be made available from the opening of Congress business on the opening day until 12 noon on the second day of Congress. Each delegate shall be entitled to vote for up to three candidates. If any member elected is not a delegate to the ensuing Congress, or should a vacancy arise for any other reason, it shall be filled by the co-option of the highest unsuccessful candidate, provided that at no time shall more than one Trades Union Council nominee serve on the Committee. In the event that there is no eligible unsuccessful candidate, the General Council shall have power to fill the vacancy.

The Committee shall meet twelve weeks before Congress and consider all the motions submitted, with a view to their competence and to possible composites. The Committee will also consider requests for facilities at the Congress.

The Committee shall again meet, if required, eight weeks before Congress to consider amendments.

The Committee shall again meet five weeks prior to Congress to agree on draft composites, and two weeks prior to Congress to consider affiliates' responses to these composites. The Committee shall, in addition, meet if and when necessary and shall be responsible for the preparation and submission to the first session of Congress of the Order of Business.

The Committee, which shall remain in session during Congress, shall be responsible for the daily presentation of business, the distribution of literature, the introduction of deputations, and any other special business not provided for in the Constitution.

When a Special Congress is convened by the General Council, the Standing Orders Committee shall arrange the agenda and procedure whereby the business of such a Special Congress shall be conducted.

## **RULE 23. TELLERS**

The General Council shall nominate six or more delegates to act as Tellers at each Congress or Special Congress and shall seek the approval of Congress for such nominations. The Tellers shall report to the President the result of each count that may be taken. In the case of dispute, the President may order a re-count.

## **RULE 24. VOTING**

The method of voting at each Congress shall be by voice or show of hands at the discretion of the President. At the discretion of the President, or by indication from at least twenty delegates to Congress, voting shall be by card. A voting card shall be issued to each Union delegation according to membership (for which affiliation fees have been paid in accordance with Rule 5) on the basis of one vote for every 500 members or fractional part thereof represented. Each Trades Union Council delegation shall be issued with a voting card representing three votes. The Disabled Workers' Conference Delegation shall be issued with a voting card representing six votes. The Annual Youth Conference Delegation shall be issued with a voting card representing six votes. The Annual Black Workers' Conference Delegation shall be issued with a voting card representing six votes. The LGBT+ Workers' Conference Delegation shall be issued with a voting card representing six votes.

Such cards shall be issued to affiliated organisations by the General Secretary before the commencement of Congress.

## **RULE 25. SCRUTINEERS**

Four delegates shall be nominated by the General Council for the approval of Congress to count the Ballot Papers for the Election of the General Council and Standing Orders Committee. They shall elect from amongst their own number a Chief Scrutineer who shall report the results to Congress.

## **RULE 26. BUSINESS OF CONGRESS**

Motions for the Programme of Congress, not exceeding three from each affiliated organisation, the Black Workers' Conference, the Disabled Workers' Conference, the LGBT+ Workers' Conference, and the Youth Conference, or from the General Council (alterations to the Constitution excepted), must reach the General Secretary at least twelve weeks before the assembling of Congress.

Individual motions, with the exception of motions to amend the Constitution of the STUC, must not exceed 300 words. Such motions shall be circulated on the Preliminary Agenda to Trade Unions and Trades Union Councils not later than ten weeks before the assembling of Congress. Individual amendments to motions, with the exception of amendments to motions to amend the Constitution of the STUC, must not exceed 50 words.

All amendments to motions (not exceeding three from each affiliated organisation, from the Annual Disabled Workers' Conference, from the Annual LGBT+ Workers'

Conference, from the Annual Youth Conference, from the Annual Black Workers' Conference, or from the General Council) must reach the General Secretary at least eight weeks before the assembling of Congress and shall be circulated together with agreed composite motions in the Final Agenda to each delegate and affiliated organisation not later than two weeks before Congress assembles.

All motions and amendments must be signed by the Chairperson and the Secretary of the organisation forwarding them.

The General Council shall issue to each delegate, not later than seven days prior to assembling of Congress, the report, prepared by the Standing Orders Committee, on the order in which Congress business shall be taken. This report shall be presented to Congress at its first session by the Standing Orders Committee.

A preliminary notice announcing the date for submission of motions for the Preliminary Agenda shall be issued by the General Secretary to all organisations not later than 31st October of each year.

Any emergency motion for the consideration of Congress shall be submitted not later than 3.00 pm on the opening day of Congress to the Standing Orders Committee, which shall recommend to Congress whether the motion shall be discussed, but no motion shall be considered an emergency motion, if it could have been forwarded in time for inclusion in the Preliminary Agenda, or could have been dealt with in an amendment to a motion. All Emergency Motions must be signed by the Leader of the Delegation submitting them.

## **RULE 27. STANDING ORDERS**

### *Times of Assembling*

On the first day, Congress shall assemble at 10.30 am and adjourn at 12.30 pm; re-assemble at 2.00 pm and conclude at 5.30 pm. On the second day, Congress shall assemble at 9.00 am and adjourn at 12.30 pm; re-assemble at 2.00 pm and conclude at 5.30 pm. On the third day Congress shall assemble at 9.00 am and adjourn at 12.30 pm; re-assemble at 2.00 pm and conclude no later than 4.30 pm.

### *General Council Report*

The Congress, having been duly opened, the General Council shall present its Report for the past year. The Report shall be discussed seriatim and not as a whole. Each speaker on the Report shall be limited to five minutes.

### *Questions of Order and Competency*

It shall be the duty of the President, during the course of discussion, to decide questions of order and competency. In the event of the President's ruling being challenged, it shall be put to Congress forthwith, and without discussion, but such a challenge shall not be sustained unless it is supported by at least two-thirds of the delegates voting.

The President shall have power to refer to the Standing Orders Committee any motion or amendment appearing on the Agenda of Congress which, in the President's opinion, is not competent business and the Standing Orders Committee shall consider the point of competency raised by the President and report to Congress.

### *Limitations of Speeches*

The mover of the original motion shall be allowed eight minutes and each succeeding speaker four minutes. No delegate shall speak more than once on the question, except the mover of the original motion, who shall be allowed four minutes to reply to the debate.

### *Suspension of Standing Orders*

Any motion for suspension of Standing Orders shall be formally presented and put to Congress without discussion. The suspension of Standing Orders shall not be approved, unless the motion for suspension receives at least two-thirds of the votes cast.