



Better work.
Better life.
Better future.

2022

National Conference

Bournemouth • 12-14 June

#ProspectConf22



FOR

Agenda and guide

Prospect National Conference, 12-14 June 2022

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Welcome from the General Secretary



I am pleased to welcome delegates, guests and visitors to Prospect National Conference in Bournemouth. Our conference theme: 'Better work. Better life. Better future.' reflects the challenges the Union has faced in the last two years. The pandemic has been the backdrop to all we have experienced, and we hope that our convening in Bournemouth will mark the beginning of durably emerging from this difficult time.

We have learned new ways of engaging with members and representatives through the pandemic, many of which we will want to embed in the future. But we have also recognised that we cannot promote and advance the interests of members solely from behind screens and we have rediscovered the importance of being together, collaboratively and on the basis of trust that we are all working for the best interests of members.

We have maintained our influence and membership is higher than prior to the pandemic. However, new ways of working will present challenges to how we organise and represent in the future. The challenges in the external environment are evident and growing, so we must use the conference to reinforce our confidence that we can handle whatever is ahead.

This agenda describes what we will debate during conference. Whilst Conference has some formalities, we want a space where elected officers and staff establish future policy direction and engage with each other.

Conference also allows the National Executive Committee and staff to account for our management of Prospect since 2020. Whilst we cancelled the Conference that year, we still pursued much of the business that had been submitted.

Conference is an opportunity to share our successes, reflect on what we have done well and what we can do better in future. Conference is the core democracy of the union and delivers accountability to members through their representatives.

The debate about what 'good work' means is not new and predates the pandemic. However, all our experiences in the last two years means this debate is being reframed and we must be at its leading edge. Prospect represents a huge range of employment and freelance environments which gives us rich insight which can bring into this debate, and which is reflected in Conference motions.

We will need to adapt whilst preserving our core values. We have continued our 'one union, two brands' approach but I repeat what I said in 2020, that conference is a chance to reflect that 'one union' is as important as 'two brands'. We need to project confidence and fight but also find solutions not just call out the problems. More is expected of Prospect and Bectu because of our members' knowledge and expertise.

We must use conference to renew our belief in the difference we make for members and ensure we voice the collective advantage the Union offers. Conference will have important decisions to make on policy and on the future resilience of the Union. How we ensure financial stability, how we use our precious resources will be discussed.

We must ask searching questions about how we shape our future in conditions of continued high demand and pressures. In the last two years the success of the Union is a testimony to all the work of representatives and staff. A growing Union bucks the trend, and we should celebrate what we have done to achieve that.

Prospect's voice has continued to be heard across government, at Westminster and in the broader devolved legislative environment. We are a leading voice in the TUC and in the international bodies to which we are affiliated. Whilst politically independent, we remain well connected, reaching opinion formers across the political spectrum.

As well as participating fully in formal Conference sessions, I encourage delegates to engage in the fringe meetings and social events. We will have a major debate on the future of work, which is the issue that unites all our members but presents complicated and challenging changes for many membership groups. We will also explain our financial and organisational position to delegates.

We want delegates to take pride in our achievements, feel reenergised for the work ahead and recognise we are an inclusive organisation, intent on combining respect for our past with a confidence in the changes we need to make for the future. I hope you enjoy conference.



Mike Clancy, Prospect General Secretary

Nomination for President



Eleanor Wade UK Intellectual Property Office branch

I have been an NEC member since 2014 and have served as your President since November 2020 when Ann Jones reluctantly retired from her union duties due to ill health.

I am a Patent Examiner specialising in building technologies at the Intellectual Property Office, a Public Services Sector branch, where I am branch chair. I am a volunteer board member for a community music and arts co-operatively owned venue in Newport, South Wales.

Our union relies on representatives in branches, industry groups and sectors being well supported and confident in speaking on behalf of the members they represent. Members need to relate to the people representing them and be able to hold them to account through our democratic structures or they will not want to stay with us. The NEC oversees these structures and has endorsed the creation of our new digital and telecoms sector and a national energy sector branch in response to what those reps told us they needed.

We can only support work across the union, defending members and enabling branches, sectors and reps to make progress on the issues that matter to them if we can afford to. Under my leadership the Finance and Audit Committee has driven changes in how Prospect reports and projects expenditure and income which means we can now better plan our finances. We know what we can afford to do and are better equipped than ever before to take the right decisions. Getting the money right also means getting subscriptions right. We need them to be at a level that pays for the services we know members need while being fair and affordable so that people want to join us, and will stay in membership for longer. As

Nominated by: BT Anglia; BT East Midlands; Dounreay; Health & Safety Executive; UK Intellectual Property Office; BT London; Sellafeld Limited; North Wales; Rosyth Royal Dockyard; MOD; UKStratCom; EDF Energy; Scottish & Southern Energy; UK Research and Innovation; National Grid; Education and Children's Services Group

chair of the subscriptions review group I have listened to the views of representatives across our union and sought to steer a fair path.

The job of the NEC is to lead the union as a whole between conferences, to make sure it is run well in terms of finance and governance and that the direction set by members is followed. I believe that my track record demonstrates I have the skills and vision to lead this work.

I also chair:

- the Rule Changes working group and branch rules working party;
- Prospect's Campaigns and Communications Committee.

And work on:

- Prospect's Equal Opportunities Advisory Committee;
- the Trustee board for Prospect's staff pension schemes;
- Prospect's benevolent fund;
- training fellow reps.

I worked closely with the General Secretary and Senior Management team during the coronavirus pandemic to make sure that the needs of members continued to be met, while keeping our staff safe.

We must continue to grow and develop Prospect, building strength and power in difficult times. Our union is critical to the quality of working life; we must ensure that people want to join us and stay with us so that we have the strength to make a difference. I hope you will support me achieving in that.

Nomination for Vice-President



Neil Hope-Collins Health and Safety Executive branch

I am proud to have served on Prospect's NEC since 2008 and our Presidential Team since 2018. I am seeking re-election.

The NEC is like no other body in the union. Its role is to oversee and steer Prospect's direction and resources, to make sure your branch, your sector (if you are part of one), your representatives have what they need to represent you when you need it.

The last two years have been extremely challenging for us all. Some of you have faced isolation, losing work and losing contact with colleagues and friends. Some of you have been attending workplaces through the risks. It has been a time of extremes when we couldn't take human contact for granted. The way we communicate changed; remote meetings support functional needs better than emotional needs. Talking to windows on a screen isn't the same as talking to people in a room where we can sense the emotional impact of our words, and the way we said them.

When we face adversity, we can tend to look inward, to defend. Conversations can feel adversarial rather than collaborative. With our diverse membership your next NEC must be one that can work collaboratively. It needs to be an NEC that defends and builds for all members irrespective of sector, discipline or specialism.

I believe I have demonstrated I can do this.

As an HSE Inspector I have had professional dealings with Prospect members across our sectors and in my time on the NEC I have worked to meet and listen to members from all areas. I have done this through tutoring on Prospect reps training courses, attending

branch meetings and last year attending all three sector conferences.

I have experience at branch and national level of balancing a range of sometimes conflicting members interests. I have found this particularly useful in my time on the NEC.

Over the last two years I have represented members chairing oversight of the following work:

- Project Webber, our new membership database and website project
- Estates Management Working Group, working on our infrastructure and how we might use our buildings
- Developing the digital tools and support branches will need to reach, recruit, and organise members in the future
- Creating our new sector for workers in IT and telecoms, focusing our work in this industrial growth area

I have also continued on our Equal Opportunities advisory committee helping to develop Prospect's ED&I strategy.

I believe Prospect is in a strong place to build over the coming years. We have a history of learning from each other, recognising the challenges we have in common, and focussing on the things that unite us. Helping members support each other has always been my priority.

Prospect is an adaptable Union with a respected and credible collective voice. The next NEC will need to work as a team to lead us, to be effective it will need individuals who will engage with each other collaboratively for all members.

Nominated by: Dounreay; Health & Safety Executive; UK Intellectual Property Office; BT London; Sellafield Limited; MOD: UKStratCom; Rosyth Royal Dockyard; EDF Energy; UK Research and Innovation; National Grid; Education and Children's Services Group

Nomination for Deputy Vice-President



Christine Danniell BT London branch

My name is Christine Danniell. I have worked for BT for over 20 years as a Commercial and Finance Manager. I would like to take this opportunity to thank you for the support you have given me in my roles as a Senior Case Handler and a member of the Finance, Pensions, and Equal Opportunities Committees. I am now asking that you use your continued support and nominate me as your Deputy Vice President. I have served as Deputy Vice President for the last 12 months. Those of you who know me are aware that I am straightforward and have no issue in making tough calls. I have a great relationship with the current team and wish to continue in this role.

I remain committed to providing excellent support for Prospect members especially when they require the Union to be there for them, in their time of need. If elected I will continue to campaign for improved working conditions in a changing working environment. The NEC is a vibrant and relevant organisation whose members come with diverse talents. As a member of the NEC, I have led on Disciplinary and Employment panels, sat on various committees and I am a Trustee of the Benevolent Fund. Like most people, I have been tried and tested over the last 12 months. I have the skills and temperament for this role. I have represented Prospect on the TUC Race Relations Committee and at

TUC Women's Conference. I will continue to support our work on Diversity and Inclusion. My role as a Commercial and Finance Manager involved negotiation with customers, ensuring profitability, and growing the business. I have good interpersonal and communication skills and I am result orientated. I understand the trust and responsibility our members place in the National Executive Committee. Our role is to steer the Union and ensure that future generations can access the benefits we enjoy. I will continue to drive and support issues relating to Climate Change as this is a Union and personal issue for all of us.

The NEC is committed to ensuring decisions are consistent with Equal Employment Opportunity legislation, Anti-Discrimination, and the National Privacy Principles. I have supported and advocated for the creation of the IT & Telecoms Sector to ensure we get the support and focus our members deserve. If you vote for me, I will ensure we remain focused on growing our membership, addressing the needs of existing members, whilst ensuring we remain on a sound financial footing. I will always do what's best for our Union. I would be grateful if your branch would consider nominating me for election to the Presidential Team. Please take part in this NEC election, and use your vote.

Thanks for your support.

Nominated by: BT Anglia; BT East Midlands; BT Northern Ireland; BT South Pennines; BT South West; BT West Midlands; Dounreay; Health & Safety Executive; UK Intellectual Property Office; Y&H Freelance; BT London; Sellafeld Limited; MOD: UKStratCom; Rosyth Royal Dockyard; EDF Energy; UK Research and Innovation; National Grid; Education and Children's Services Group; BT Central Pennines

National Conference Standing Orders for 2022

Delegates and credentials

1. A Member shall not be admitted as a delegate unless the Member's name was notified by the Member's Branch or the Retired Members' Group to the General Secretary as a delegate or deputy in accordance with Rule 8.8 or the Member can produce to the Standing Orders Committee evidence authenticating appointment by the Member's Branch or the Retired Members' Group as a delegate or deputy.
2. Before each session at Conference each delegate shall ensure that their attendance is validated by the appropriate method. Failure to do so may invalidate the votes for that delegate on any electronic vote occurring during that session.

Standing Orders to be read in conjunction with Rules

3. These Standing Orders shall be read in conjunction with, but be subordinate to, the Rules of Prospect.

ORDER AND TIMING OF CONFERENCE

4. The business of Conference shall be dealt with in accordance with the timetable and Agenda agreed by Conference.
5. Motions shall be taken in the order in which they appear on the timetable. The time allocated to each Motion shall be at the discretion of the Chair.
6. The time allocated to each section of the Agenda shall be adhered to as far as possible.
7. If alterations to the timetable become necessary, the Standing Orders Committee shall submit recommendations to Conference.

Alteration of order of business

8. No proposal for suspension of Standing Orders relating to the actual order of business

shall be accepted after the adoption of the Standing Orders Committee's report by Conference, unless prompted by events which occur after Conference adopts that report. A delegate who has legitimate reason to move suspension of the order of business must clearly state their reason. Before the procedural motion is put to Conference, the views of the Standing Orders Committee shall be sought. A procedural motion for suspension of the order of business shall only be carried if two-thirds of the delegates present and voting are in favour.

Annual Report References back

9. Any reference back of any paragraph of the Annual Report, including Actions Taken, notified in line with Rule 8.16(3) shall be answered at Conference.
10. An answer to a Reference Back will be given either following the presentation of the Annual Report, the presentation of the Statement of Accounts or at the beginning of the appropriate section of the Agenda, as recommended by the Standing Orders Committee.
11. If the NEC accepts the Reference Back, there will be no further debate and Conference will be asked to vote on that acceptance. If the NEC does not accept the Reference Back, it will be treated as a Motion. The relevant branch will move the Reference Back, there will be a debate under the usual rules of debate and Conference will be asked to vote for or against acceptance of the Reference Back.

MOTIONS

Emergency Motions

12. An Emergency Motion must deal with business which was not capable of being the subject of a Motion at the normal time (Rule 8.18(2)). Emergency Motions must be in writing and signed by a representative of the Branch, Retired Members' Group or National Executive Committee.

Time for final submission of Emergency Motions

13. Emergency Motions shall be submitted to the Standing Orders Committee as soon as practicably possible, but no later than the opening of Conference at 9.20am on Monday 13th June 2022. A delegate on behalf of their Branch, the Retired Members' Group or the General Secretary on behalf of the National Executive Committee shall have the right to appear before the Standing Orders Committee to explain the reasons for submitting such an Emergency Motion.

Circulation of Emergency Motions

14. The Standing Orders Committee shall circulate any Emergency Motions received and present a report thereon for acceptance of Conference.

Acceptance of an Emergency Motion

15. Once the report has been accepted, each Motion will need to be voted on to be accepted onto the agenda. This vote requires a two thirds majority of members present and voting.

Composite Motions

16. The Standing Orders Committee may composite any number of Motions together, where the content is substantially similar. The SOC will notify the relevant branches of the Composite Motion which will be jointly owned by the submitting bodies. The SOC will nominate one of those bodies to move the Motion.

Existing policy Motions

17. Motions appearing in the Agenda which are designated as existing policy shall be accepted without discussion and shall not require a vote.

Non-controversial Motions

18. Motions appearing in the Agenda which are designated as non-controversial shall be accepted by Conference without discussion and shall not require a vote.

Consequential

19. Where a decision on one piece of business effects the viability of another piece of

business it is classed as a consequential. If this occurs, conference will be notified by the SOC.

Withdrawal of Motions

20. Once the agenda has been adopted a Motion may be withdrawn only by the proposers with the consent of the majority of the delegates present at conference.

Motions Out of Order and Late Submissions

21. Motions designated as Out of Order shall not be debated.

22. Motions not received by the date stipulated in Rule 8.17(4) are Late Motions and shall not be debated except as provided for in rule 8.17(6).

Guillotined Motions

23. Motions not taken before the close of Conference, because of lack of time, shall be dealt with as if remitted by Conference to the National Executive Committee.

PRESENTATION OF MOTIONS

24. A Motion submitted by a Branch shall be moved by a delegate from that Branch. A Motion submitted by the Retired Members' Group shall be moved by a delegate from the Retired Members' Group. It is the responsibility of the National Executive Committee to arrange a mover for any Motion submitted by the National Executive Committee.

25. If no mover is present the Motion shall be deemed to have fallen. In exceptional circumstances, the Standing Orders Committee may accept the transfer of that Motion to another branch for proposal, if prior approval has been sought from the SOC.

26. Before Motions in a section are discussed, the National Executive Committee may briefly place before delegates any factual material necessary to bring up to date the Annual Report in respect of the subjects to which the section of the Agenda relates.

27. Motions carried under Standing Orders 17 and 18 shall come into effect on acceptance of the Standing Orders Committee Report.

28. In accordance with Rule 14.1, Motions to change Prospect Rules shall, if carried, come into effect at the end of Conference.

29. All other Motions shall, if carried, come into effect immediately after the declaration of the

result of voting, unless the result is challenged under Standing Order 56, in which case the Motion shall, if carried, come into effect immediately after the declaration of the card vote.

DEBATE

30. The Chair shall decide between two or more delegates rising to speak and seek to balance the debate between those speaking for and against.

31. Speakers shall speak from the rostrum and announce their name and Branch, Retired Members' Group or, in the case of members of the National Executive Committee, Prospect staff or the Standing Orders Committee, their name and office, before speaking on any point.

Timing of Speeches

32. Speeches by movers of Motions shall be limited to three minutes and all other speeches to two minutes. Times may be varied at the discretion of the Chair under exceptional circumstances. The time allocated to a speaker making a statement on behalf of the National Executive Committee under Standing Order 26 shall be at the discretion of the Chair but shall only exceptionally exceed five minutes.

No one to speak more than once on the same Motion

33. No speaker shall be allowed to speak more than once on the same Motion except the mover of the Motion when exercising a right of reply or on a point of order.

Common Debate

34. Where a number of Motions relating to the same subject, but not readily lending themselves to the compositing procedure, appear in the Agenda, the Standing Orders Committee may propose that each Motion be moved separately, but that voting on each Motion be held over until completion of the debate on that block of Motions.

35. Voting will be taken in the order in which the Motions were moved.

36. The procedural motions "move next business" and "let the question be put" cannot be used in common debate.

Rights of reply

37. The mover of a Motion including Rule Changes shall have a right of reply on the

Motion at the close of the debate on that Motion but shall introduce no new matter. When the right of reply has been exercised and the debate closed, under no circumstances shall any further discussion take place and the vote on the Motion shall be taken.

38. The mover of any Motion grouped with others under Common Debate shall have a right of reply on the Motion but shall introduce no new matter. The right of reply may, in this case, include reference to other Motions included in the Common Debate. The rights of reply to the debate shall be taken in the reverse order of presentation of the Motions. When all rights of reply have been exercised and the debate closed, under no circumstances shall any further discussion take place and the votes on the Motions shall be taken.

PROCEDURAL MOTIONS

'The question be now put'

39. A debate shall be closed if a procedural motion "that the question be now put" is carried. If such a procedural motion is moved and seconded by delegates from different branches, it shall be put to the vote without discussion after the mover has stated their reasons for so moving. The mover of the original Motion under debate may exercise any right of reply they may have but no other speeches shall be permitted.

'move next business'

40. Debate shall also be closed if a procedural motion that Conference proceeds to next business is carried. If such a procedural motion is moved and seconded by delegates, from different branches, it shall be put to the vote without discussion after the mover has stated their reasons for so moving. Conference shall then proceed immediately to the next item on the timetable.

41. Neither of the above procedural motions can be moved or seconded by delegates who have previously spoken in the debate. Nor shall they be moved whilst a delegate is addressing Conference.

42. The Chair shall have discretion to caution Conference not to accept these procedural motions if, in their opinion, there has been insufficient discussion of the particular Motion under debate.

'remit to the National Executive Committee'

43. The NEC may ask for a Motion to be remitted. A representative of the NEC will explain why. The Chair will ask whether the branch is willing to remit their motion. If the branch is content to agree that the Motion is remitted, then a vote on that will immediately take place. If the branch refuses to remit or conference rejects the remission then the debate continues. If the proposition is remitted the NEC will undertake to look at the Motion and work, as best they can, for its implementation.

Point(s) of Order

44. A delegate may, at any time, rise on a point of order but must confine the point of order to the subject at that time before Conference. They must address the Chair and introduce their observations by 'Point of Order' quoting the number of the relevant Standing Order or Rule.

45. A delegate who is addressing Conference when a point of order is raised shall remain silent until the question has been decided by whoever is in the Chair.

Challenge of rulings by the Chair

46. A ruling from the Chair shall be final unless it is challenged by a delegate who moves that the ruling be rescinded. Such a procedural motion shall not be put to the vote unless at least 30 delegates clearly and promptly indicate a requirement that it be put, in which case whoever is in the Chair shall temporarily vacate the Chair. A member of the Presidential Team, failing whom a member of the National Executive Committee, shall then take the Chair and shall put to the vote that the ruling be rescinded. When the vote has been taken whoever was previously in the Chair shall resume the Chair and proceed in accordance with the vote. The vote required is a simple majority of those delegates present and voting.

SUSPENSION AND REINSTATEMENT OF STANDING ORDERS

47. Standing Orders shall be suspended if such a procedural motion is moved and seconded by delegates from different branches and carried by a vote of two thirds of delegates present and voting. A delegate moving a procedural

motion to suspend Standing Orders must clearly state which Standing Orders are to be suspended. A procedural motion calling for the suspension of Standing Orders with the intention of removing or altering a procedural instruction attached to a Motion cannot be moved once the mover of that Motion has either declined or begun to exercise the right of reply.

48. The Chair shall, at the appropriate time, reinstate Standing Orders with the agreement of Conference.

VOTING

49. Only delegates to Conference shall be entitled to vote as provided in Rule 8.3(2). The only exception being when the vote is tied the Chair has the deciding vote (rule 8.14(2)).

50. All votes shall be decided by a simple majority of delegates present and voting save those dealt with in accordance with rule 8.14.

51. Voting shall normally be carried out electronically, which shall be deemed to be the equivalent of a show of hands, except where a card vote is required.

52. Where electronic voting is not available, voting shall be by a manual show of hands except where a card vote is required.

53. A rule change requires at least a two thirds majority on a Card vote. (Rule 14.1)

54. If a manual vote is required voting will be in accordance with rules 8.3(1)(g), 8.12 – 8.15.

55. In the event of a vote for which there are equal numbers of votes "for" and "against," the Chair shall have a casting vote as specified under Rule 8.14(2).

CARD VOTES

56. Card vote shall be taken as required by the rules and shall also be taken when not less than 30 delegates clearly indicate the requirement for a card vote. Retired Members Group participation in a card vote is governed by rules 8.3(1)(f), 8.3(1)(g) and 8.13(4).

57. Card votes cannot be taken on emergency or procedural motions.

58. Card votes are secret and will normally be taken electronically.

Invalidity of election ballot papers

59. An election ballot paper on which votes have been cast for more than the number of vacancies to be filled shall be invalid.

CONDUCT OF CONFERENCE

Conference Chair

60. Conference will be chaired in accordance with rule 8.10

Questions not covered by Standing Orders

61. The Chair shall conduct the debates in accordance with the Standing Orders approved by Conference. If a question arises which is not covered by Standing Orders, the Chair shall rule in accordance with the normal procedure of debate.

Due deference

62. Due deference must be paid to the authority of the Chair at all times. If any person consistently disregards the authority of the Chair, that Chair may direct them immediately to retire for any period not longer than the remainder of the day's business, during which period their card votes and any ballot papers not yet submitted by them, shall be void.

Suspension or Adjournment of Conference

63. The Chair may at any time, if they think it desirable, suspend or adjourn Conference for a period of time as they determine.

Adjournment in the absence of a Quorum

64. If, during any session, the attention of the Chair is called to the number of delegates present, they shall be counted, and, if it is found that there is an insufficient number of delegates to form a quorum in accordance with Rule 8.11, proceedings shall stand adjourned until such time as the Chair may appoint.

Maintenance of good order

65. It shall be the duty of each delegate, the Chair of Conference, the Stewards and the Standing Orders Committee to ensure the good conduct of business and to see that the Standing Orders are strictly observed.

Report of the Standing Orders Committee to the 2022 National Conference

1. The Standing Orders Committee presents its Report and recommendations for adoption by Conference.

Adoption of Standing Orders

2. In adopting the Report of the Standing Orders Committee, Conference will thereby accept the Standing Orders, the Timetable, and the Agenda with the procedural instructions it contains. Any appeals or proposals to vary the Standing Orders Committee first report, the Standing Orders, the Timetable or the Agenda may be made to the Standing Orders Committee by appointment between 16.30 and 18.00 on Saturday 11 June 2022, after giving notice in writing to the Secretary of the Committee (email: sarah.powell@prospect.org.uk) by 12 noon on Friday 10 June 2022. Where this is not done, the Standing Orders Committee may feel justified in recommending that the reference back be not accepted. Delegates seeking to obtain the support of Conference to press points which the Standing Orders Committee is unable to concede should do so by moving the reference back of the relevant part or parts of the Standing Orders report, the Standing Orders, the Timetable or the Agenda before they are adopted by Conference.

3. 120 Motions were received, of which 1 failed to meet the submissions deadline. 16 Motions have been ruled Out of Order and 1 declared Existing Policy. These will not be debated. 1 Motion has been withdrawn by the proposing branch and appears in Appendix II.

4. The Standing Orders Committee has reviewed, clarified and significantly updated the Standing Orders. In order to expedite the business of Conference, delegates are requested to familiarise themselves with the Standing Orders prior to the start of debate. Delegates are asked to note in particular the revised arrangements for Remission and updates to voting procedures which take into account electronic voting. The SOC has further reviewed and revised the time allowed for speaking on business which is now 3 minutes for the mover of the motion and 2 minutes for all other speakers.

Efficient use of Conference Time

5. In compiling the Agenda, the Standing Orders Committee has made use of Common Debate, allocating Motions to Appendices and the procedural linking of Motions. The number of Motions received will put pressure on debating time and delegates are asked to be brief, focused and not to repeat points already made by other speakers.

6. In a further effort to facilitate the efficient use of Conference time, a member of Standing Orders Committee will be available for consultation in the Conference hall immediately prior, during and immediately after formal Conference sessions. The SOC is happy to discuss and give advice on any conference business. The SOC are available by appointment between 16.30 and 18.00 on Saturday 11 June 2022 preferably after giving notice in writing to the Secretary of the Committee (email: sarah.powell@prospect.org.uk) stating the reason for the appointment.

Common Debate

7. Common Debate has been employed where appropriate, and is governed by Standing Orders.

Composite Motions

8. There are no composite motions.

Existing Policy Motions

9. In accordance with Standing Orders 17, Motions appearing in the Agenda which are designated as Existing Policy will not be debated.

Out of Order and Late Motions

10. The Motions in Appendix I are dealt with under Standing Order 21 and will not be debated. Late and withdrawn Motions can be found in Appendix II. The SOC has not recommended the acceptance of any late Motions.

Rule Changes

11. Motions proposing changes to the Rules require a two-thirds majority on a card vote to be carried.

12. For the purposes of Rule changes, the published Rulebook November 2020 is the latest version of the Rules.

Consequential

13. Where a decision on one piece of business affects another piece of business the consequential(s) will be listed in the agenda. Any further consequential(s) will be announced at conference.

Emergency Motions

14. Urgent issues requiring a Conference decision may occur which necessitate the submission of Emergency Motions. These may only deal with urgent business which requires a Conference decision and which has arisen since the final date for submission of Motions to Conference, which was 12:00 noon on Friday 11 March 2022.

15. A Motion may be moved as an Emergency Motion if not less than two-thirds of the delegates present and voting have consented to the moving thereof.

16. Emergency Motions shall be submitted to the Standing Orders Committee prior to the opening of Conference debate on the second day (9:20 am on Monday 13 June 2022). However it would be of great help to the Standing Orders Committee in organising the Timetable if the longest possible notice is given of any such Motion. The SOC is available by appointment between 16.30 and 18.00 on Saturday 11 June 2022 preferably after giving notice in writing to the Secretary of the Committee (email: sarah.powell@prospect.org.uk) if branches wish to discuss and seek advice upon Emergency Motions.

17. The Standing Orders Committee will make recommendations for the ordering of Emergency Motions.

Voting

18. Voting will be carried out using an electronic voting system. This is capable of handling counts originally carried out by Tellers, weighted card votes (e.g. for Rule changes), and the other votes on a one delegate one vote basis which require a two-thirds majority.

19. Conference may still call for a vote to be determined by a card vote where appropriate if, immediately after the declaration of the

result of voting at least 30 delegates present shall so demand.

Elections

20. There are no elections requiring a ballot at conference this year.

Credentials

21. Delegates' attention is drawn to Standing Orders 1 and 2. Please arrive promptly for the start of each session and make sure that your attendance at that session has been properly validated. References Back of the Annual Report and Statement of Accounts

22. References Back of any part of the Annual Report (including actions taken) and Statement of Accounts may be moved, provided prior notice of intention to do so is given, specifying the matter to be raised in accordance with Rule 8.16(3).

Adoption of the Annual Report

23. The adoption of the Annual Report and Statement of Accounts shall be moved in accordance with the Timetable.

Scrutineers

24. The Scrutineer responsible to the Chair of the Standing Orders Committee shall be:

- Graham Clarkson

Stewards/Tellers

25. The Stewards/Tellers, responsible to the Deputy Vice-President, shall be:

- Douglas Hyman (Chief Steward)
- Andrew Macdonald
- Ian Davey
- Mike Kain
- Bob Avery
- Ireen Goulding
- Gon Campbell

Constitution of the Standing Orders Committee

26. Standing Orders Committee

- Martin Wills (Chair)
- David Evans
- Margaret Watts
- John Ferrett (Secretary)
- Bob King (Deputy Secretary)
- Sarah Powell (Assistant Secretary to the SOC)

Timetable

Sunday 29 May 2022

Closing date for receipt of References Back on the Annual Report and Statement of Accounts (incorporating Action Taken)

Saturday 11 June 2022

16:30	SOC available in the conference centre for appointments until 18:00	18:15	SOC new delegates talk until 19:00
17:00	Delegate registration until 18:30	21:30	Delegate registration until 22:00

First session Sunday 12 June 2022

08:00	Delegate registration until 09:00	10:15	Section A: Equality and Diversity
09:15	Conference opens plus demonstration on voting	11:10	Coffee interval
09:30	Adoption of SOC report	11:30	Presentation and Question and Answer on the unions finance and subscription increases (timed event)
09:50	Presentation of Annual Report and Statement of Accounts (incorporating Action Taken) by Mike Clancy, General Secretary	12:15	Close of session, lunch and fringe meetings
10:10	Results of NEC ballot (timed event)		

Second session Sunday 12 June 2022

13:45	Section B: Subscriptions	16:05	Section D: Social and Public
15:10	Section C: Health and Safety	17:30	Organising awards
15:45	Coffee interval	18:00	Close of session

Third session Monday 13 June 2022

09:20	Introductions and announcements (Deadline for submission of Emergency Motions)	10:30	Section F: Pensions
09:30	Presentation by Marcus Ryder including question and answer session (timed event)	10:45	Section G: Rules
10:15	Section E: International	11:15	Coffee interval
		11:35	Section G: Rules continued
		12:35	Close of session and lunch

Fourth session Monday 13 June 2022

13:45	Section H: Energy and Environment	16:00	Acceptance of Emergency Motions
14:20	Future of work panel debate (timed event)	16:10	Section I: Pay and Employment
15:40	Coffee interval	18:00	Close of session

Fifth session Tuesday 14 June 2022

09:20	Introductions and announcements	13:40	Adoption of Annual Report and Statement of Accounts
09:30	Section J: Appointments	13:45	Vote of Thanks
09:45	Section K: Prospect Organisation and Recruitment	14:00	Close of Conference
11:00	Coffee interval		
11:30	Emergency Motions Section L: Appreciations Outstanding Motions		

Section A – Equality and Diversity

1

Equality is a union issue

Fairness, dignity, and respect are core union matters. Everyone has the right to be themselves at work and to be treated with respect.

Conference recognises that we do not yet have equality at work. Too many members and branches face challenges with employers in ensuring that Equality Diversity and Inclusion (EDI) work is both a priority and acted upon.

Over the last two years we have seen instances where either government or employers have sought to undermine legitimate EDI work. This includes political pressure on employers like the BBC and National Trust to dilute their work on race equality; Ministerial attempts to weaken civil service equality networks; and challenges over LGBT+ equality. The gender pay gap persists at 16.1% and the gender pension gap is 37.9%.

Conference welcomes Prospect's EDI strategy and Race Action Plan agreed by the union in 2021.

Conference, however, believes that there is more to be done to ensure that:

- all members can be themselves at work without fear of harassment, barriers to progression or negative treatment;
- Union membership reflects the composition of workspaces;
- Prospect supports and guides respectful discussion to enhance ED&I.

Conference instructs the National Executive Committee to:

1. Reaffirm its commitment to EDI and equality work as priority for Prospect.
2. Train and provide accessible resources for branch representatives to encourage discussion in branches and help to identify branch priorities.
3. Review the roll-out of the EDI strategy and Race Action Plan, including at branch and sector levels.
4. Encourage underrepresented groups to become actively involved in union activities.
5. Improve the scope and accuracy of the union's equalities data.

National Executive Committee

Common Debate on Motion 2 and Motion 3 If Motion 2 falls, Motion 3 falls

2

Creation of the Prospect's Women Network

The Bectu Sector has a long history of supporting female members with training, mentoring and campaigning for women and on women at work issues with its own Women's Equality Committee (WEC).

Conference requests that a Prospect Women's Network is setup to support all our female union members, including those from the BT and Digital divisions, who have recently lost the official support of Bectu WEC because divisions have been rearranged.

North West Branch

3

Prospect Women's Committee

The Bectu sector has an active and vibrant Women's Committee that is successful at engaging women members on a range of issues. This needs to be developed to incorporate all women members within the Prospect Union.

The Trade Union Congress has a Women's Committee which promotes and facilitates an annual Women's Conference that engenders an increased understanding of women's issues and acts on them. A Women's Committee raises the profile and can have a positive effect on the recruitment and retention of members. It also enables women to be heard and promotes women's issues and creates a platform for learning. Just look at the recent Period Dignity and Menopause sessions run by Women representatives in the Bectu and BT Division to see the positive impact this can have.

Conference instructs the National Executive Committee to assign an officer(s) to help develop a Women's Network/Committee that spans across the Prospect union as a whole.

BT East Midlands Branch

4

Workplace equality

Conference, Prospect rightly takes pride as a union for the importance it places upon equality diversity and inclusion both within its own organisation but also the employers in which we have members. It has many initiatives which can be rightly judged to be leading the way within the trade union movement.

It is clear however, that the pace of change to ensure that true workplace equality is achieved is far too slow. Many significant societal ills, such as the gender pay and pension gaps or the failure of employers to recruit and retain more diverse workforces, will take decades to address at current rates of progress, if indeed at all.

To deliver the equality changes we need as a union across the wide breadth of industries our members are based, we need a fundamental shift in approach. How we integrate and prioritise our equality objectives into the collective bargaining apparatus of the union is key to delivering meaningful change in a way which is transparent and accountable to the membership.

Conference instructs the National Executive Committee to develop a new workplace equality collective bargaining strategy within twelve calendar months of the adoption of this motion.

Furthermore, this strategy should include:

- the development of a new framework for collective bargaining which embeds workplace equality objectives, new equality data metrics and reporting methodology within the negotiating work of the union at all levels;
- that evidence and data on workplace equality targets are routinely presented to Branch, Sectoral and National executives, Annual General Meetings and Conferences to ensure progress can be reviewed by members, elected leaders and full-time officers as well as to help inform strategic decision making;
- a development cycle is commissioned for a new suite of tools and training packages on embedding workplace equality objectives into the routine collective bargaining work of the union. With this package to be delivered to our lay officials and staff so the practice and efficacy of our negotiators is industry leading.

Westinghouse Branch

5

Chlamydia and the screening of pregnant women

Conference notes with concern the early January 2022 report by inews.co.uk, How NHS racism fears are risking fertility, with chlamydia blighting black Caribbean men and women highlighting the prevalence of Chlamydia within the black Caribbean community in the UK and the apparent NHS failure to properly address this public health issue out of a fear of being viewed as institutionally racist. Chlamydia presents a particularly high health risk to pregnant women*, yet it is not included in routine screening of all women in the early stages of pregnancy.

Conference recognises that the NHS does not want to be seen to be 'targeting' black Caribbean women. Conference also acknowledges that instigating a national debate concerning perceptions of institutional racism, whilst valid will inevitably deflect attention from efforts to ensure the NHS includes Chlamydia in its routine screening of all pregnant women.

By focussing efforts encompassing all pregnant women this is much more likely to avoid a potentially divisive debate as to whether or not the NHS is institutionally racist. Pregnant women's health must be the priority.

Conference instructs the National Executive Committee to engage with the Trade Union Congress, and/or other relevant organisations, seeking a change to the NHS's current screening approach by adding Chlamydia testing to their routine screening programme for all women in the early stages of pregnancy.

* References to women throughout this motion includes cisgender women, transgender men and non-binary (assigned female at birth) people who have not had a hysterectomy or bilateral oophorectomy.

EFRA Branch

6

Disabilities and reasonable adjustments

The Trade Union Congress (TUC) Disabled Workers' Conference 2021 exposed the continuing difficulties facing many disabled workers. www.tuc.org.uk/committee-statements-disabled-workers-conference. When a disability is declared or the employer could be reasonably expected to know, employers have a legal duty under the Equality Act 2010 to make reasonable adjustments to remove, reduce or prevent any disadvantages that disabled workers face. This goes beyond simply avoiding treating disabled workers, job applicants and potential job applicants unfavourably and means taking additional steps to which non-disabled workers and applicants are not entitled.ⁱ The law recognises that to secure equality for disabled people work may need to be structured differently, support given, and barriers removed. This is particularly important for public sector employers who have additional duties regarding disability.ⁱⁱ

TUC research has revealed that getting and keeping reasonable adjustments in place at work is an ongoing problem for disabled workers. Before the COVID pandemic, 45% of disabled workers who asked for reasonable adjustments failed to get any or only got some of the reasonable adjustments put in place and 20% who had identified the need for reasonable adjustments had not subsequently asked their employer to implement those reasonable adjustments. Following the onset of the pandemic, with many disabled workers shifting to home working, the situation has become even worse. This is despite the law stating that 'if an employer has failed to make a reasonable adjustment which would have prevented or minimised any unfavourable treatment, it will be very difficult for it to show that the treatment was objectively justified'.ⁱⁱⁱ

Equally of concern, over 40% of disabled workers were not told by their employer why their request for reasonable adjustments had not been implemented. This makes it very difficult for disabled workers to challenge the failure by their employer to implement the adjustments. Lack of an explanation may also amount to discrimination, so it is important that members and reps are made aware that employers need to provide a justification to show why the adjustments have been refused, and how this can then be challenged.

During the pandemic many workers asked to shield because they had a significantly increased risk of complications if infected with Covid-19; these workers were disproportionately likely to be disabled.

The importance of employers taking steps to minimise workers' exposure and risk of infection is paramount. However, during the pandemic almost half of disabled workers who faced additional Covid-related risks (due to a disability, health condition or impairment) had not discussed those potential risks with their employer. This rose to over half of disabled workers who worked outside of their home during the pandemic. Research undertaken within EFRA Branch^{iv} suggests this is due to the stigma of disclosing their impairments and the fear of how they would be treated if they did so.

For workplace reps to be successful in helping workers with disabilities, reps must be taught how to take a proactive approach to enable them to negotiate effectively with their employers and ensure workplace adjustments are a prerequisite for a disabled person not to experience disadvantage.

Conference instructs the National Executive Committee to work with the TUC to review and proactively challenge the incorrect use of disability law under the Equality Act of 2010 in the workplace, and where inappropriately applied, to press for redress and enforcement measures to be taken against non-compliant employers.

Furthermore, the NEC is instructed to work with the TUC to provide disability training for workplace reps so they can help champion the often-hidden plight of disabled workers and negotiate with employers on their behalf to ensure the correct reasonable adjustments are implemented.

- i. https://equalityhumanrights.com/en/file/1086/download_employercode.pdf (page 87)
- ii. https://equalityhumanrights.com/en/file/1086/download_employercode.pdf [section 12.34]
- iii. https://equalityhumanrights.com/en/file/1086/download_employercode.pdf [section 5.2.1]
- iv. By the Natural England Section of EFRA Branch

EFRA Branch

7

Improving accessibility for members in the digitally driven hybrid world of work

This conference recognises that the world of work has changed. More of us access our work, workplaces, colleagues and stakeholders differently both in person and online. Many of us have had to adapt to work remotely, digitally and flexibly, often enjoying and capitalising on the opportunities for inclusion, enhanced family friendly options and seizing the moment to renew and refresh our Equality Diversity and Inclusion approaches.

However, our members who can't see well, hear well, or move well can and often have found themselves presented with new challenges accessing and delivering their best in the more digital world. Prospect has a key role to play in supporting them and adapting to this challenge.

For example, in Office for Nuclear Regulation (ONR) branch, Prospect have been working collaboratively with senior leaders so we've become the advice point on relevant good practice, developing allies and holding our organisation to account to meet the needs of our members today and in the future. The branch has prioritised improved virtual meeting skills, building in accessibility needs and testing into new IT and strategic change projects, upskilling the Display Screen Equipment, Health & Safety and HR teams, improving our website, intranet and management systems and making virtual ONR Academy learning accessible. This has resulted in ONR senior leaders joining forces with Prospect delivering a joint task force, to embed improvement and resource the work properly for the future.

Conference instructs the National Executive Committee and its Equal Opportunities Advisory Committee to:

- place accessibility in the digitally driven workplace at the heart of their strategy and action plan;
- showcase and support the work of exemplar branches and facilitate the collection and sharing of relevant good practice for representatives and members;
- provide pragmatic advice and guidance to representatives and members on achieving an accessible modern workplace;
- review, learn and improve how Prospect itself makes its own services such as its website, webinars, virtual meetings and document suite accessible and moves towards being a role model for branches and employers to emulate.

Office for Nuclear Regulation Branch

8

Increasing diversity and representation

Conference notes the positive steps taken so far to improve diversity and equality across Prospect. We have rightly challenged employers to do more on diversity and equality, but we must also challenge ourselves. This is a good start, but we need to do more.

The Prospect Race Action Plan 2021 states “Be ambitious about increasing BME representation in union structures” and “Work to ensure that the influence and impact of BAME colleagues within the union is fully activated.”

In the Equality Diversity and Inclusion Strategy 2021-2024, our General Secretary notes “I want Prospect to strive to be an exemplar, for members, representatives and staff.” The vision statement includes “Equality, Diversity and Inclusion are part of what we do every day as a trade union. Systemic barriers removed.” Some of the recommended actions include “Proactive targeting/ talent spotting”, “Consider positive actions to develop Representatives” and “Increase number of representatives from underrepresented groups”.

For some characteristics our own equality monitoring is not good enough to truly understand our strengths and weaknesses on diversity, for example we have options for white or not, and heterosexual or not.

If our workforce is not representative of wider society unions will rightly challenge employers to take action.

If our leadership structures are not representative of wider society then we must take meaningful action.

We cannot simply ask for representatives from underrepresented groups, we must actively encourage them and where necessary actively give them space.

Conference instructs the National Executive Committee to:

- review and report on the diversity of executive structures and membership across our union;
- improve equality monitoring processes to give more detail of the true diversity and intersectionality and improve declaration rates where there is under-reporting;
- identify under representation from the equality streams that we already monitor;
- take meaningful steps to improve the diversity of executive structures, including introduction of reserved seats for certain equality strands where there is significant underrepresentation.

Department of Health Branch

Section B – Subscriptions

9

Subscription increase of 2% to Prospect banded rates

Conference resolves that from 1 October 2022 for all Members covered by the Prospect banded system, subscriptions will increase by 2%. For reference this produces the following subscription rates and thresholds:

Subscription category	Monthly subscription	Annual subscription
Special rate	£1.31	£15.72
Band 0	£5.10	£61.20
Band 1 £13,621 - £19,449	£7.26	£87.12
Band 2 £19,450 - £23,986	£9.99	£119.88
Band 3 £23,987 - £29,821	£12.71	£152.52
Band 4 £29,822 - £40,191	£16.10	£193.20
Band 5 £40,192 and above	£18.63	£223.56

National Executive Committee

10

Retired members 2% subscription increase

Conference resolves that from 1 October 2022 subscriptions for Retired Members will increase by 2%. The subscription rate will be £43.56 pa.

National Executive Committee

11

Bectu subscriptions reduction

Conference resolves that from 1 January 2023, the banded subscription rates for members will be as follows:

Banded rate	Monthly subscription	Annual subscription
£32,501 and over	£29.17	£350.00
£30,001 - £32,500	£25.00	£300.00
£27,501 - £30,000	£22.92	£275.00
£25,001 - £27,500	£20.83	£250.00
£22,501 - £25,000	£18.75	£225.00
£20,001 - £22,500	£16.66	£200.00
£17,501 - £20,000	£13.33	£159.96
£15,001 - £17,500	£11.25	£135.00
£12,501 - £15,000	£10.00	£120.00

Members who pay by the 1% of income system, who correspond to these income bands, will also pay these rates from 1 January 2023.

National Executive Committee

If Motion 12 is carried, Motion 13 falls

12

Subscriptions Indexation – Prospect banded rates

Conference recognises that the union must be able to make sound financial projections to ensure we are resilient and have the capacity to meet the needs of members. Conference also recognises that subscription increases must be sustainable when considered against various factors, including the prevailing inflation rate and the question of affordability for members. Taking this into account, Conference resolves to create a subscriptions index. This will cover the Prospect banded system, the 0.55% subscriptions maximum rate and retired member's rate. The index will be applied from 1 October 2023 annually and will be the annual percentage increase in the Consumer Price Index (CPI) for the preceding April. The index will be subject to a minimum increase of 1% and a maximum of 3%. The minimum increase will allow the union to plan for a moderate revenue increase and the 3% maximum protects members should CPI inflation accelerate in the future. The thresholds of the subscription bands will be increased by the same index percentage as the subscription rates.

Conference notes that this does not apply to the percentage formula of earnings for the Electricity Supply Industry (ESI) members below the maximum rate and the Bectu 5 divisions where separate arrangements apply.

National Executive Committee

13

Pay bands

This conference instructs the National Executive Committee and all Prospect, Bectu and other sector bodies to no longer refer to subscriptions as percentage of wages and instead use the annual and monthly costs for pay bands in all marketing, online and written communications.

Scottish Live Events Network

14

Inclusivity of membership rates

Prospect membership rates use a banded structure based on the salary of the member however, they don't take into account other affordability factors. This means that affordability of the same membership rate can be very different between different members, for example a single parent and a member who lives with a partner and thus is able to share living costs. While having children may be a personal choice, the number of earners in a household is often not. Where membership cost is a greater proportion of household income, membership may become prohibitively expensive for some individuals, who have no lesser need for union support, some may indeed need union support the most.

There are special rates for members who become unemployed, are on unpaid leave or unpaid maternity leave, or are on a career break/between contracts but these are all temporary measures related to a change in circumstance and do not help members affected by the above issue. Prospect also offer limited financial support through the Benevolent Fund, however these cannot be used to mitigate issues with ongoing finances such as membership fees.

This conference instructs the National Executive Committee to investigate more inclusive solutions for members who are struggling with their banded fees. This may include amending the band structure to take in to account greater personal circumstances, which would be more likely to ensure affordability, and/or the ability to apply to pay a lower fee on a case-by-case basis.

Met Office Branch

15

Membership subscription rates

The conference instructs the National Executive Committee to carry out a thorough review of the current membership subscription rates. The drive behind the review should not be to merely assess if rates should rise across the board, but to look in detail at the current banding structure and confirm if it is still fit for purpose. The service and support provided by Prospect, together with the varied training that is extended across many branches obviously comes at a cost. Consideration should be given to extending the banding structure beyond Band 5 to reflect properly the remuneration that many members are in receipt of, and in the majority of cases that Prospect have helped negotiate and secure.

Air Traffic Control Officers Branch

Section C – Health and Safety

16

Living with Covid-19

Conference notes that Covid-19 will not become endemic just because politicians or the public are bored or tired with it, or because some irresponsible businesses demand it. It is entirely possible that it will remain an epidemic disease that comes and goes in waves, for years to come. How serious those waves will be depends on how we react, vaccine effectiveness, and how the virus mutates (since a variant can be more or less virulent as well as varying in transmissibility). Suggesting it will evolve to become milder is no more than wishful thinking; only a fool would commit to how this will pan out. Confounding “endemic” with “mild” reveals a level of ignorance or disingenuity.

Living with the virus does not mean abandoning all public health measures: our forebears did not give up trying to mitigate the effects of endemic diseases such as cholera, smallpox or tuberculosis and just decide to “live with” them. The total UK deaths per head from Covid-19 is a national scandal, as is our collective indifference to numbers of deaths being in the thousands per week or having over 800 children hospitalised in a week. There seems also to have been a deliberate down-playing of the complex, long-term health implications of Covid-19 infection. It is disgraceful that we have let our children down by tolerating wholly inadequate controls in so many schools, when letting Covid-19 rip has such an impact on continuity of education. We “live with” bad weather by taking precautions when necessary: donning coats or packing an umbrella. We need to do the same with Covid-19 and get used to bringing in precautionary measures when needed. We also need to recognise that unrestrained transmission increases the likelihood of more virulent variants emerging.

One of the most concerning aspects for us as union members about the concept of “living with” is the way that people who are vulnerable, who may have compromised immunity, are cut loose – being expected to get on with their lives without any societal protections in place. Similar concerns exist for those who live with vulnerable people. For our members in this position, we need employers to provide coherent guidance on how risk to these people can be managed so far as is reasonably practicable. At times when case rates are high, the UK responses we have seen leave the only options for vulnerable staff being to opt into risk or face ongoing exclusion and isolation. Without a better approach to risk control at times of high prevalence, it will not be safe for these staff members to meet others indoors, unless ventilation is exceptional and proven in all areas, including corridors, lifts and communal areas. For a vulnerable person, wearing a good quality mask might be the only thing they can do to bring the risk to themselves down to an acceptable level if they are to resume full participation in work activities. Employers should also make it a requirement for all staff who meet with vulnerable people to wear a good quality and well-fitting face mask.

Conference instructs the National Executive Committee to:

- campaign for the introduction/maintenance of a sound, science-based public health approach to controlling Covid-19;
- to take up the issue of vulnerable staff with employers with a view to them making proper provision based on sound risk assessment not political dogma;
- to put in place similar measures for its own staff and reps, and to;
- provide negotiations guidance for reps on this topic;
- to submit a motion to the Trade Union Congress based on the concepts in this motion.

Health & Safety Executive Branch

17

Covid – mandatory vaccination of workers

Late in 2021 the UK government introduced legislation requiring those in front line care work to be vaccinated against SARS-CoV-2 (Covid-19). Within the NHS the same approach was intended to be implemented from April 2022, but that was subsequently revoked.

The emergence of the highly transmissible Omicron variant refocused attention on the need for vaccination to both slow the spread and significantly reduce the impact of infection across the UK. Omicron is just the latest, not the final variant, that may pose a significant threat to the UK population in the coming months and years. New variants will appear and one of those new variants could be more pathogenic than Omicron or Delta. The pandemic is likely to continue as a significant public health threat until at least 2024 according to recent research.

The ongoing debate in this country around public health safety versus freedom of choice needs to be scrutinised by Prospect. How many UK employers are considering mandatory vaccination as a prerequisite to being employed or continuing in employment? We are already seeing some major employers changing their sickness absence policies so that anyone who becomes ill through Covid-19, and who has not been vaccinated, only being paid the statutory minimum sick pay.

This conference instructs the National Executive Committee to establish a considered view on mandatory Covid-19 vaccination of Prospect members in readiness for when employers covered by Prospect start to take the matter into their own hands.

EFRA Branch

18

Health and Safety Executive resources campaign

Prospect National conference is concerned that the Health and Safety Executive (HSE) is not fit for purpose and cannot fulfil its remit to protect workers and the public. Since 2010 HSE has suffered the austerity measures imposed by consecutive governments, with the organisation cutting back budgets and plans in response to reductions in funding streams.

HSE has flexed in many ways but has been on a decade of decline in terms of size and impact especially in core functions. Prospect HSEs believe a viable HSE does not currently exist due to decline and that fundamental activities are being curtailed due to lack of resource.

Currently HSE is not investigating swathes of reported injuries and ill health cases meaning in many cases justice for victims will not be secured. This is like the police not following up on violent crime and justifying it due to low staff. Prospect HSE branch believe inspector and support staff numbers are at an all-time low. This means that only the highest priority work can be done such as fatal accident investigations, yet there is increasing pressure on staff to deliver metrics such as inspection targets, with no capacity to deliver on a sustained basis. The result is staff are constantly exposed to excessive workload, mental health risks, and some (inspectors) are at higher risk due to increased frequency of exposure to trauma. HSE can divert resource from one priority to another, but with declining staff resource, less will be done.

HSE is investing in other intervention methods or data gathering, but this means that funds are used on unproven intervention techniques either internally or via 'intermediaries' and without additional funds will mean less investment for traditional regulatory functions and outcomes. Prospect National Conference is concerned that there is a focus on quantity not quality, which will not address the issues of concern specifically:

- a. Regulatory/Specialist inspectors, Scientific/Policy staff are in long term decline.
- b. Investigations of accidents and cases of ill health are not done in the vast majority of cases.
- c. Enforcement numbers – prosecutions/issuing of notices/formal advice are in decline.
- d. Inspection numbers are in decline, inspections/interventions of Major Hazard sites are under severe pressure due to low inspector resources.

- e. Pressure is forced onto the workforce to deliver on unrealistic targets.

This conference instructs the National Executive Committee to campaign for an appropriately resourced HSE. This campaign must call for:

1. Sufficient funding to be made available to HSE to reverse its decline and a significant increase in professional staff numbers that undertake/support its regulatory functions.
2. A renewed focus on increasing the levels of quality inspection and investigation activities of HSE, including delivering justice for victims, higher levels of formal enforcement and prosecution were warranted.
3. Exploring funding streams – retain prosecution fines, hypothecation of corporate tax or risk-based levy on Employers Liability Compulsory Insurance.

Conference further instructs the National Executive Committee to consider sending a motion to this year's Trade Union Congress conference outlining the serious situation in HSE and calling for campaigning to raise awareness and press for a select committee investigation or All Party Parliamentary Group on Occupational Health and Safety review or by another suitable/respected body to consider:

- i. Appropriate funding models.
- ii. Baseline expectations of the regularity of risk-based inspection.
- iii. An appropriate balance of interventions – previously 60% inspection 40% investigation.
- iv. The appropriate workforce blend.

Health & Safety Executive Branch

19

Menopause – Improved access to information

Conference notes that Women are a significant number of the Prospect membership and often have difficulty finding information and advice through Prospect via the website or reps about women's issues, including the menopause.

Conference further notes that other organisations, such as the Trade Union Congress (TUC), have produced comprehensive reports with examples of good practice.

Conference instructs the National Executive Committee to:

- ensure that good quality up to date information on a range of issues that affect women is readily available to all members through the website and that reps are kept updated in respect of such issues;
- ensure that information about menopause, particularly explaining employers' responsibilities with guidance for reps that can be used to address workplaces issues, is up to date and clearly signposted on the Prospect website;
- ensure that Prospect regularly reviews what information is available and that the website is kept updated by Prospect staff, who are also trained to deal with enquiries.

It is suggested that menopause has a section of its own on Prospect's website, hosted under Health and Safety rights at work and/or the Wellbeing page, providing useful documentation and links to other sources such as the TUC's comprehensive reports as the menopause is a natural, if challenging, phase in a woman's life, not a disability, and should not be obscured within equality issues.

Environment Agency Branch

Section D – Social and Public

20

BBC

Conference notes that 2022 marks the centenary of the BBC and as the debate begins about its funding model, we have a vital role to play in defending the principle of public service broadcasting, as well as creative content and jobs.

The BBC is more than a licence fee. As the Covid-19 pandemic has highlighted, the BBC has been essential in fulfilling its charter to inform, educate and entertain the nation. This is only made possible by its universal model that allows it to be a truly public service broadcaster, commissioning innovative content, taking a chance on new talent and investing in jobs and output across the UK.

Conference believes that government threats to scrap the licence fee are a risk to public service broadcasting and likely to lead to commercialisation, fewer services and further cuts. Forcing the BBC to compete directly with the streaming giants fundamentally misunderstands the role it plays in national life and risks the services and benefits to the UK economy that only the BBC provides.

Whilst the Bectu Sector has campaigned against BBC cuts and for BBC reforms these have been to make it a better broadcaster, not to cut services or universal provision. For example, the union has and remains at the forefront of challenging the BBC to do better on race equality.

Conference recognises the breadth of provision provided by the BBC:

- during the pandemic the BBC adapted quickly to help educate the nations' children through its bite size learning programme reaching £2.7 million children each week;
- providing new content during the dark days of lockdown by adapting quickly and effectively to covid protocols to bring us our favourite entertainment shows and dramas along with daily pandemic updates;
- as a key part of the ecosystem of the UK creative industries, investing in skills and training to make the British creative sector the best in the world. The BBC is a truly national broadcaster with 50% of its employees working outside of London.

Conference believes that the threat to the BBC's future funding is an act of cultural vandalism that must be vigorously opposed. Conference also opposes the cuts being imposed following the below inflation settlement for the next two years. Freezing then threatening the future of the licence fee will necessitate huge cuts, hitting jobs, regional economies and content.

Conference instructs the National Executive Committee to:

- campaign to protect universal funding for the BBC, retaining the licence and supporting a sustainable funding settlement;
- proactively campaign to highlight the important role that the BBC plays in the hugely economically successful creative industries and in the diplomatic soft power it wields across the world;
- to urge other unions, creative industry bodies and civil society to work with us to protect and enhance the value of the BBC.

National Executive Committee

21

Public service broadcasting

Conference notes that public service broadcasting is under attack like never before. There have been attempts in the past by the likes of Rupert Murdoch to undermine and reduce the power of the BBC. But now we have an elected government intent on privatising Channel 4 and reducing the licence fee of the BBC for two years – with immediate impact on its range of programmes. Not to mention the employment of staff both permanent and freelance.

The Secretary of State then proposes a review of the future funding of the BBC.

These broadcasting bodies are the Crown Jewels of television, radio and online services in the United Kingdom. The BBC's reputation is spread across the world.

Conference instructs the National Executive Committee to mount a major information campaign to alert the public about the threats to our broadcasting culture. Once it's gone, it's gone.

Writers Producers and Directors Branch

22

Trade Union Congress (TUC) policy on repealing Trade Union Laws

Conference notes that Trade Union legislation is designed to limit the power of unions and workers. Trade Union legislation has existed in more or less the same form since the Trade Disputes Act 1906. The current Trade Union Act 2016 was based on its predecessor the Trade Union Act 1992 but, made it more difficult to organise industrial action including the requirement for a 50% turnout to ballot and not permitting electronic balloting, amongst other elements.

Conference instructs the National Executive Committee to:

- support TUC policy on Trade Union legislation;
- campaign to repeal the Trade Union Act 2016;
- campaign for any new Trade Union legislation to support workers' rights and their ability to take industrial action.

Writers Producers and Directors Branch

23

NHS Emergency

As a result of the ongoing underfunding, privatisation and more recent Covid-19 pressures placed on the NHS, it is now collapsing. Most ambulances are private, some 124+ hospitals are run by the private sector, the majority of GP surgeries are privately owned. The 2012 Health and Social Care Act was designed to remove the existing publicly owned/funded model and replace it with a privatised healthcare system.

The leading causes of personal bankruptcy in America is medical debt.

Profit and free at point of use healthcare are unreconcilable.

The NHS has been re-purposed from public service to a taxpayer's treasury financial extraction system, Private Finance Initiative hospitals that were built with £13 Billion of private funding will cost the taxpayer £80 Billion+. Currently 26% (£29 Billion) of NHS (taxpayer) funding is going to private companies.

Selling off the NHS must be prevented, if we fail to act now we will be judged by the next generation for our failure to act.

Conference instructs the National Executive Committee to lobby the government to put in place protections that:

- declare a national NHS emergency;
- ensure that the NHS “free at point of use” statement is enshrined in law;
- prevents further privatisation;
- enshrines a rising funding profile over and above inflation;
- remove the top-heavy management structure;
- outlaws the use of private management consultancies.

AWE Branch

24

Emergency resilience

This conference instructs the National Executive Committee to lobby and persuade government regulators and lead government departments to introduce a “storm resilience standard” for utilities and other support agencies to ensure they are adequately prepared and equipped to respond to a storm.

Electricity, gas and telecoms are essential services without which businesses struggle to operate and domestic consumers are placed at risk if they are cut off for significant periods of time.

A storm standard would require utility companies and Government agencies to provide effective information about the disruption and ability to restore service in an acceptable time based on the level of disruption. The standard required should include a minimum level of resources with adequate knowledge and experience so the organisation, such as an electricity distribution company or the Environment agency, can act promptly to operate the system in emergency situations.

Northern Powergrid Branch

25

Ethical Trading Framework

Conference notes that companies and organisations where our members are employed are increasingly seeking to work with countries around the world. The Ethical Trading Framework seeks to ensure that the human rights of workers in every country are protected and stipulates that companies and organisations should carry out risk assessments and analysis of human rights risks, impacts and causes, together with internally reviewing policies and practices and engaging in effective stakeholder engagement with other companies, trade unions, government agencies and suppliers. Alongside protecting the rights of workers in the countries and companies they work with, the Ethical Trading Framework ensures that the reputation and credibility of organisations and companies (and therefore Prospect members) is protected.

Conference further notes that supporting information on the Ethical Trading Framework can be found via www.ethicaltrade.org

Conference instructs the National Executive Committee to work with employers to urge them to adopt the Ethical Trading Framework.

Ordnance Survey Branch

26

Scottish Fair Work Framework

The Scottish 'Fair Work Convention' www.fairworkconvention.scot/ has been in place since 2015 and acts as an independent advisory body to Scottish Ministers. The Convention's vision is that, by 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations, and society.

The Convention's Fair Work Framework defines fair work as 'Work that offers an effective voice, opportunity, security, fulfilment and respect; that balances the rights and responsibilities of employers and workers and that can generate benefits for individuals, organisations and society.'

The framework was produced using existing research, examples of good practice and the wide-ranging conversations had with stakeholders – which has highlighted arrangements and practices that benefit workers and businesses and diverse examples of insecure or exploitative work that impact negatively on health, wellbeing, and family life. Evidence was gathered that showed fair work can deliver clear benefits for individuals alongside higher productivity, performance and innovation for employers.

The Convention also seeks to build into Scottish law specific procurement conditions so that publicly funded contracts are only given to companies that can demonstrate they are implementing Fair Work practices.

This conference instructs the National Executive Committee to engage with the Trade Union Congress in examining the aims and successes to date of the Scottish Fair Work Framework in consideration of seeking the introduction of such a framework into all countries within the United Kingdom.

EFRA Branch

27

Aviation policy and regulation engagement

Conference notes that for Aviation, like other industries, the UK state had ceded primacy of safety regulation to a pan-European body, the European Aviation Safety Agency (EASA). EASA proposed and adopted regulations in a process which included participation by social partners such as the European Transport Workers' Federation (ETF) which, via Prospect's affiliation, provided a vehicle for UK Aviation workers to have an input to the process.

Similarly, whilst the Department for Transport retained lead responsibility for Aviation policy matters in the UK, it did so in a framework which respected European Union (EU) initiatives such as the Single European Sky in which social partners were also engaged.

As the UK has now left the EU, safety regulatory powers have now reverted to national authorities with the Civil Aviation Authority now responsible for these matters in the UK. We believe that it is essential that proper structure and process is put in place to ensure that Trade Unions are properly engaged in both policy and regulation that will impact workers employed in the Aviation industry.

Conference instructs the National Executive Committee to ensure that the worker voice is heard in aviation policy and regulatory matters by seeking appropriate formal Trade Union stakeholder engagement structures with the Department for Transport and the Civil Aviation Authority.

Air Traffic Systems Specialists Branch

28

Campaign for carer's leave

This conference notes that while the UK has some provision of paid leave to cover care for dependents in an emergency, the provision falls well below that of other countries. For example, Norway and Sweden allow staff up to 120 days of care leave a year at 80% of salary up to a maximum of around £95 a day. This leave can be taken in a combination of, ¼, ½ or full days and can be shared between parents and carers. Meanwhile in the UK, parents and carers have to take chunks out of their own annual leave, take unpaid leave such as parental leave, juggle caring and working at the same time or end up sending sick dependents to care settings and schools. This contributes to the culture of working while sick and the unnecessary spread of illnesses, thrown into sharp focus by the Covid-19 pandemic.

This conference instructs the National Executive Committee to run a national campaign seeking to improve the provision of paid leave in the UK to care for dependents.

Met Office Branch

29

Transparency for major organisational changes

Since the United Kingdom (UK) exited the European Union single market, along with the economic impact of the pandemic, there has been a significant shift in organisational and employment practices across the UK.

Recent high-profile examples within public health organisations include the very public restructuring of the former Public Health England, and the reduction in key staff at Medicines & Healthcare products Regulatory Agency, despite the exceptional levels of work carried out during the pandemic.

What has become apparent is the poor handling of these restructuring practices, in some cases for organisations that serve critical or statutory functions. Senior Executive roles are often taken by staff who have little experience and as a consequence organisational changes and decisions are handled extremely poorly. Often, the rationale for the changes is unclear, usually attributed to something unanticipated and outside their control, like Brexit or the pandemic.

The common factor in such changes is the secrecy surrounding how decisions are agreed and finances managed, along with lack of accountability, or being held to account for the poor handling of such changes. The cost factor of these poor decisions should also be considered – often it is the public purse that has to recompensate for the badly thought-out management decisions.

Conference instructs the National Executive Committee to press for transparency on major organisational changes that are made within organisations that undertake a key public or statutory role.

If feasible this should include campaigning for a requirement to consult publicly when there are plans for a public body to undergo significant reorganisation, or other changes which could have an impact on the ability to deliver statutory functions.

Department of Health Branch

Common debate on Motion 30 and Motion 31

If Motion 30 falls, Motion 31 falls

30

Electoral reform policy

Prospect currently has no policy on electoral reform. While upholding the union's commitment to party-political neutrality, Conference supports the principle of electoral reform to make representation in Parliament a fairer reflection of the electorate's wishes.

Conference instructs the National Executive Committee to adopt this principle as part of the union's ongoing commitment to fairness.

Retired Members Group

31

Proportional representation in United Kingdom (UK) general elections

Conference notes that the United Kingdom (UK) is one of only three major developed countries to use a First Past the Post voting system for general elections.

There is consensus among experts that First Past the Post leads to unrepresentative governments and suppresses turnout at general elections.

This corresponds exactly with the UK's experience. Parties with platforms supporting expansion of worker's rights have collectively received the majority of votes in 19 of the last 20 general elections, yet parties with policies undermining both worker protections and trade unions have been in power for two-thirds of this time. This has created one of the most unequal societies in the developed world, with some of the most restrictive trade union laws.

Conference believes we need a government to reshape society in the interests of workers and our communities. It is imperative to realise that the current voting system offers no protection against later governments tearing up these hard-fought gains as they have in the past. For example, the Trade Union Act 2016 was brought in by a party which won a majority with 36.9% of the vote. Conference notes that the Unite union recently adopted a policy against the first past the post system.

Conference further notes that the world's most equal and progressive societies all use forms of Proportional Representation which prevent rule by a minority and lock in the hard-won victories of worker's movements.

The Boundary Commission has proposed changes to the electoral system we currently use to reduce the number of constituencies. It is likely that this will further lock in the dominance of parties with policies for undermining worker protections and trade unions. Such changes will have to be agreed by parliament and it is likely that arguments for and against a new voting system will be raised.

Conference considers that the National Executive Committee should be prepared for such debates and therefore instructs the National Executive Committee, when the issue is raised, to:

- adopt a policy of opposing First Past the Post and instead supporting moves to explore, select and introduce a new more proportional voting system for the UK;
- to call for all parties to do the same and to commit to including the voting system for general elections in the remit of their planned constitutional convention.

UK Intellectual Property Office Branch

Common debate on Motion 32 and Motion 33

32

Political lobbying

Prior to Brexit, many industries were largely regulated and legislated for at European level. Aviation was one of these industries. Following the United Kingdom (UK) leaving the European Union (EU), legislation and regulation has fully returned to the Department for Transport and the Civil Aviation Authority. Consequently, influencing efforts on policy making also needs to shift from EU level to UK level.

The National Executive Committee is instructed to enhance Prospect's political lobbying support for Branches, in order that forging contacts, instigating lobbying strategies and training are available to Branches in order to gain influence in policy making within government and to be engaged in regulatory activity.

Air Traffic Control Officers Branch

33

Post-Brexit regulation engagement

Conference notes that for industries in which many Prospect members are employed such as Aviation, significant policy and regulation direction was determined at a European level over recent years.

Following Brexit and the transfer of certain regulations, United Kingdom government departments and associated regulatory bodies, largely under-resourced, now have additional competency/responsibilities to discharge which directly impact upon Prospect members employed in these industries.

Conference instructs the National Executive Committee to engage with regulators and government departments such that the post-Brexit deficit in policy, regulation and process is addressed through engagement with the relevant industry Trade Unions.

Air Traffic Systems Specialists Branch

34

Affordable housing

Our children and grandchildren need affordable housing fit for living and working in as the pandemic changes the world of work.

But what is meant by 'affordable housing' appears to be at the behest of individual developers and landlords. There is no national standard that enables local authorities to impose realistically set 'affordable housing' limits upon housing developers and landlords; limits seeking to ensure housing units really are affordable to the average working person, whether buying or renting. One option for defining affordability may be to consider the modal income within individual geographic areas.

Conference instructs the National Executive Committee to investigate the Trade Union Congress position on affordable housing as the United Kingdom faces an increasing housing crisis, with the aim of establishing legally enforceable pricing for housing deemed 'affordable housing'.

EFRA Branch

35

Care Home Care Quality Commission inspection reports

As a result of the coronavirus pandemic in 2020 care homes closed their doors with families unable to visit elderly vulnerable loved ones in the care home system.

The Care Quality Commission (CQC) is responsible for the registration, inspection and monitoring of health and adult social care providers, including independent providers, under the Health and Social Care Act 2008, which was established in April 2009 replacing three former regulatory bodies. The CQC inspects care homes and then publishes the resulting findings in reports which give a rating illustrating the level of compliance with regulation and policies. These are published on their website.

It appears that residents or their families are not directly informed personally by the CQC of any visits or reports, particularly when the report is adverse, allowing people to make further informed decisions on care arrangements.

Conference instructs the National Executive Committee to petition the Minister for Health and Social Care to ensure the CQC share this information with families and service users in real time to prevent unnecessary suffering of vulnerable individuals, thus enabling the ability of informed choice when making care decisions.

DFT Branch

36

Members of Parliament and second jobs

A Member of Parliament (MP) should primarily be spending their time looking after their constituents, not spending significant amounts of time on second or third jobs. The contempt shown by some MPs for the responsibilities and duties towards their constituents is unacceptable.

Conference believes a system of true accountability is called for, with stated mandatory minimum levels of time that must be spent on legitimate constituency matters or matters pertaining to official United Kingdom Government duties. Conference further contends that MPs not achieving minimum levels of compliance should forfeit their seats to the process of a by-election and should themselves be deemed ineligible for re-election.

This conference instructs the National Executive Committee to determine what action the Trade Union Congress (TUC) is taking to remedy the current unacceptable practices of a small but significant number of MPs, and for Prospect to assist in any TUC campaign seeking to address the problem.

EFRA Branch

Section E – International

37

Support to Ukrainian refugees in the United Kingdom (UK)

This Conference condemns wholeheartedly the invasion of Ukraine by forces of the Russian Federation.

As a consequence of this invasion and the Ukrainian refugee crisis, this Conference instructs the National Executive Committee, as an emergency measure outwith any other subscription measures, to provide the means of offering those Ukrainian refugees coming to the United Kingdom, who would qualify for Prospect membership, reduced membership subscriptions of one pound a month for up to three years following this Conference, in order to support their entering and prospering in the world of work.

CMD London Central Branch

38

Trade Union Congress policy on Palestine

Conference notes that the Trade Union Congress (TUC) has a long-standing policy on Palestine developed in motions from 2006 to 2021. A summary of the policy from the TUC website is here:

“The TUC has a long-standing policy that supports Palestinian rights by calling for an end to the illegal occupation, the blockade of Gaza, settlement expansion, construction of the wall/separation barrier, and condemns the discriminatory Nation State Law, cuts to the United Nations Relief and Works Agency for Palestine Refugees (UNWRA), and the Peace to Prosperity Plan under former US President Trump. TUC policy speaks out in support of a just, comprehensive and lasting peace that is consistent with international law and based on a two-state solution, with respect for the right to collective self-determination and the right to return. This is shown by Congress motions in 2010 and 2012, a General Council Statement in 2014, and Congress motions in 2019, 2020 and 2021.”

More information here <https://www.tuc.org.uk/campaigns/solidarity-palestine>

Conference instructs the National Executive Committee to:

- adopt the TUC Policy on Palestine;
- support campaigns for justice for Palestine;
- support campaigns and projects that build capacity in organising and collective bargaining, and help increase workers' knowledge and understanding of their rights in Palestine.

Writers Producers and Directors Branch

Section F – Pensions

39

Publishing return on investment of pension funds

Conference instructs the National Executive Committee to publish the investment performance of the top 10 Pension funds as part of each Report to Conference. The selection of pension funds should be based on the top 10 with Prospect members.

Background thoughts

We are regularly informed by Trustees of the excellent performance of investment returns achieved by the pension fund administrators or management companies, contracted for this task. However, unless we can receive regular updates and comparisons of performance with other pension funds, of interest to major groups of our members, we are left without the means to judge. The upside of adopting this proposition is that more members may be encouraged to join pension schemes in favour of other forms of investment for the long term. On the downside this support for this Proposition will require the union to collect and compare published and requested data and report.

As the number of routes to long term investment continues to grow, members should be provided with more information to help make the best decision to suit their personal objectives.

Such reports might also show how much each company delivers to these Pension funds to be added to returns on investment.

Regular poor performance may in time be challenged by members through their Branches, Head Office, and pension fund Trustees.

CMD South Branch

40

Suspension of triple lock

Conference deplores the Government's 12-month suspension of the earnings link in the basic State Pension. It believes that the artificial earnings jump during the pandemic could have been addressed in a way that complied with the principle of the triple-lock (which the Government undertook to uphold). It also believes the suspension of the earnings link sets a very dangerous precedent.

Conference calls for swift reinstatement & unbroken continuation of the triple-lock and instructs the National Executive Committee to make strong representations to that end.

Retired Members Group

41

Link between pensions and cost of living

In order to protect pensioners' living standards, pensions should be updated at least in line with an inflation index that follows the cost of living of households. This Conference accordingly welcomes the work of the office for National Statistics in developing Household Costs Indices. Conference also notes the plan of the United Kingdom Statistics Authority, published on 25 November 2020, to bring the methods and data sources of "Consumer Prices Index including owner occupiers' housing costs" (CPIH) into the Retail Prices Index (RPI) in 2030. Neither Consumer Prices Index (CPI) nor CPIH are designed to follow the cost of living of households.

Conference instructs the National Executive Committee to take account of rising household-costs in its campaigning for inflation indices that more fully protect pensioners' living standards.

Retired Members Group

Section G – Rules

42

Conduct review regulations

This conference resolves to delete existing Appendix 1 and replace with the following:

Appendix 1

Conduct Review Regulations

1.1 The following regulations aim to ensure that all concerns regarding the conduct and behaviour of members are addressed in a fair, efficient, and consistent manner. Where practicable and appropriate to do so, concerns will be addressed on an informal basis without recourse to these Regulations. These Regulations apply to more serious instances where it is not appropriate for a concern to be dealt with on an informal basis or through the Prospect Complaints Procedure because the matter at issue falls within paragraph 1.3 and could result in a sanction being implemented as per paragraph 1.19. Members may be the subject of a sanction with regards to their membership or a holding of a Prospect Office under these Regulations.

1.2 For each instance of conduct requiring investigation, the National Executive Committee will establish a Conduct Review Committee, taking into account any actual or potential conflicts of interest. The Conduct Review Committee will oversee any investigation under these Regulations and may make recommendations to the National Executive Committee accordingly. The Conduct Review Committee shall consist of seven persons which shall include;

- (1) Five members of the National Executive Committee;
- (2) The General Secretary (or a member of the Senior Management Team as nominated by the General Secretary);
- (3) The President or a member of the Presidential Team who shall chair the Conduct Review Committee.

The member of staff under paragraph 1.2 (2) above shall attend to provide advice and participate in discussion of the issues but shall not vote if one is called. In the event that the six voting members under 1.2 (1) and 1.2 (3) produce a tied vote, the Chair shall have the casting vote.

1.3 Without prejudice to the generality of this provision, it may be appropriate to initiate conduct proceedings in circumstances where a member may have wilfully or recklessly by any means:

- (1) gained membership by supplying misleading information on their application form;
- (2) acted contrary to or omitted to act, in accordance with the Objects of the Union as set out in Rule 1.2;
- (3) acted in breach of its obligations of membership as set out in Rule 2
- (4) injured or attempted to injure the Union;
- (5) acted contrary to the interests of the Union or its members;
- (6) engaged in conduct which has brought the Union into disrepute (or has potential to do so);

- (7) refused to comply with a legitimate instruction or decision of the National Executive Committee, General Secretary or President, or other such officer or committee having jurisdiction over the matter;
 - (8) engaged in conduct which constitutes one or more of the following: bullying/ harassment, insulting, offensive, disrespectful, violent/intimidating or threatening behaviour or discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation in relation to fellow members or staff employed or persons engaged by the Union;
 - (9) acted in breach of policies, procedures or practices of the Union;
 - (10) obtained or attempted to obtain by misrepresentation any benefits of the Union set out in these Rules;
 - (11) conducted themselves in a manner that was inconsistent with the duties of a member of the Union;
 - (12) being an Officer of the Union, the member refused to perform duties as required by these Rules;
 - (13) attempted to break up or dissolve the Union otherwise than prescribed by the Rules.
- 1.4** References to 'member' in these Regulations include any member under Rule 2.4, official, elected or appointed representative.
- 1.5** The Conduct Review Committee shall have the power to suspend a member on a precautionary basis where this is considered appropriate in the interests of the member, or the Union generally, any affected individual member or employee or to enable the matter to be investigated expeditiously, such suspension does not prejudice the outcome of the investigation.
- (1) Suspension in accordance with the provisions of these Regulations shall not relieve the member of any duties thereby imposed (including liability for the payment of any subscription to the Union). Subject to the provisions of 5. (2).
 - (2) Such suspension may include a suspension of any benefit of membership and may include suspension from holding any position or office, or otherwise performing some or all duties associated with any position, and a restriction on participation in the business or affairs of the Union, or of any committee or Branch to which the person belongs, or of any committee of any such Branch.
 - (3) Unless determined otherwise, precautionary suspension will continue until the conclusion of both the investigation and any resulting National Executive Committee decision making process.

Investigation

- 1.6** Where there appear to be reasonable grounds to consider that a member may be guilty of conduct or behaviour that requires investigation or where a breach of the rules has been apprehended, the General Secretary, following consultation with the President may convene the Conduct Review Committee and appoint one or more person(s) (who need not be a member of the Union) to conduct an investigation into the facts of the matter. The Investigation Officer shall not be a member of the Conduct Review Committee. The role of the Investigation Officer shall be to interview witnesses and to collate the evidence, and to submit a report to the Conduct Review Committee. The Investigation Officer shall not express any conclusions on the evidence or otherwise express any conclusion as to whether or not there is a case to answer.
- 1.7** Depending upon the nature and complexity of the situation, the investigation will normally be expected to be completed between 30 – 60 days after the appointment of the Investigation Officer. In the event that the Investigation Officer considers that more time is needed to conclude the investigation, they shall inform the General Secretary and Chair of the Conduct Review Committee of this fact, of the reasons why further time is required, and the expected timescale within which it is expected to be concluded. The member will be updated accordingly. Conversely where the member who is the subject of the investigation fails to comply with any request or reasonable deadline, the Investigation Officer may conclude the process.

- 1.8 Where there appears to be reasonable grounds to believe that a member or any other person can give relevant evidence, the Investigation Officer shall request an interview with that member or person.
- 1.9 In accordance with this Regulation a request to a member to give evidence to the Investigating Officer may be treated as an instruction issued on powers delegated to the Investigating Officer by the National Executive Committee through the General Secretary. In the event of a member unreasonably refusing to cooperate, it shall be open to the General Secretary after consultation with the Chair of the Conduct Review Committee to commence or continue an investigation in accordance with this Regulation.
- 1.10 All aspects of the investigation will be treated as confidential. The member who is the subject of the investigation and all persons invited to attend interview are to maintain confidentiality.
- 1.11 The Investigating Officer shall prepare a report for the Conduct Review Committee setting out each allegation, summarising the evidence and facts. The Investigation Officer shall not express any conclusion on the factual evidence or make any recommendation in their report.
- 1.12 Upon receipt of the Investigation Report, the Conduct Review Committee shall determine whether there is a case to answer before a Conduct Review Hearing or whether informal action in the form of words of advice, training, or counselling (or any such other steps should be taken); or that there are no reasonable grounds to believe that the member is guilty of the conduct complained of.
- 1.13 Where the evidence is inconclusive or conflicting, depending upon the seriousness of the allegations, the Conduct Review Committee may nevertheless decide that the matter should proceed to a conduct hearing where the evidence can be considered. The Conduct Review Committee shall have discretion to require the Investigating Officer to re-investigate any issue or appoint a different Investigating Officer to consider the matter or any particular issue afresh.

Conduct Review Hearing

- 1.14 In the event that it is decided that the matter should proceed to a conduct hearing the member shall be given not less than 10 working days' notice in writing of the allegations brought against them which will be considered by the Conduct Review Committee. For the avoidance of doubt the allegations do not have to be limited to the terms of reference given to the Investigation Officer.
- 1.15 At the same time as being issued with notice of the allegations, the member shall be sent copies of any evidence relevant to the allegations, together with the report of the Investigation Officer, and shall be told the date, time, and place at which the allegations against them are to be heard.
- 1.16 The matter shall be heard by a Conduct Review Committee as stipulated in 1.3 and be convened by the General Secretary. The Conduct Review Committee shall have the power to regulate its own procedure for the conduct of the hearing, and may postpone the hearing if appropriate, or otherwise proceed in the member's absence.
- 1.17 The member must submit, not later than 5 clear weekdays prior to the hearing, any material in support of their defence, including any witness statement of any witness that the member wishes to call to give evidence at the hearing. If they intend to be accompanied by a member, they are also required to specify the identity of the member concerned.
- 1.18 The member shall be entitled to be accompanied at the hearing by another member who is not involved in any way in the investigation or otherwise a witness. The Conduct Review Committee shall have the power to refuse to permit a person to accompany the member at its absolute discretion, but in particular where the attendance of the other member represents a conflict of interest. The member accompanying may address the Conduct Review Committee, question witnesses, and sum up the defence or provide mitigation, but may not answer questions on the member's behalf.
- 1.19 The Conduct Review Committee shall consider in private whether any allegation is proved to its satisfaction, or not. The Conduct Review Committee shall not have the power to impose any sanction. The member will be advised that any decision will be taken at the next National Executive Committee meeting.
- 1.20 If any allegation is upheld, the Conduct Review Committee will make a recommendation to the National Executive Committee to impose any of the following sanctions or provisions:

- (1) Issue a reprimand and formal guidance; and/or
- (2) Direct that the member is removed from office, or otherwise direct that the member is prohibited from holding any office for such specified period it considers appropriate; and/or
- (3) Suspend membership (or specified benefits of membership) for such period it considers appropriate;
- (4) Expulsion from the Union;
- (5) Or such other condition, provision or stipulation considered appropriate by the Conduct Review Committee.

- 1.21** The Conduct Review Committee shall provide the National Executive Committee with a written statement of its findings and reasons in support of any recommended sanction or provision.
- 1.22** The National Executive Committee shall decide whether or not to accept the recommendation of the Conduct Review Committee and can exercise its discretion to vary the proposed recommendation as the National Executive Committee shall decide. The member should be informed in writing of any such decision within seven calendar days of the National Executive Committee meeting. A decision by the National Executive Committee to impose a sanction shall be effective immediately upon being communicated to the member and regardless of whether the member intends to appeal the decision or sanction. A member who is suspended or expelled will cease to be entitled to any of the rights and privileges of membership and shall not be entitled to any refund of their subscription.

Appeals – National Appeals Committee

- 1.23** There shall be a National Appeals Committee consisting of five members of the union nominated and appointed by National Conference. No member of the National Executive Committee shall also be a member of the National Appeals Committee. In the event of a casual vacancy occurring, the National Executive Committee shall have power to appoint a person to fill such vacancy until the next National Conference.
- 1.24** A member subject to a sanction or such other provision under Regulation 1.19 shall have a right of appeal to the National Appeals Committee. The National Appeals Committee will usually comprise of a minimum of three people from the National Appeals Committee pool of five members and in addition shall include either the General Secretary or a member of the Senior Management Team (provided that the individual has had no prior involvement in the disciplinary proceedings which are subject to appeal).
- 1.25** Normally appeals are determined by way of a review although the National Appeals Committee has discretion to accept new evidence which was not before the National Executive Committee.
- 1.26** A member who wishes to appeal must give notice in writing to the General Secretary within four weeks of being notified of any sanction. Such notice shall state the grounds of appeal.
- 1.27** Upon receipt of such notice, the General Secretary shall take steps to convene a hearing before the National Appeals Committee. The member shall be provided with not less than seven calendar days' notice of the date of the appeal hearing.
- 1.28** The National Appeals Committee shall appoint a person from its number to chair the appeal and may seek administrative support from the Union to allow for the expeditious conduct of the appeal.
- 1.29** The National Appeals Committee will regulate its own procedure for the conduct of the hearing, including how witness evidence is to be received and the general conduct of the proceedings.
- 1.30** The same rules as to being accompanied at a Conduct Review Committee hearing apply to appeal hearings.
- 1.31** The determination of the National Appeals Committee shall be announced in writing after the conclusion of the hearing and it has deliberated in private. The National Appeals Committee shall only be entitled to annul or uphold the decision of the National Executive Committee but have no right otherwise to amend or vary the same. The decision shall be final.

Miscellaneous

- 1.32 Any timescales in this Appendix are indicative and may be varied by the Union.
- 1.33 Should the issues involved relate to decisions or omissions of the General Secretary or President such other suitable nominees will administer the procedure as described above in accordance with the principles of natural justice.

National Executive Committee

43

Political Fund

This conference resolves, pursuant to the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended), to amend the rules of Prospect by replacing the current Political Fund Rules in Part 17 with those set out below.

Conference further resolves that this change is to take effect from the date of passing of any Political Fund resolution approving the furtherance of political objects, to be the subject of a ballot of Members no later than February 2023.

Conference notes that the Prospect Political Fund rules will remain unchanged from those contained in the 2020 Rulebook until the completion of the re-mandating ballot, and the revised rules will only come into force if they receive the assent of Members in that re-mandating ballot.

Part 17: Political fund

- 17.1 The objects of Prospect shall include the furtherance of the political objects to which section 72 of the amended Trade Union and Labour Relations (Consolidation) Act 1992 (the Act) applies. These objects are:
- (1) The expenditure of money;
 - (a) on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by, a political party;
 - (b) on the provision of any service or property for use by or on behalf of any political party;
 - (c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office;
 - (d) on the maintenance of any holder of a political office;
 - (e) on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
 - (f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.
 - (2) Where a person attends a conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with their attendance as such shall, for the purposes of paragraph (e) above, be taken to be expenditure incurred on the holding of the conference or meeting.
 - (3) In determining, for the purposes of paragraphs (a) to (f) above, whether the trade union has incurred expenditure of a kind mentioned in those paragraphs no account shall be taken of the ordinary administrative expenses of the union.
 - (4) In these objects -

“candidate” means a candidate for election to a political office and includes a prospective candidate;

“contribution”, in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;

“electors” means electors at any election to a political office;

“film” includes any record, however made, of a sequence of visual images, which is capable of being used as a means of showing that sequence as a moving picture;

“local authority” means a local authority within the meaning of section 270 of the Local Government Act 1972 or section 235 of the Local Government (Scotland) Act 1973; and

“political office” means the office of member of Parliament, member of the European Parliament or member of a local authority or any position within a political party.

17.2 Any payments in the furtherance of such political objects shall be made out of a separate fund of the union (hereinafter called the political fund).

- (1) The Trustees of Prospect political fund shall be the Trustees of Prospect as appointed in Rule 11.5.
- (2) Notwithstanding the provisions of Rule 13.1, the affiliation of Prospect to a political party will be subject to prior Conference approval following a full ballot of the membership, such ballot being authorised by Conference alone.
- (3) Notwithstanding the provisions of Rule 11.2, any contributions to the fund of a political party will be subject to prior Conference approval following a full ballot of the membership, such ballot being authorised by Conference alone.

17.3 The particular rules which apply to those people that joined the Union on or after 1 March 2018 and to political funds set up on or after 1 March 2018 are set out in Schedule 1 to these rules together with the particular rules which apply to Northern Ireland members.

17.4 The particular rules which apply to those people that joined the Union before 1 March 2018 and to political funds set up before 1 March 2018 are set out in Schedule 2 to these rules.

17.5 For the purpose of enabling each member of the union who may pay a political contribution to know in respect of any such contribution, what portion, if any, of the sum payable by them is a contribution to the political fund of the Union, it is hereby provided that:

- (1) For members who have joined the Union before 1 March 2018, in accordance with Schedule 2 Clause 6, the contribution to the political fund is 5 pence per month (for those non-exempt members who pay their general subscription monthly) or 60 pence per annum payable on the first day of January each year.
- (2) For members who join the Union on or after 1 March 2018, the membership subscription rate payable under Rules 2.13-2.18 shall be deemed not to include any sum payable by them as a contribution to the political fund of the Union.
- (3) Such members in paragraph 17.5 (2) who decide to opt in to make contributions to the political fund shall be required to pay a sum in addition to the membership subscription payable under Rules 2.13 – 2.18, equivalent to 5 pence per month (for those members who pay their general subscription monthly) or 60 pence per annum payable on the first day of January each year.
- (4) The frequency and manner in which the political fund contribution is collected shall be decided by the NEC.
- (5) Any member who is exempt shall be relieved from paying the sum of 5 pence per month or 60 pence per annum in addition to the membership subscription payable. They will only be required to pay the membership subscription as provided for under Rules 2.13-2.18 and shall not be entitled to any reduction in membership subscription or otherwise receive a rebate.

17.6 A member who is exempt from the obligation to contribute to the political fund of the union shall not be excluded from any benefits of the union, or placed in any respect either directly or indirectly under any disability or disadvantage as compared with other members of the union (except in relation to the control or management of the political fund) by reason of them being so exempt.

- 17.7** If any member alleges that they are aggrieved by a breach of any of these rules for the political fund, being a rule or rules made pursuant to section 82 of the 1992 Act, they may complain to the Certification Officer, and the Certification Officer, after making such enquiries as they think fit and after giving the complainant and the union an opportunity of being heard, may, if they consider that such a breach has been committed, make such order for remedying the breach as they think just in the circumstances. Any such order of the Certification Officer may, subject to the right of appeal provided by section 95 of the 1992 Act, be enforced in the manner provided for in section 82(4) of the 1992 Act.
- 17.8** Contribution to the political fund of the union shall not be made a condition for admission to the union.
- 17.9** The union shall include in the annual return that is submitted to the Certification Officer details of political expenditure as required by section 32ZB of the 1992 Act.
- 17.10** The union shall ensure that a copy of the political fund rules is available, free of charge, to any member of the union who requests a copy.

Rule for a ballot to maintain a political fund

17.11 Rule for a ballot under section 74 of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended).

- (1) The National Executive Committee (NEC) shall be responsible to the Union for securing that the ballot which is held to establish a political fund is conducted in accordance with this rule. This responsibility cannot be delegated, even where the responsibility for carrying out a particular duty falls upon a person not subject to the rules of the Union.
- (2) A ballot shall not be taken to have been conducted by the Union in accordance with this rule if a requirement imposed by or under any enactment in relation to the ballot has been contravened

Interpretation

- (3) In this rule, unless the context otherwise requires: “the Act” means the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended);

“the Certification Officer” means the Certification Officer for Trade Unions and Employer’s Association whose e-mail address is info@certoffice.org;

“dispatch envelope” means the envelope (in the form required by these rules) in which the voting paper and return envelope are dispatched to the member;

“executive” means the National Executive Committee;

“independent person” means the person or persons appointed to act as the independent person or persons in respect of the ballot under the provisions of section 77A of the Act and this rule;

“person” in relation to the position of an independent person or a scrutineer, includes an incorporated and unincorporated body of persons;

“proper address” in relation to any member means their home address or other address which they have requested the Union in writing to treat as their postal address under section 24(5) of the Act;

“return envelope” means an envelope in the form required by this rule;

“scrutineer” means the independent person appointed by the Union to that position in relation to the ballot under section 75 of the Act and this rule;

“the period specified before disposal” means the end of the period of one year beginning with the day of the announcement by the Union of the result of the ballot or, if within that period an application is made under sections 79 – 81 (complaint of failure to comply with the ballot rules) of the Act, until the Certification Officer or the court authorises them to dispose of the papers or, as the case may be, records;

“voting paper” or “ballot paper” means a voting paper in the form required by this rule;

Purpose of this Rule

- (4) This rule is adopted for the purposes of a ballot under section 73 of the Act and applies only to such a ballot.

Copy of this Rule to be available to Members

- (5) The NEC shall ensure that a copy of this rule is supplied, free of charge, to any member of the Union who requests a copy.

Appointment of a Scrutineer where the Scrutineer acts as the independent person

- (6) The NEC shall, before the ballot is held, appoint a scrutineer to carry out the functions in relation to the ballot as are required under the Act, to act as the independent person (under section 77A of the 1992 Act) in relation to the ballot and to carry out such additional functions as are specified in the appointment.
- (7) Before making the appointment referred to in sub rule 17.11(6) the NEC shall satisfy itself that the person in question:
- (a) satisfies the conditions which are for the time being specified by the Secretary of State pursuant to section 75(2) of the Act or is a person specified in an order made under that section (the conditions and the persons specified by the Secretary of State were, at the time of the adoption of this rule, contained in the Trade Union Ballots and Elections (Independent Scrutineer Qualifications)(Amendment) Order 2017 (SI 2017/877); and
 - (b) that there are no grounds for believing that the person in question will carry out any function conferred on them in relation to the ballot otherwise than competently; or that their independence in relation to the Union or in relation to the ballot might reasonably be called into question.

Terms of the Appointment

- (8) The terms of the appointment shall require the scrutineer:
- (a) to supervise the production of the voting papers and to undertake the storage and distribution of the voting papers and the counting of votes cast.
 - (b) to be the person to whom the voting papers are returned by those voting;
 - (c) to inspect the register of names and addresses of members of the Union or to examine the copy of the register as at the relevant date which is supplied to them in accordance with section 75(5A)(a) of the Act whenever it appears to them appropriate to do so and in particular where the conditions specified in section 75(3A) of the Act are satisfied;
 - (d) take such steps as appear to be appropriate to the scrutineer for the purpose of enabling them to make a report as specified in section 78 of the Act;
 - (e) to make that report to the Union as soon as is reasonably practicable after the last date for the return of voting papers;
 - (f) to retain custody of and keep secure in a safe place all voting papers returned for the purposes of the ballot together with the relevant copy of the register of names and addresses of members entitled to vote and supplied to them by the Union for the period specified before disposal, as defined in sub rule 17.11 (3);
 - (g) to carry out such other functions in relation to the ballot as are required of them under this rule or otherwise, as the executive considers appropriate;
 - (h) to store in a secure place any unused voting papers or voting papers which are returned undelivered until disposal;
 - (i) to respect the duty of confidentiality in respect of the register; and
 - (j) to carry out these tasks in a manner which minimises the risk of any contravention of requirements imposed by or under any enactment or these rules or the occurrence of any unfairness or malpractice.

Notice of Appointment

- (9) Before the scrutineer begins to carry out any of these functions the NEC shall either:

- (a) send a notice stating the name of the scrutineer to every member of the Union to whom it is reasonably practicable to send such a notice; or
- (b) take all such other steps for notifying members of the Union of the name of the scrutineer as it is the practice of the Union to take when matters of general interest to all its members need to be brought to their attention.

Such notice or notification may invite members to inform the Union of any change of address and advise members of the dates between which the ballot will be held.

Union's Duty Towards the Scrutineer

- (10) The NEC shall ensure that nothing in the terms of the scrutineer's appointment (including any additional functions specified in the appointment) is such as to make it reasonable for any person to call into question the scrutineer's independence in relation to the Union.
- (11) The NEC shall ensure that there is no interference with the scrutineer in carrying out the functions imposed on them by the terms of the appointment which would make it reasonable for any person to call into question the scrutineer's independence in relation to the Union.
- (12) The NEC shall ensure that all reasonable requests made to the Union by the scrutineer for the purpose of, or in connection with, the carrying out of the functions of the scrutineer shall be complied with.
- (13) Deleted

Ballot Material

- (14) The number of voting papers printed, and the number of dispatch and return envelopes produced, shall be sufficient for the holding of the ballot in accordance with this rule.
- (15) Save as expressly provided by this rule, nothing shall be written or printed and no mark shall be made on any part of the voting paper, dispatch envelope or return envelope before they are sent to members.

Dispatch Envelopes

- (16) The dispatch envelope:
 - (a) shall be addressed to the member entitled to vote;
 - (b) shall state that if the envelope is undelivered to the member it should be returned to the scrutineer and give their name and address;
 - (c) shall bear a postage stamp or other stamp or mark allowing it to be delivered at no cost to the member; and
 - (d) in the event of the envelope containing material other than the material relating to the ballot, the envelope shall have printed on it prominently the words "ballot paper" or "voting paper".

Voting Papers

- (17) Every voting paper shall be in or substantially in accordance with the form set out in Appendix 1 to this rule and:
 - (a) shall clearly specify the name of the scrutineer, the address to which, and the date by which, it is to be returned;
 - (b) shall be marked with one of a series of consecutive whole numbers, every one of which is used in giving a different number (in that series) to each voting paper printed or otherwise produced for the purposes of the ballot;
 - (c) may have printed on it the logo or emblem of the Union;
 - (d) may have printed on it or attached to it an explanatory statement.

Return Envelopes

- (18) Every return envelope:
 - (a) shall be capable of being sealed;

- (b) shall be addressed to the scrutineer;
- (c) shall bear a postage stamp or other stamp or mark showing that the envelope may be returned to the scrutineer by post without direct cost to the voter; and
- (d) may have printed on it;
 - (i) the name of the Union;
 - (ii) the logo or emblem of the Union; and
 - (iii) the words "voting paper" or "ballot paper".

Date of Ballot

- (19) The NEC shall determine the date:
 - (a) by which the voting papers shall be sent to members, which shall be a date not less than three weeks before the last date on which voting papers may be returned to the scrutineer;
 - (b) of the last date for receipt of completed voting papers by the scrutineer; and
 - (c) on which the counting of votes is to commence.

Conduct of the Ballot

- (20) Entitlement to vote in the ballot shall be accorded equally to all members. No member shall be entitled to more than one vote.
- (21) The ballot shall be conducted so as to secure that, so far as is reasonably practicable, those voting do so in secret.
- (22) So far as is reasonably practicable, every member who is entitled to vote in the ballot shall, in accordance with this rule:
 - (a) be sent a voting paper by post to their home address or another address that the member has requested that the union treat as their postal address in such time as to be received on or before the opening day of the ballot; and
 - (b) be given a convenient opportunity to vote by post.
- (23) Every member who is entitled to vote in the ballot shall:
 - (a) be allowed to vote without interference from, or constraint imposed by the Union or any of its members, officials or employees; and
 - (b) so far as is reasonably practicable be able to do so without incurring any direct cost to the member.
- (24) Every member who is entitled to vote in the ballot shall have sent to them in a sealed dispatch envelope, at their proper address, by post:
 - (a) a voting paper; and
 - (b) a return envelope addressed to the scrutineer.
- (25) When it is not practicable for a particular member to be sent a voting paper and return envelope by the date determined in accordance with these rules, a voting paper and return envelope may be sent to that member as soon as is reasonably practicable after that date, so as to give them a convenient opportunity to vote by post.
- (26) The name of each member to whom a voting paper is sent shall be recorded in some form or record of members but not so as to make it reasonable for any person to call into question the secrecy of the ballot. This record shall be kept by the scrutineer for the period specified before disposal, as defined in sub rule 17.11 (3).

Manner of Voting

- (27) Every member who wishes to vote must return their voting paper by post duly marked and in the return envelope provided, to arrive at the address of the scrutineer on or before the date determined in accordance with these ballot rules.
- (28) The scrutineer shall store in a secure place any voting papers returned to them undelivered and shall keep a record of any voting paper so returned.

- (29) The scrutineer shall be responsible for the safe custody and security of all returned envelopes and voting papers during the period of the ballot and for the period specified before disposal, as defined in sub rule 17.11 (3). The scrutineer shall at all times take all reasonable steps to secure their safe custody of the returned envelopes and voting papers so as to minimise the risk of any contravention of the requirements imposed by or under any enactment or this rule or the occurrence of any unfairness or malpractice.

Counting of the Ballot

- (30) The ballot shall be conducted so as to secure that the votes are fairly and accurately counted by the scrutineer. Any inaccuracy in counting is to be disregarded for the purpose of this rule if it is accidental or on a scale which could not affect the results of the ballot.
- (31) The scrutineer shall before counting begins:
- (a) place the unused voting papers in a secure place; and
 - (b) keep a record of the number of voting papers so stored and a record of any voting papers issued under sub rule 17.11 (25).
- (32) No person may be present at the count other than:
- (a) the scrutineer;
 - (b) those acting under the supervision of the scrutineer; and
 - (c) those present with the consent of the scrutineer.
- (33) At the date appointed for the commencement of the counting of the votes, the scrutineer shall undertake the opening of the return envelopes received and the counting of votes.
- (34) The scrutineer or if more than one of them the majority of them shall decide whether any voting paper shall be rejected as being invalid and shall mark each such voting paper "rejected".
- (35) Those voting papers which are not rejected shall be counted.
- (36) After the count the scrutineer shall retain custody of all of the voting papers returned for the purpose of the ballot for the period specified before disposal, as defined in sub rule 17.11 (3).

Scrutineer's Report

- (37) As soon as is reasonably practicable after the last date for the return of voting papers the scrutineer shall make a report ("the scrutineer's report") to the Union in accordance with this rule. The scrutineer's report shall state:
- (a) the number of voting papers distributed for the purposes of the ballot;
 - (b) the number of voting papers returned to the scrutineer by the members;
 - (c) the number of valid votes cast in the ballot for and the number of valid votes cast against the resolution;
 - (d) the number of spoiled or otherwise invalid voting papers returned;
 - (e) the fact that the scrutineer was appointed as the independent person or persons;
 - (f) whether the scrutineer:
 - (i) is satisfied that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment of this rule in relation to the ballot;
 - (ii) is satisfied that the arrangements made (whether by them or another person) with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for counting the votes, included all such security arrangements as were reasonably practicable for the purpose of minimising the risk that any unfairness or malpractice might occur;

- (iii) is satisfied that they have been able to carry out their functions without any interference as would make it reasonable for any person to call their independence in relation to the Union into question;
 - (iv) has inspected the register of names and addresses of members of the Union or has examined a copy of the register supplied to them under this rule
- (38) If the scrutineer is not satisfied as to any of the matters set out in rule sub rule 17.11 (37) (f), the report shall give particulars of his/her reasons for not being satisfied as to that matter.
- (39) If the scrutineer has inspected the register in accordance with these ballot rules or has been requested to do so by a member, the report shall state:
- (a) whether the register has been inspected; in the case of each inspection whether it was at the request of a member of the Union or at their own instance, and say, if appropriate, whether they declined to act on such a request; and
 - (b) whether any inspection of the register or any examination or copy of the register reveals any matters which they consider should be drawn to the attention of the Union in order to assist in securing that the register is accurate and up-to-date but shall not state the name of any member who has requested this inspection or examination.

Copy of the Scrutineer's Report to be sent to the Certification Officer

- (40) A copy of the scrutineer's report shall be sent by the Union to the Certification Officer as soon as is reasonably practicable

Publicising the Result of the Ballot

- (41) The result of the ballot shall not be published until the Union has received the scrutineer's report.
- (42) Within three months from the date on which the Union receives the scrutineer's report the executive shall:
- (a) send a copy of the report to every member to whom it is reasonably practicable to send such a copy; or
 - (b) take all such other steps for notifying the contents of the report to the members whether by publishing the report or otherwise as is the practice of the Union to take when matters of general interest to all its members need to be brought to their attention.
- (43) The executive shall ensure that any copy sent or notification given under sub rule 17.11 (37) is accompanied by a statement that the Union will on request supply the member with a copy of the report either:
- (a) free of charge; or
 - (b) on payment of such reasonable fee as may be specified in the notification; and ensure that a member who makes such a request to the Union is supplied with a copy on payment of such a fee (if any) as has been notified to them.

Appendix 1

Voting paper

Ballot paper number:

Prospect

THE RESOLUTION is that the political objects set out in Section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 (reproduced overleaf) be approved as an object of the Union.

Do you vote in favour of the Resolution?

YES

NO

You must place a cross on one, and only one, of the boxes provided.

Place the voting paper in the addressed envelope (no stamp required) and return it to the Scrutineer to arrive before. A voting paper received after this date will not be counted.

Please do not sign or make any other mark on the paper [or include anything else with your voting paper].

Name of Scrutineer: Electoral Reform Ballot Services Ltd

Address to which voting paper is to be sent:

33 Clarendon Road, London N8 0NW

Appendix 1 (reverse)

Section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992:

This section applies to the following political objects:

The expenditure of money;

- (a) on any contribution to the funds of, or on the payment of any expenses incurred directly or indirectly by, a political party;
- (b) on the provision of any service or property for use by or on behalf of any political party;
- (c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the Union in connection with any election to a political office;
- (d) on the maintenance of any holder of a political office;
- (e) on the holding of any Conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
- (f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.

Where a person attends a Conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with their attendance as such shall, for the purposes of paragraph (e) above, be taken to be expenditure incurred on the holding of the Conference or meeting.

In determining, for the purposes of paragraphs (a) to (f) above, whether the trade Union has incurred expenditure of a kind mentioned in those paragraphs no account shall be taken of the ordinary administrative expenses of the Union.

In these objects:

“candidate” means a candidate for election to a political office and includes a prospective candidate;

“contribution”, in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;

“electors” means electors at any election to a political office;

“film” includes any record, however made, of a sequence of visual images, which is capable of being used as a means of showing that sequence as a moving picture;

“local authority” means a local authority within the meaning of Section 270 of the Local Government Act 1972 or Section 235 of the Local Government (Scotland) Act 1973; and

“political office” means the office of member of Parliament, member of the European Parliament or member of a local authority or any position within a political party.”

Appendix 2

Prospect

Explanatory Statement

This ballot gives you the opportunity to vote on whether Prospect should be able to spend money for political purposes. The law says it must have a political fund to do this.

Trade Unions with political funds must ballot their members at least every ten years if they wish to keep the political fund.

Prospect wishes to keep its political fund which was set up in 2003 and seeks your approval.

The political purposes on which money in a political fund may be spent are governed by section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended). This is printed on the back of the ballot paper.

This ballot is about keeping Prospect's political fund. It is not about whether you contribute to the fund. All members have the right to vote and, if the vote is in favour of retention, the right not to contribute to the fund.

If you agree that Prospect should continue to have a political fund vote 'yes' on the resolution enclosed. If you disagree vote 'no'

Schedule 1 – Rules that apply to members who joined the Union on or after 1 March 2018 and to political funds set up on or after 1 March 2018.

Opting in by union members to contribute to political funds

1. A member cannot be required to make a contribution to the political fund of the Union unless they have given notice of their willingness to contribute to that fund (an "opt-in notice").
2. A member of the Union who has given an opt-in notice may withdraw that notice by giving notice to the union (a "withdrawal notice").
3. A withdrawal notice takes effect at the end of the period of one month beginning with the day on which it is given.
4. A member of the Union may give an opt-in notice or a withdrawal notice:-
 - (a) by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union;
 - (b) by sending it by e-mail to the following email address: membership@prospect.org.uk
 - (c) by completing an electronic form provided by the union which sets out the notice and sending it to the union by electronic means with instructions by the union.
 - (d) by any other electronic means prescribed under the 1992 Act (as inserted by the 2016 Act)

Information to members about opting in to the political fund

5. The Union shall take all reasonable steps to secure that, not later than the end of the period of eight weeks beginning with the day on which the annual return of the Union is sent to the Certification Officer, all the members of the union are notified of their right to give a withdrawal notice.
6. Such notification may be given:
 - (a) by sending individual copies of it to members; or
 - (b) by any other means (whether by including the notification in a publication of the union or otherwise) which it is the practice of the union to use when information of general interest to all its members needs to be provided to them.
7. The notification may be included with the statement required to be given by section 32A of the Trade Union and Labour Relations (Consolidation) Act 1992.

Overseas members of the union will not be sent the notification.

8. The Union shall send to the Certification Officer a copy of the notification which is provided to its members as soon as is reasonably practicable after it is so provided.

9. Where the same form of notification is not provided to all the members of the Union, the Union shall send to the Certification Officer a copy of each form of notification provided to any of them.
10. If any member alleges that they are aggrieved by a breach of any of these rules for giving information to members about opting into the political fund, being a rule or rules made pursuant to section 84A of the 1992 Act, they may complain to the Certification Officer. Where the Certification Officer is satisfied that the union has failed to comply with a requirement of section 84A of the 1992 Act the Officer may make such order for remedying the failure as they think just under the circumstances. Before deciding the matter the Certification Officer:
 - (a) may make such enquiries as the Officer thinks fit;
 - (b) must give the Union, and any member of the Union who made a complaint to the Officer regarding the matter, an opportunity to make written representations; and
 - (c) may give the union, and any such member as is mentioned in clause (b), an opportunity to make oral representations.

Manner of giving effect to decision not to contribute to political fund

11. The Union shall give effect to each member's decision not to contribute to the political fund of the Union. For members joining the Union on or after 1 March 2018 this means that they will not be required to pay 5 pence per month or 60 pence per annum in addition to the subscription payable under Rules 2.13 – 2.18.
12. Any form (including an electronic form) that a person has to complete in order to become a member of the union shall include:-
 - (a) a statement to the effect that the person may opt to be a contributor to the fund; and
 - (b) a statement setting out to the effect that a person who chooses not to contribute to the political fund shall not, by reason of not contributing, be excluded from any benefits of the union or be placed in any respect either directly or indirectly under a disability or at a disadvantage as compared with other members of the union (except in relation to control of the political fund).

Schedule 2 – Rules that apply to members that joined the Union before 1 March 2018 and political funds set up before 1 March 2018.

Notice to Members

1. The National Executive Committee, as soon as practicable after the adoption by ballot of a resolution of Prospect approving the furtherance of such political objects as an object of Prospect, shall cause a notice in the following form to be given to each member of Prospect in accordance with this rule:

“Trade Union and Labour Relations (Consolidation) Act 1992

A resolution approving the furtherance of political objects within the meaning of the above Act as an object of Prospect has been adopted by a ballot under the Act.

Any payments in the furtherance of those objects will be made out of a separate fund, the political fund of Prospect, but every member of Prospect has a right to be exempt from contributing to that fund. A form of exemption notice can be obtained by or on behalf of any member either by application at, or by post from, Prospect headquarters, or from any Branch Secretary of Prospect or from the Certification Office for Trade Unions and Employers' Associations, by e-mailing info@certoffice.org.

This form when filled in, or a written request in a form to the like effect, should be handed or sent to Prospect headquarters.”

The notice shall be published in such manner, whether in Prospect journal, report, website or otherwise, as notices are usually given by Prospect or its branches to its members and shall also be kept posted for at least twelve months on the Prospect website. Prospect shall supply a copy of the notice to any member on request. The National Executive Committee shall provide the secretary of each branch with a copy of the notice.

Request for Exemption

2 Any member of Prospect may at any time give notice on the form of exemption notice referred to in Schedule 2 Clause 3, or by written request in a form to the like effect, that they object to contributing to the political fund. A form of exemption notice may be obtained by, or on behalf of, any member, either by application at, or by post from, Prospect headquarters, or from any Branch Secretary of Prospect or from the Certification Office for Trade Unions and Employers' Associations, by e-mailing info@certoffice.org.

3 The form of exemption notice shall be as follows:

Prospect

Political Fund Exemption Notice

I HEREBY give notice that I object to contributing to the political fund of Prospect and am in consequence exempt, in manner provided by Chapter VI of the Trade Union and Labour Relations (Consolidation) Act 1992, from contributing to that fund.

Signature

Number of Branch

Address

Date Membership No.....

4 Any member may obtain exemption by sending such notice to the General Secretary and, on receiving it, the General Secretary shall send an acknowledgement of its receipt to the member at the address upon the notice and shall process the exemption as soon as reasonably practicable.

5 On giving such notice, a member shall be exempt, so as long as that notice is not withdrawn, from contributing to the political fund of Prospect as from the date when the next payment is due or from the first day of January next after the notice is given, whichever is the sooner, or in the case of a notice given within one month after the notice given to members under Schedule 2 Clause 1 hereof or after the date on which a new member admitted to Prospect is supplied with a copy of these rules under Schedule 2 Clause 9 hereof, as from the date on which the member's notice is given.

6 The National Executive Committee shall give effect to the exemption of members to contribute to the political fund of Prospect by making a separate levy of contributions to that fund from the members of Prospect who are not exempt, namely, 5p per month from all non-exempt members who pay their general subscription monthly or 60p per annum payable on the first day of January of each year from all other non-exempt members. Notwithstanding any other provisions as to the alteration of the rules, this rule may be altered from time to time as to the amount payable by way of levy by a simple majority vote of Conference. No monies of Prospect other than the amount raised by such separate levy shall be carried to the fund.

The first levy shall not come into force until the expiration of one month from the publication of the notice to members under Schedule 2 Clause 1 hereof, nor shall any levy come into force as respects a new member until the expiration of one month from the member being supplied with a copy of these rules under Schedule 2 Clause 1 hereof following admission to Prospect.

7 If any member alleges being aggrieved by a breach of any of the rules for the political fund, being a rule or rules made pursuant to Section 82 of the Act, that member may complain to the Certification Officer and the Certification Officer, after giving the complainant and an authorised representative of Prospect an opportunity of being heard, may, if the Certification Officer considers that such a breach has been committed, make such order for remedying the breach as the Certification Officer thinks just in the circumstances. Any such order of the Certification Officer may, subject to the right of appeal provided by Section 95 of the Act, be enforced in the manner provided for in Section 82(4) of the Act.

8 Any member may withdraw their notice of exemption on notifying their desire to that effect to the General Secretary, who shall thereupon send such member an acknowledgement of receipt of the notification.

9 The National Executive Committee shall cause to be printed, as soon as practicable after the approval of these rules for the political fund, a number of copies thereof having at the end a copy of the certificate of approval sufficient for the members of Prospect, and further number for new members. The General Secretary of Prospect shall take steps to secure that every member of Prospect so far as practicable, receives a copy of these rules. Any member shall be

supplied with a copy of these rules by application either to the General Secretary of Prospect or any Branch office of Prospect. A copy thereof shall also be supplied forthwith to every new member on admission to Prospect.

National Executive Committee

If motion 44 is carried then motion 47 is also carried

44

General Secretary election

This conference resolves to insert a new Rule 10.2(1A)

(1A) Any candidate in the election for the post of General Secretary must be either:

- (a) any Working or Unemployed Member with not less than 5 years' continuous membership immediately preceding the date on which the National Executive Committee announces the call for nominations (except as detailed in Rule 10.2(6));
- (b) any employee of the Union with not less than 5 years' continuous employment immediately preceding the date on which the National Executive Committee announces the call for nominations; and in each case be nominated by either the National Executive Committee, or by at least 10 branches; or
- (c) a person nominated by the National Executive Committee if it so decides.

National Executive Committee

45

General Secretary election

This conference resolves to amend Rule 10.2(2) by inserting the words "to stand as a candidate in the election" after the word "person" and before the word "except".

Amended rule to read:

- 10.2 (2)** The National Executive Committee may nominate any member, official or other employee of the Union or any other person to stand as a candidate in the election except as detailed in Rule 10.2 (6) below, provided that such nomination is approved by a majority of the voting members of the Committee except as in the circumstances set out in Rule 10.2 (3) below.

National Executive Committee

46

General Secretary election

This conference resolves to amend Rule 10.2(8) by inserting the word "each" after the word "of" and before the word "nomination".

Amended rule to read:

- 10.2 (8)** Those nominated shall indicate their acceptance of each nomination in writing either at the time of nomination or within ten days of the closing of nominations. The acceptance shall in all cases be accompanied by an undertaking signed by the nominee to act in all respects in accordance with the code of conduct from time to time laid down by the Conference in accordance with Rule 10.5 and to accept office if so elected on the terms and conditions laid down by the National Executive Committee in

National Executive Committee

47

General Secretary election

This conference resolves to insert a new rule 10.2(9) as follows:

- 10.2 (9)** A candidate who is not nominated by the National Executive Committee must receive 10 or more branch nominations in order to be eligible to stand as a candidate in the election.

National Executive Committee

48

Code of Conduct

This conference resolves to amend Rule 1 of the Code of Conduct for the General Secretary Election by the addition at the end of the existing rule, the following words “and applies in the event of a contested election.”

Amended rule to read:

1. This Code of Conduct is designed to ensure fairness and equality of opportunity between one candidate and another and applies in the event of a contested election.

National Executive Committee

49

Retirement age

This conference resolves to amend Rule 2.4(3) by deleting the words “upon reaching the statutory retirement or relevant industry retirement age”.

Amended rule to read:

- 2.4 (3)** Retired Member – a Member eligible under Rule 2.1 who is not currently employed or engaged on a contract for services, and is a Member who has retired or one who has accepted premature retirement and who immediately prior to retirement was a Working or Unemployed Member in good standing.

National Executive Committee

50

Pre-existing cases

This conference resolves to insert a new Rule 2.5(8) No member shall seek or otherwise be provided with support, advice, representation, or other assistance in respect of any fact, matter, incident, act or omission, or event occurring or arising prior to the date of admission (or re-admission into) to membership under Rule 2.

National Executive Committee

51

Right to inspect records

This conference resolves to amend Rule 2.10 by deleting reference to the number “7” and replace with the number “28”.

Amended rule to read:

- 2.10** Every member may on giving at least 28 days’ notice in writing to the General Secretary inspect at all reasonable times during business hours and subject to any reasonable restrictions imposed by the National Executive Committee the financial accounts of the Union.

National Executive Committee

52

Branch composition

This conference resolves to amend Rule 4.1 by the insertion of the words “occupation based” after the phrase “employer based” and before the word “or”.

Amended rule to read:

- 4.1** There shall be such Branches, designated as either ‘Employer Based’ Branches, ‘Occupation Based’ or ‘Regional Branches’ consisting of members of the Union as the National Executive Committee may from time to time determine in accordance with this Rule.

National Executive Committee

53

Standing Orders Committee

Conference resolves to amend the rules by inserting:

New Rule 8.1(3) Rule 8.1.(3) National, Sector and Divisional Conferences within Prospect shall elect a Standing Orders Committee comprised of three persons whose duty it shall be to prepare the agenda for each Conference and Special Conference and to make recommendations as it may think necessary for the efficient and expeditious despatch of business.

CMD Midlands Wales and West Branch

54

To allow amendments

Conference notes that:

- motions to National Conference are the means by which Prospect branches affect national union policy;
- the Prospect Rule Book and the Standing Orders for National and Sectoral Conferences do not currently allow motions to be amended once submitted.

Conference believes:

- without the ability to amend motions, many are rejected or remitted based on technical objections even if Conference agrees with the spirit of the motion;
 - amendments allow input into the text of motions by people with a wider set of perspectives and often result in higher quality motions;
-

- with suitably devised standing orders, amendments can be proposed and debated in an efficient and orderly manner, avoiding duplicates or their use for disruptive purposes, and requiring minimal extra time during Conference.

Therefore, Conference resolves to amend the Rule Book by:

- after Rule 8.17(6), insert new rule 8.17(7);

8.17 (7) A Process to allow amendments to motions received in accord with Rule 8.17(4) and admitted by the Standing Orders Committee to the conference agenda will be published and facilitated by the Standing Orders Committee.

UKAEA Branch

55

National Executive Committee transparency

Prospect's national biennial conference is the primary forum determining Prospect policy, as enshrined in Prospect rule 8.1(1) within the current Rulebook November 2020. Branches therefore have a reasonable expectation that the NEC will follow instruction/s within conference resolutions.

Prospect rule 9.1(2) states the NEC is '...solely responsible for interpreting policy laid down by Conference...':

This allows the National Executive Committee (NEC) to interpret a resolution's instruction/s and potentially modify implementation of an instruction. There are no doubt good reasons when the NEC decides to modify implementation of a resolution instruction, but currently the moving Branch is not informed of such a decision. The proposed rule change seeks to improve transparency of NEC decision making.

This conference therefore resolves to amend Rule 9.1(2) by inserting the following new sentence within the middle of the rule:

"However, whenever the National Executive Committee decides to modify implementation of an instruction within a conference resolution then the Branch responsible for moving the motion resulting in that conference resolution shall be notified."

The amended to therefore read:

9.1 (2) The committee shall between National Conferences be solely responsible for interpreting policy laid down by Conference and determining policy if no such policy exists. However, whenever the National Executive Committee decides to modify implementation of an instruction within a conference resolution then the Branch responsible for moving the motion resulting in that conference resolution shall be notified. The Committee shall also be responsible for the interpretation of these rules between national Conferences.

EFRA Branch

56

Right to inspect records

This conference resolves to amend Rule 11.4(2) by deleting reference to the number "2.9" and replace with the number "2.10".

Amended rule to read:

11.4 (2) Such accounts shall be open to the inspection of any member subject to the provisions of Rule 2.10.

National Executive Committee

Section H – Energy and Environment

57

Climate crisis

Conference believes the climate emergency is the gravest threat currently facing humanity and acknowledges the urgent need to make concrete progress towards the goal of net zero greenhouse gas emissions by 2050. Conference notes that despite a flurry of statements from government over the past two years, including the Net Zero Strategy and the Energy White Paper, there is still very little detail about how the United Kingdom government intends to meet its legally binding climate targets, especially in critical areas like heat decarbonisation.

Conference welcomes the work that Prospect has been doing since the last national conference to lobby and campaign for action on the climate crisis, including:

- Prospect's participation in the Green Jobs Taskforce and its broader work campaigning for good green jobs in the new low carbon economy;
- Prospect's membership of the Scottish Just Transition Commission and the union's work in pushing for a real just transition for workers in high carbon sectors;
- the union's efforts to campaign for a balanced, low carbon energy mix anchored around renewables and new nuclear;
- a range of new publications on the climate crisis, including Prospect's 10 Point Plan for a Green Recovery in Energy;
- campaigning for increased funding to safeguard the natural environment;
- new support and resources for members campaigning for workplace sustainability, including the new training course for environment reps and checklist for branch activity.

Conference instructs the National Executive Committee to:

- reaffirm Prospect's commitment to a balanced energy policy, including central roles for renewables and nuclear as the anchor of a low carbon energy mix;
- continue campaigning for a just transition for workers in high carbon sectors, including fossil fuel electricity generation and aviation;
- continue to support branches to engage their employers to improve workplace sustainability and prepare for the impact of decarbonisation on their organisations;
- advance efforts to reduce Prospect's own carbon footprint.

National Executive Committee

58

Net zero needs nuclear. Prospect support for new nuclear

This Conference recognises the need for nuclear energy as a low carbon high energy yield solution to high CO₂ producing energy sources. Conference supports its members in the nuclear industry and the pursuit of the construction of Sizewell C and Small Modular Reactors.

Conference instructs the National Executive Committee to campaign for the continuance of both programmes.

EDF Energy Branch

59

Energy security

Conference, one of the many consequences of the tragic events in the Ukraine has been that governments internationally have been reviewing their respective domestic energy security in light of a changed world. It is with this in mind that conference is concerned by the actions of Westinghouse Electric Company in its pursuit of its deliver of its United Kingdom (UK) nuclear fuel strategy. The behaviour of the business will place into jeopardy the future of Springfields Fuels Ltd, the UK's only nuclear fuel manufacturer, supporting 4,000 skilled jobs in the Northwest of England. Springfields Fuels is uniquely placed within UK industry as the only indigenous producer of nuclear fuel for civilian energy production. It is long standing Prospect policy that nuclear clean energy must form part of the UK's energy mix, alongside renewables to ensure both that the UK hits its net zero objectives as well as maintain its energy security.

The government's industrial strategy pledged to ensure continued operation of these facilities and secure the long-term future of these important UK strategic national assets. However, the current owners are seeking to enact a series of highly contentious and damaging cuts to jobs and terms & conditions of service that is accelerating the flight of skills and expertise from the business.

Urgent government intervention is needed to secure the site, including the evaluation the current ownership arrangements to ensure they are serving the national interest, as well as a commitment to a replacement nuclear programme that will provide a future market for UK-produced fuel.

Conference instructs the National Executive Committee to:

- Lobby government to take immediate steps to slow down the high damaging cuts policy of Westinghouse at the Springfields site;
- Press for a change of ownership on site to secure a sovereign strategic national asset thus enabling it to play a leading role in the drive to net zero;
- Ensure any future UK nuclear power stations source their fuel from UK manufacturers.

Westinghouse Branch

60

Nationalisation of energy supply companies

The turmoil in the energy supplier market in late 2021 resulting from the gas price crisis saw nearly thirty under-capitalised companies collapse. This should be the final straw in consecutive Conservative governments' contention that a privatised energy supply sector is more efficient and therefore cheaper for consumers.

Since privatisation in 1990 the energy supplies companies have poured billions of pounds into shareholders pockets rather than keeping down prices for consumers. As an example of how unacceptable the situation has become one energy company Bulb, on the verge of collapse, was rescued by the government with taxpayers' money keeping that company afloat through the provision of £1.7 billion in funding. Assuming the company survives it will eventually be returned to the private sector with subsequent profits going to the new owners rather than the original government rescue funding being repaid to the taxpayer.

Another unacceptable action was the government allowing the surviving energy suppliers to claim back the costs of onboarding new customers from collapsed suppliers by adding those costs to all their customers' bills.

This conference instructs the National Executive Committee to join with the Trade Union Congress in seeking nationalisation of the energy supply companies.

EFRA Branch

Prospect aviation policy

Conference instructs the National Executive Committee to:

- Adopt an aviation policy that minimises carbon emissions from aviation by:
 1. prioritising reducing demand for aviation;
 2. where demand still exists, supporting innovation to improve efficiency and reduce carbon emissions;
- with sector members and other unions, lead on developing a vision of what a Just Transition for aviation workers looks like.
- this policy and vision should inform Prospect's response to industry issues and shocks (such as the pandemic) and to consultations and other forums where Prospect has an opportunity to represent its position.

Background:

- Prospect members, including in the aviation sector, are concerned about climate change. "Our members have told us that climate change is an issue of great importance to them and one they want the trade union to act and campaign on. Prospect members working in aviation are no exception to this. A survey conducted in early 2020 found that 76% of members working in air transport said the issue of climate change was important to them personally."¹
- Prospect has recognised that it is not established that aviation can achieve net-zero carbon emissions without demand management. "Prospect recognises that future demand and traffic levels cannot be ignored as a critical variable determining the possibility of moving aviation to a net zero position."²
- Prospect has a great track record of promoting a just transition from high carbon to low carbon industries for workers in the energy sector³. Although it is a high carbon industry, we have not done the same for aviation. This was highlighted when aviation was dramatically impacted by the Covid-19 pandemic. Prospect's position was to call for support measures for aviation to maintain capacity⁴, despite this being contrary to the stated climate emergency concerns of the membership.

1-2 <https://committees.parliament.uk/writtenevidence/38650/pdf/>

3 <https://prospect.org.uk/news/prospect-launches-just-transition-plan-for-uk-power-sector/>

4 <https://prospect.org.uk/news/comprehensive-support-package-still-needed-for-aviation-says-prospect/>

UK Research and Innovation Branch

Section I – Pay and Employment

62

Future of work

Conference notes that the world of work is changing at an unprecedented rate. The proportion of the workforce in professional and semi-professional roles across the private and public sectors is rising fast and now approaching four in ten. Around half of these jobs are now done by women, though many occupations remain very unbalanced or segregated by gender.

But even as the workforce is professionalized, the nature of professional work is changing fast. New digital technologies, growth in flexible and remote working, and diversification of business and employment models are all driving change.

Conference believes that many of these changes have the potential to be positive, but that they also carry risks such as dehumanization, disempowerment, isolation, increasing insecurity, new forms of discrimination and exclusion, and damage to mental and physical health.

Worrying trends include:

- increasing use of surveillance technology to monitor remote and home-based workers;
- replacement of human work, interaction, or oversight by anonymous, automated systems;
- unprecedented accumulation of personal and sensitive data on workers by employers creating high risks of misuse or abuse;
- Exacerbation of “always-on” long-hours cultures that can damage workers’ well-being and disadvantage those at risk of discrimination.

Conference believes that Prospect has a leading role to play in shaping the future of work as we build back from the pandemic. It welcomes work to date to:

- Equip branches, workplace reps, organisers and negotiators with the training and tools they need to understand and engage with the changing world of work;
- Consult and negotiate with employers around data protection, digital disconnection, introduction of new technologies, retraining and redeployment;
- Campaign and lobby for public understanding and policy change in areas such as the Right to Disconnect, workers’ data rights, and the transparency and accountability of AI and automation in workspaces.

Conference instructs the National Executive Committee to:

- promote sharing of information, experience, and good practice across the union on how work is changing and how the union can effectively respond;
- continue to develop our offer to new members, including freelance workers and those in fast-growing new industries such as the tech sector, that answers their aspirations for a rewarding career and better quality of working life;
- build a broad consensus and movement for the policy frameworks, business practices and culture change we need to see to ensure the future of work is one that our members can look forward to.

National Executive Committee

Common Debate on Motions 63, 64 and 65

63

Hybrid working

Evidence shows that reducing the distance of an employee's commute reduced the impact on the environment in terms of CO2 emissions and plastic pollution. Hybrid working also gives financial savings, to both our members and their companies.

Obviously, some members may need the support of an office environment and there are times when teams need to come together face-to-face to be effective which is why we are proposing a hybrid rather than a fully remote working schedule.

Conference instructs the National Executive Committee to promote hybrid working with all the employers, including leading by example in Prospect's own policies.

BT Anglia Branch

64

Post-pandemic hybrid working

During the Covid-19 pandemic workers experienced a step change in the working environment, this upheaval was in reaction to the effects and restrictions put in place in the United Kingdom to deal with the implications of the pandemic. This is a once in a lifetime environmental change from the established normal workplace environment.

Business reacted by adopting "working from home" guidance put in place by the government. Forcing a large number of workers to establish home workplaces that matched the facilities they had left behind in the office, often without assistance from the employer. Workers used their own mobile devices and rapidly constructed temporary office set ups at home.

Naturally we experienced some opportunistic reactions by employers under these restrictions. Workplaces were vacated and cost reduction measures put in place. This was understandable as employers endeavoured to reduce costs to maintain a viable business and ensuring continuity of employment.

Now as we slowly begin to live with the Covid-19 virus in everyday life, the next evolution of the working environment is upon us. Staff working for a large number of employers should now be given the choice between working from the home or attend the business location or building. This should deliver personal benefits to individuals when working from the home, daily start and stop times for example and also the duration of hours worked in a day that delivers the productivity for the employer and allows flexibility and control for the individual. The availability of this choice is welcomed as it benefits employees and employers.

However, it comes with some concerns, employers could pressure employees into always working from home or remotely, removing these benefits and the lost psychological benefits of face-to-face exposure. Thus, maximising the cost saving of not having large buildings to finance and support, or the support costs these incur.

We do not yet fully understand the operating model and environments that will evolve as we move forward in the working environment, but we must ensure this choice is available and equal for the majority. The establishment of "choice" in location to fulfil your employers' task and demands is welcomed and should be supported. With the caution that we are social creatures and other human contact can release reward from the spontaneous nature of these interactions. Instead of the pre-planned screen based working day.

To deliver the correct environment to benefit all parties the employer should provide the tools and facility's required for employees to undertake the tasks and requirements of the employment and have the choice to work from any location with these tools.

Conference instructs the National Executive Committee to support the membership by ensuring that employers continue to provide choice to individuals, facilitated by the provision of suitable facilities, on their working location, not being forced to work at either home or office where restrictions are not warranted.

Air Traffic Systems Specialists Branch

65

Remote working

The Covid-19 pandemic has accelerated existing changes in the world of work, including encouraging remote working. These changes could be highly beneficial for both employees and employers but bring with them pitfalls and worries.

Conference instructs the National Executive Committee (NEC) to encourage employers to introduce policies that take full advantage of the possibilities of remote working to the benefit of both employer and employee, but that ensures that the negative aspects for employees are identified and mitigated against. Employers should be made aware that their duty of care to their staff applies no matter where they work. The NEC should also press employers to make sure that access to remote working is fairly distributed.

The aspects of remote working that may require safeguards being put in place include: ensuring effective and fair management of staff whether they are remote or in-person; access to training and opportunities for progression; provision of appropriate equipment both for effective working and health and safety; preventing unnecessary surveillance of staff working remotely; promoting work-life balance, particularly for women who may feel pressured to juggle childcare and work when working at home; health issues including mental health; access to unions.

Valuation Office Agency

66

Home working

Conference notes that permanent home working is now the norm for some employees in our industry, whether by personal choice or through employer instruction. In 2020 approximately 5.6 million people worked mainly from home in the United Kingdom (UK). At present under HM Revenue and Customs guidance employers can – although they don't have to – pay a contractual home worker £26 a month tax free to cover "reasonable additional costs incurred" as a result of home working. This allowance over the years has not kept up with inflation, it doesn't cover the full cost of a broadband connection and doesn't reflect the realities of working from home in our industry often on long shifts overnight, at weekends and in areas in the UK with inclement weather. With the cost-of-living crisis and the predicted increases in the cost of utilities, home workers are now paying to work from home whilst employers close offices and applaud their efforts to reduce energy emissions.

Conference instructs the National Executive Committee to seek to lobby the government to increase this allowance and ensure it is reviewed at regular intervals.

Ericsson Broadcast Media Services

67

HM Revenues and Customs mileage rates

Notwithstanding any policy seeking a transition to hybrid and electric vehicles, conference instructs the National Executive Committee to campaign for:

- an increase to all HMRC mileage rates to reflect fuel price increases (diesel/petrol/electrical etc);
- to also press for the mileage rates for motorcycles to be linked/equal to the rates for cars to reflect the additional costs of protective equipment needed to ride safely, and the contribution that motorcycles make towards reducing congestion and associated emission from petrol/diesel vehicles.

Health & Safety Executive

68

High performance culture

Conference notes that in some areas of the union there is a thrust to become a high performing and agile organisation that is being pushed hard by Senior Management. This might seem to be a positive thing on paper, in practice it frequently seems to promote a culture that drives staff over the brink due to work pressures with staff as a consequence of these pressures having to continually try and adapt to new working practices or embrace endless new policy initiatives.

Conference further notes that more worryingly it appears to endorse domineering management styles used that can (and have) encourage bullying. When member concerns about these are raised, they fail to be addressed. While supporting a culture that makes organisations more effective and efficient, this needs to be done in a way that respects and enshrines staff wellbeing as part of this process.

Conference therefore instructs the National Executive Committee to support and guide branches as they try to find ways to articulate and raise these concerns with management in a way that allows such concerns to be taken seriously rather than being swept aside as is frequently happening at present.

Forestry Scotland

69

Workplace fatigue

This Conference recognises that workplace fatigue is continuing to be a serious issue for members and employees across many industries. Every increasing demand on time and workload are resulting in serious health issues for many members and the changes to working practises as a result of the Covid-19 pandemic has exacerbated this for many.

This Conference instructs the National Executive Committee to use its best offices to quantify this scale of workplace fatigue and to provide branches with the tools and training to allow them to tackle this issue with their employees.

Scottish & Southern Energy Branch

70

Four-day working week trial

This conference notes that many members in the public and private sector are being offered below inflation and in many cases a 0% pay deal this year, while inflation is currently at 4.8% (Consumer Price Index including Housing, source: Office National Statistics). With the current government stance and post Covid-19 and Brexit economic uncertainty, it is not unreasonable to assume that pay rises will remain below inflation for the foreseeable future. Other ways to improve staff recruitment, retention, staff morale and productivity must be explored.

With this in mind, and whilst organisations globally look to develop Future Normal ways of working, this meeting instructs the National Executive Committee (NEC) to gather evidence from trials across Europe that have implemented a 4 day week and explore whether or not reducing hours could provide some compensation for poor pay rises in the United Kingdom (UK). If this looks like a promising option, this meeting further requests that the NEC works with other unions to put pressure on the Government and private sector employers to trial a reduced hours/ 4 day working week in the UK, with full pay, across all sectors.

Met Office Branch

71

Miscarriage policy

Conference notes that many employers do not currently have a distinct Miscarriage Policy, with sometimes scant mention made of miscarriage within other policies. A Miscarriage Policy should contain information including that sickness absence due to miscarriage does not count towards sickness absence totals, how managers should deal with such instances and time off for partners affected by a miscarriage.

Conference further notes that one in four pregnancies results in a miscarriage.

Conference instructs the National Executive Committee to work with employers to encourage and urge them to formulate distinct Miscarriage Policies, taking advice from such bodies as the Miscarriage Association and Maternity Action.

Ordnance Survey

72

Pre-retirement leave

As a result of the abolition of statutory retirement age and an increasing trend towards flexible working at the end of members' careers, there is inadequate preparation for individuals in the run-up to retirement. Pre-retirement leave either does not exist or large numbers of members are no longer eligible for it. Pre-retirement leave and a managed handover of duties benefits the employer and customers by marinating service as the workforce changes and we believe is a mark of a modern decent employer.

This conference instructs the National Executive Committee to assist employer campaigns across all sectors of the union to promote pre-retirement leave linked to the training of younger staff and to work with other stakeholders such as the Trade Union Congress and trade associations to set a national standard for all good employers to meet.

Northern Powergrid Branch

73

Social mobility in the workplace

Many private and public sector organisations are either not actively addressing or struggling to address the lack of social mobility in their workplaces. Research published by the government's Social Mobility Commission in May 2021 clearly shows that civil servants from poorer backgrounds are less likely to make it to senior levels. The Commission's findings are just as likely to be applicable to private sector organisations as within the civil service.

Action plan to increase socio-economic diversity in the Civil Service – GOV.UK (www.gov.uk).

The Commission's resultant action plan seeks to improve career progression in the Civil Service which it hopes will be adopted by employers throughout the country and includes:

- reporting of socio-economic data within all departments – by location, gender, ethnicity, disability, and LGBT;
- using national benchmarks to assess progress with the aim of ensuring a representative Civil Service;
- greater scrutiny of the SCS and five-year targets to increase representation from those from low socio-economic backgrounds.

Other recommendations include introducing laws to ensure that socio-economic background is a protected characteristic.

The Commission's Socio-economic diversity and inclusion – Employers' toolkit originally published in 2020 was updated in July 2021. This toolkit is designed to be used by any employer in the private or public sector. Pages 16 onwards provides detailed employer guidance addressing social mobility. Socio-economic diversity and inclusion – Employers' toolkit: Cross-industry edition – July 2021 (publishing.service.gov.uk)

This conference instructs the National Executive Committee (NEC) to bring the 'Employer's toolkit' to the attention of all employers covered by Prospect with a view to improving social mobility within those employers. Further, the NEC is instructed to consider what lessons Prospect itself can learn as an employer.

EFRA Branch

74

Gig economy and workers' rights

In December 2021 the European Commission published draft legislation aimed at forcing gig economy companies to pay their workers the minimum wage, as well as the right to sick pay, annual leave, and other employment rights. The burden of proof regarding employment status (employee or self-employed) will shift from individual employees to the employers. Currently within both the United Kingdom (UK) and European Union (EU) workers in the gig economies must seek legal redress to prove they are bona fide employees and hence gain the above-mentioned rights.

In February 2021 the UK supreme court upheld a previous court's verdict that Uber drivers were employees not self-employed. Currently every gig economy company must be individually challenged in court regarding the employment status of their workers.

The reason the EU Commission is seeking to introduce new legislation is to provide workers with legal certainty that they are employees and not self-employed. Every gig economy company will have to automatically provide the minimum wage, and other rights, to their workers unless they can prove those workers are self-employed. The burden of proof will be turned on its head.

In the UK the number of workers trapped in self-employed status by gig economy companies is increasing year on year as the gig economy rapidly grows.

This conference instructs the National Executive Committee to seek, by appropriate means, the introduction within the UK of similar legislation to that being introduced within the EU.

EFRA Branch

75

Pay progression by attainment of skills, knowledge and competencies

Conference notes that many performance management/appraisal systems are divisive. Employees are often expected to sustain a level of performance over an entire year for an unknown reward and then be disappointed by a percentage increase to their base pay based on their performance rating, which is often the only way that someone can progress up their salary pay scale.

Conference instructs the National Executive Committee to work with employers to introduce progression payments based on the attainment of role-appropriate skills, knowledge and competencies which will lead to progression up salary scales within a defined number of years.

Ordnance Survey Branch

76

Safeguard existing and potential employees from the police, crime, sentencing and courts bill

Conference notes that the Police, Crime, Sentencing and Courts Bill ('the Bill') is set to have substantial negative and undemocratic impacts on trespass and peaceful protest in England and Wales (see note 1). The Bill has been strongly and widely objected to by civil rights groups, United Nations Special Rapporteurs, the Joint Committee of Human Rights, and political parties. The Welsh Senedd (Parliament), historically, voted against consent to most or all elements relating to trespass and peaceful protest in January 2022. It noted that the trespass clauses would criminalise the way of life of Gypsy, Roma and Traveller communities. Prospect and Wales Trade Union Congress (TUC) have already stated their opposition to the Bill, and the United Kingdom – wide TUC passed a motion in 2021 (#52) urging 'all trades councils to oppose and campaign against this Bill'.

Conference believes that the last round of votes on amendments and entire clauses in the House of Lords (January 2022) were a positive but insufficient limitation upon the negative impacts of the Bill. For example, many benign amendments from the Lords have since been rejected in the Commons (February 2022). Once the Bill becomes an Act, new criminal offences will come into force, creating an undemocratic and uneven divide between 'lawful' and 'unlawful' residents across the devolved nations. This can have severe consequences to existing and potential employees who suddenly are unfairly criminalised. Conference believes that it is time to act on TUC motion 52's call for opposition and campaigning.

Conference instructs the National Executive Committee to:

- conduct, and report on, an information-gathering exercise in recognised branches to ascertain what each employer's policy would be towards existing or potential employees prosecuted or convicted under the Act;
- carry out a campaign for employers to make pledges/policies to neither dismiss nor refuse employment for getting prosecuted or convicted under specific trespass and protest clauses of the Bill (specific clauses being kept under review pending the final Act);
- co-ordinate a similar campaign against this Bill with the TUC and other Trade Unions.

Note 1. The protest and trespass clauses will apply to Wales and England. In the Bill overall, some provisions will also apply to Scotland and Northern Ireland.

Natural Resources (Wales) Branch

77

Spam email response exercise

Conference notes that the issue of malicious and scam emails being sent to staff have been causing concern in many areas of the union.

Conference further notes that on some occasion's management have used the strategy of undertaking an exercise of deliberately sending staff in house produced fake scam emails to test staff to see if they open the mails or the embedded links. Staff opening links or not following procedure are now getting reported to line managers for follow up action.

Conference also notes that despite expressed concerns about the morality of deliberately trying to catch out staff and then subsequent management actions in response to any demeanours or staff falling for the trap this exercise is still going ahead. Actions to weed out and deal with scam emails are to be lauded, but it should not be done by trying to trick or catch out staff as part of an awareness campaign.

Conference therefore instructs the National Executive Committee to raise the appropriateness of such an approach with employers using this technique.

Forestry Scotland Branch

78

Pay – Reward for knowledge, competence and loyalty

Conference notes that when new starters get paid the same or more than fully trained, qualified and competent staff something is wrong.

It is not just the lack of headline pay increases that match the cost of living that frustrates and angers members in the public sector. The lack of recognition for knowledge, competence and loyalty also angers members.

Conference instructs National Executive Committee to continue to campaign for fair and just pay and reward schemes that fully recognise and value staff knowledge, competence and loyalty.

Existing Policy

Environment Agency Branch

Section J – Appointments

79

Auditors

Conference, in accordance with the provisions of Rule 11.4 (4), resolves to appoint BDO LLP as Prospect's Auditors after the close of Conference.

National Executive Committee

80

Prospect Trustee Philip Kemball

Conference, in accordance with the provisions of Rule 11.5, resolves to re-appoint Philip Kemball as a Prospect Trustee.

National Executive Committee

81

Prospect Trustee David Simpson

Conference, in accordance with the provisions of Rule 11.5, resolves to re-appoint David Simpson as a Prospect Trustee.

National Executive Committee

82

Prospect Trustee Philip Hooley

Conference, in accordance with the provisions of Rule 11.5, resolves to re-appoint Philip Hooley as a Prospect Trustee.

National Executive Committee

83

National Appeals Committee Jenny MCGrother

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Jenny MCGrother as a member of the National Appeals Committee.

National Executive Committee

84

National Appeals Committee Ginny Braginton

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Ginny Braginton as a member of the National Appeals Committee.

National Executive Committee

85

National Appeals Committee Helen Snaith

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Helen Snaith as a member of the National Appeals Committee.

National Executive Committee

86

National Appeals Committee Tim Potter

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Tim Potter as a member of the National Appeals Committee.

National Executive Committee

87

National Appeals Committee Alan Gooden

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Alan Gooden as a member of the National Appeals Committee.

National Executive Committee

Section K – Prospect Organisation and Recruitment

Motion 88 and 89 is common debate with 88 as lead Motion

If Motion 88 falls, Motion 89 falls

88

Commitment to digital democracy

Conference acknowledges that the combined impacts on Union Representation of Covid-19, home-working, and the wider success of ever-expanding telecoms connectivity are manifold, and not well understood.

Conference instructs the National Executive Committee to form a new Digital Democracy Committee (DDC) perhaps including members of the Standing Orders Committee (SOC), to explore, in detail, the impacts on:

1. Branch voting and structures
2. Conference delegate Block Voting
3. Electronic Voting technology versus paper ballots
4. Security of voting systems
5. Risks of delegates losing remote access for votes, speeches et cetera
6. Network access requirements for members, and for delegates
7. Technical equipment necessary for voting and conference attendance for delegates and members
8. Electronic Conferences, limitations of feeds, number of electronic attendees
9. Limitations to, and of, video and audio feeds, especially for video-walls, audibility
10. Distribution and audit-trails of electronic papers
11. Wider function of the SOC in digital voting, teller impact, and oversight of votes
12. One member, one vote for some conference votes

The NEC to report their findings and action taken to 2024 Conference.

Background

The impact of remote meetings and conferencing is quite well known in some industries covered by Prospect. In particular, in BT, a great many members have been home working for a couple of decades, which has presented new challenges for branch representatives, keeping in touch with members, securing their input, and even raising awareness of key issues. Members can easily become isolated from their union, which can weaken their position when help is required.

In response, branch and network committees have adopted policies based on both geographic diversity, visiting multiple sites close to members, as well as A/V conferences, email and other social media for membership outreach. Democratic deficit has been addressed through audio and physical access to branch and network meetings.

These principles could readily be applied to Prospect up to the level of union conference. The technology is available for delegates and members to remotely attend conference, to submit motions remotely, and to vote remotely. These principles could readily improve democratic access to conference for most members, and even provide an opportunity to reconsider how block voting

is used, and whether other voting methods could be considered. Members with disabilities, or with caring responsibilities who may not otherwise attend will have a new opportunity to engage.

Other projects are already addressing operational issues associated with on-line conferencing.

The Bectu 2021 conference demonstrated the possibilities which digital democracy can offer all reps and members, but also brought into sharp focus many of the challenges associated with such working, in particular, the back-channels which work constantly during conference are harder to access online.

With the enormous range of challenges involved, it is therefore proposed that a new committee be formed, to focus on the specific way forward, issues involved, and potential gains, from taking a digital future to branch and conference management, debate and voting.

This committee scope will include the full range of accessibility issues, including members who may not have ready access to networks, with advice to branches on how such members be best represented in our evolving online world.

Let's make the best of this opportunity for Prospect, for its members, and for digital democracy.

CMD South Branch

89

Digital democracy committee

That this conference instructs the National Executive Committee to form a digital democracy committee to work on implementing modern digital communications into the union. The committee will draw members for all sectors of the union and should be set up within 6 months of the conference, in particular the use of conferencing platforms like zoom and Teams and their vital use in allowing democratic functioning of the union for geographic disparate branches and or branches that do not have a single place of work.

Scottish Live Events Network

90

Improving Prospect's democracy for members in dependent and devolved Government areas

The conference recognised that the Dependent & Devolved governments of Great Britain (Jersey, Guernsey, Isle of Man, Northern Ireland, Scotland and Wales) have powers and the ability to enact policies which may differ from the United Kingdom National Government. Currently Prospect has no efficient democratic process for a member led union to debate and promulgate their policies in response to devolved governments policies or determine how the union would like to see the devolved powers be used to the advantage of members.

The current National Executive Committee (NEC) membership could possibly have no members from a dependent or devolved administration resulting the likelihood of making the decisions in isolation from the members living in those jurisdictions.

The NEC is instructed to look at the democratic structure of Prospect with a view to bringing about member led democracy for the dependent and devolved administrations. The NEC is to produce a consultative paper by end of 2022 to gain members views on proposals. Final proposals in Summer 2023, with rule changes to the 2024 BDC.

The NEC is instructed to look at how an interim arrangement can be put in place in 2023.

The NEC is also instructed as part of the study to consider the makeup and size of the NEC to consider if it meets the needs of Prospect.

Scotland Regional Branch

91

Harmonisation of Conference practice across Prospect

Conference notes the decision in 2020 to seek to progress harmonisation of conference practice across all conferences within Prospect. Conference further acknowledges that progressing much of Prospects work during the pandemic has been difficult and that there has been a need to focus upon supporting members through the Covid-19 crisis

Whilst some consultation on harmonisation has taken place and some changes are being made at National Conference it is time to further address harmonisation of conference practice.

Conference instructs the National Executive Committee to set up a working party within four months of the close of conference drawing from all relevant bodies across Prospect to seek to make substantial progress with harmonization of conference practice.

CMD Midlands Wales & West Branch

92

Prospect to seek to implement a simple method enabling branches to email each other directly

Prospective members need to understand the work of a branch in order to decide to join the Union. Branches want to attract new members who are interested in their work and to be able to encourage new joiners by sharing what they have done recently or aims for the branch.

Branches need to build alliances in order to build campaigns, to support each other's campaigns, and to take part and grow the Trade Union Movement that we are part of.

Branch secretaries should be able to directly contact each other and not go through officials.

Conference instructs the National Executive Committee to:

- publish a description of each branch on the relevant union website, which will be easy for the general public (prospective new member) to find;
- to seek to implement a simple method enabling branches to email each other directly and not having to go through an official. For example to have (non-personal) email addresses published on the website, or to have a contact form on the website, or any method that is GDPR compliant and allows direct contact;
- to seek to make, ASAP, the website(s) easy to navigate so that people can easily find information on the branches and all other information that will help members get involved in the unions democratic processes (union structure, key dates, sub-committee's etc.)

Writers Producers and Directors Branch

93

Industrial Action campaign support

DSTL branch undertook a formal ballot for Industrial Action in 2021. Unfortunately, the ballot return did not meet the required threshold and Industrial Action could not be taken forward. The DSTL branch is resolute to ensure that other branches learn from the mistakes and unfortunate events that led to its failure.

To ensure that all branches are prepared for any potential Industrial Action, Conference instructs the National Executive Committee to progress the following actions and provide an update at the end of the year as to progress:

- ensure membership details record the necessary information to meet the requirements of the 2016 Trade Union Act;
- put in place a team of experienced Industrial Action staff who will support branches undertaking Industrial Action;
- ensure that Prospect provides communication channels (since work channels cannot be used for Industrial Action organisation) that are fit-for-purpose including e-Branch, on-line forums, video-conferencing etc. and take account of diversity requirements;
- provide support to branches in terms of creative poster and video campaigns;
- link up industrial action across Sectors so that members understand and support their colleague's actions;
- ensure that communications to members with regard to specific action are checked by the initiating branch, including ballot papers;
- enable branches to have virtual conferences in line with best diversity practice;
- produce communications/guidance to members to help them understand what Industrial action is and what the legal implications of the words are on ballot papers;
- hold suppliers to account for administrative failures.

DSTL Branch

94

Intellectual copyright

Conference notes that Prospect is funded by its members, and many produce content or designs that are vulnerable to being copied. Many members are freelance and therefore not represented legally in Employment Law services that are provided. There is no provision for legal consultation and representation to members when faced with intellectual property infringements. This particularly affects engineers, scientists, visual effects artists, writers, designers, and any member inventing a new product or design or writing a script or story.

Conference instructs the National Executive Committee to:

- raise awareness of copyright infringement and procedures to protect members from infringement;
- provide support for the members who suffer Copyright Infringement by offering mediation, and if needed, legal representation.

Writers Producers and Directors Branch

95

Representatives moving branches

Conference notes that currently when Representatives transfer between branches or are transferred out and back in again in error then they lose their representative status. This unnecessarily reduces the number of trained representatives in the Union and results in frustration and missed communications. The National Executive Committee is instructed to remedy this situation.

CMD Midlands Wales & West Branch

96

Long service recognition

Conference is asked to note that Prospect (including Bectu) is a “union for life”. Across all our sectors people join and can remain in this Union throughout their careers – which is often a lifetime in employment. For others, this is also many years and these members faithfully pay their subscriptions along the way which increase either as a result of National Conference decisions or, in some cases, as their pay increases.

Currently there is no recognition of long-standing members` service – which includes those unions which previously combined to form Prospect.

Conference instructs the National Executive Committee (NEC) to acknowledge long standing members` commitment to Prospect by informing branches of any long serving members. Conference further instructs the NEC to also formally recognise longer serving membership of Prospect. This could include a tangible token supplied by Prospect with acknowledgment of this from, ideally, the General Secretary, or failing that the chair of the NEC or an individual of similar standing.

DFT Branch

97

Complaints procedure

Conference notes the complaints procedures in Prospect are not followed according to the procedure laid out. The procedure is not adequate or fair as Prospect can investigate itself when a complaint is made against Prospect services or a staff member. The process of appeal to a decision made after an investigation and decision on a complaint is not clear. In this regard, this motion is written to improve this process for members.

Conference instructs the National Executive Committee to conduct a review of the complaints procedure to include:

- to ensure a consistent, clear and focused approach is taken by all staff involved in handling complaints;
- to provide the complainants with a copy of the complaints procedure and advice about the process;
- show understanding to the complainant, responding clearly and appropriately to the circumstances;
- not to use an informal procedure to address a formal complaint;
- keep the complainant informed about the complaint’s progress;
- make sure our response addresses all elements of the complaint(s) and provides explanations for any decisions made or actions taken;
- provide an outcome as soon as possible within a defined timescale;
- staff will feel empowered to take responsibility and handle member complaints effectively and consistently in accordance with agreed procedure;
- if the complaint is about staff, a service or facility of Prospect, the investigating Officer should be a Senior Prospect member and not Prospect staff.

Writers Producers and Directors Branch

98

Publication of Profile

This Conference regrets that Profile, the Union's journal sent to all Members, has not been published since July 2019.

Conference instructs the National Executive Committee to arrange for the publication of Profile, or something similar, at least quarterly, circulated to all Members commencing with an issue in September 2022.

Retired Members Group

Section L – Appreciations

99

Appreciation Gerry Morrissey

This Conference places on record its thanks to Gerry Morrissey for his outstanding contribution and commitment during his period as General Secretary at Bectu and Deputy General Secretary at Prospect.

National Executive Committee

100

Appreciation Ann Jones

This Conference places on record its thanks to Ann Jones for her outstanding contribution and commitment during her Presidential terms at Bectu and Prospect.

National Executive Committee

101

Appreciation Alan Grey

This Conference places on record its thanks to Alan Grey for his outstanding contribution and commitment during his National Executive Committee and Presidential terms at Prospect.

National Executive Committee

102

Appreciation Craig Marshall

This Conference places on record its thanks to Craig Marshall for his outstanding contribution and commitment during his National Executive Committee and Presidential terms at Prospect.

National Executive Committee

Appendix I – Out of Order Motions

103

Housing policy

Conference notes the CPRE (Campaign to Protect Rural England) charity study has shown that developers have snubbed brownfield sites in favour of cheaper Greenfield sites generating greater profits. The study has found that London has enough derelict sites to accommodate more than 350,000 new homes – more than the Government’s annual housebuilding target for the entire country. In the North West there is enough brownfield land to build close to 170,000 houses. Planning permission in the past year for housing units on brownfield land has decreased by 9%.

Conference believes that the Government’s housing-development policy should include:

- persuading developers to use brownfield land to build new housing units;
- safeguarding the Greenbelt;
- helping to meet the temperature target in the climate-change policy.

Conference therefore urges Prospect to add its voice in support of these objectives.

Retired Members Group

No clear instruction

104

Rule Revision

Conference notes the members of the union should elect senior positions so that they are directly accountable to the members.

The Union is member led. All salaries are paid by members. Senior salaried staff shape the direction of the union, and the work it undertakes.

Senior positions should be well publicised so that they are not elected unopposed.

The current rules allow the General Secretary to be elected by the NEC, not ordinary members. Head of Bectu is currently not elected by members.

This rule change makes two changes, to have the Head of Bectu elected by members, and to have the General Secretary elected by members instead of the National Executive Committee. There are changes to the Code of Conduct included so that it is in line with the proposed changes.

This Conference agrees to amend Rule Part 10 of the Prospect Rule Book as follows:

Heading:

Replace “Part 10: General Secretary and employees of the union.”

With “Part 10: General Secretary, Head of Bectu and employees of the union.”

Paragraph 10.1

Replace 10.1 (1) “The National Executive Committee shall have power to engage and dismiss persons as employees of the Union and, in particular, shall appoint: (a) a General Secretary elected in accordance with, and on the terms referred to in, these rules; and (b) such other persons as employees and officers as it may determine as provided for in these rules.”

With 10.1 (1) "The National Executive Committee shall have power to engage and dismiss persons as employees and officers as it may determine as provided for in these rules. The General Secretary will be elected by members of the Union, and the Head of Bectu shall be elected by members of the Bectu sector of the Union."

Heading:

Replace "Election of the General Secretary"

With ""Election of the General Secretary and Head of Bectu"

Paragraph 10.2

Replace 10.2 (1) "At intervals of not more than five years, the National Executive Committee shall seek nominations for the post of General Secretary"

With 10.2 (1) "At intervals of not more than five years, the National Executive Committee shall seek nominations for the post of General Secretary and Head of Bectu."

Replace 10.2 (2) "The National Executive Committee may nominate any member, official or other employee of the Union or any other person except as detailed in Rule 10.2 (6) below, provided that such nomination is approved by a majority of the voting members of the Committee except as in the circumstances set out in Rule 10.2 (3) below."

With 10.2 (2) "Branches may nominate any member, official or other employee of the Union or any other person except as detailed in Rule 10.2 (6) below, provided that such nomination is approved by a majority of the voting members of the National Executive Committee or Branch except as in the circumstances set out in Rule 10.2 (3) below."

Replace 10.2 (3) "Not less than 12 months, nor more than 15 months prior, to the end of the General Secretary's term of office the National Executive Committee shall ascertain if the incumbent of that office wishes to be nominated for a further term of office and, if so, they shall be its nominee unless the National Executive Committee has lawfully terminated, or given notice to terminate, the incumbent's contract of employment as provided for under the terms of the General Secretary's contract of employment."

With 10.2 (3) "Not less than 12 months, nor more than 15 months prior, to the end of the General Secretary and Head of Bectu's term of office the National Executive Committee shall ascertain if the incumbent of that office wishes to be nominated for a further term of office and, if so, they shall be nominated unless the National Executive Committee has lawfully terminated, or given notice to terminate, the incumbent's contract of employment as provided for under the terms of the General Secretary or Head of Bectu's contract of employment."

Section "Code of Conduct for Elections"

Replace Heading "Code of Conduct for General Secretary Election"

With "Code of Conduct for General Secretary and Head of Bectu Elections"

Replace Code of Conduct for Elections 4. Beginning "Candidates for the election must be a..."

With 4. "Candidates for the election must be a Working or Unemployed Member, or an employee of the Union or any other person except as detailed in Rule 10.2(6), and must

be nominated by the National Executive Committee or by a Branch of the Union (in the latter case in such a manner as the National Executive Committee shall determine) provided that, in the event of the position of General Secretary or Head of Bectu becoming vacant due to death, resignation, dismissal or retirement of an incumbent General Secretary or Head of Bectu, the National Executive Committee may choose to advertise for and select a candidate who is neither a Working or Unemployed Member nor an employee of the Union to be the National Executive Committee's nominee in the election held to fill the vacant position. The nomination shall in all cases be accompanied by an undertaking signed by the nominee to act in all respects in accordance with the Code of Conduct from time to time laid down by the National Conference and to accept office if so elected on the terms and conditions laid down by the National Executive Committee in accordance with these Rules if so elected."

Replace Code of Conduct for Elections 11. "The General Secretary of the Union shall be elected in a ballot of the membership for a period of five years, the term of office of five years being calculated from the date of election"

With 11. "The General Secretary of the Union and Head of Bectu shall be elected in a ballot of the membership for a period of five years, the term of office of five years being calculated from the date of election"

The new rule in full will read:

"Part 10: General Secretary, Head of Bectu and employees of the union.

10.1

(1) The National Executive Committee shall have power to engage and dismiss as employees and officers as it may determine as provided for in these rules. The General Secretary will be elected by members of the Union, and the Head of Bectu shall be elected by members of the Bectu sector of the Union.

(2) The National Executive Committee shall have power to determine the conditions of employment of such employees and to determine other benefits. Such employees shall be entitled to receive the personal services which are available from time to time to Members of the Union.

Election of the General Secretary and Head of Bectu

10.2

(1) At intervals of not more than five years, the National Executive Committee shall seek nominations for the post of General Secretary and Head of Bectu.

(2) Branches may nominate any member, official or other employee of the Union or any other person except as detailed in Rule 10.2 (6) below, provided that such nomination is approved by a majority of the voting members of the National Executive Committee or Branch except as in the circumstances set out in Rule 10.2 (3) below.

(3) Not less than 12 months, nor more than 15 months prior, to the end of the General Secretary and Head of Bectu's term of office the National Executive Committee shall ascertain if the incumbent of that office wishes to be nominated for a further term of office and, if so, they shall be nominated unless the National Executive Committee has lawfully terminated, or given notice to terminate, the incumbent's contract of employment as provided for under the terms of the General Secretary or Head of Bectu's contract of employment.

(4) The National Executive Committee shall determine the period during which nominations for the election (b) the election address submitted shall not exceed 1,000 words; and (c) the election address submitted may incorporate one photograph taken in the twelve months preceding the date of nomination.

(5) The Union shall bear any cost of producing copies of such election addresses. The President shall secure that no modification of any election address is made except in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.

(6) The President must so far as is reasonably practicable secure that the same facilities and restrictions

with respect to the preparation and submission or modification of an election address and with respect to the incorporation in any such address of a photograph are applied equally to each of the candidates.

(7) Completed ballot papers must be returned in the appropriate reply paid envelope to arrive not more than 3 weeks after the date upon which they were sent out, which date shall appear on the ballot paper. Each member voting may vote for one candidate and no more, otherwise the ballot paper shall be invalid.

10.3 and 10.4 are unchanged.

10.5

A Code of Conduct for the election of the General Secretary and Head of Bectu designed to ensure fairness and equality of opportunity between each candidate shall be laid down by National Conference and shall be amended from time to time by National Conference only.

10.6 Upon election or re-election the General Secretary and Head of Bectu shall become or shall continue to be an employee of the Union for a contractual period of 5 years, and shall hold office for a period of up to five years from the end of the term of the incumbent General Secretary. "

Code of Conduct for General Secretary Elections in full.

New Heading: Code of Conduct for General Secretary and Head of Bectu Elections

1- 3 are unchanged

4. "Candidates for the election must be a Working or Unemployed Member, or an employee of the Union or any other person except as detailed in Rule 10.2(6), and must

be nominated by the National Executive Committee or by a Branch of the Union (in the latter case in such a manner as the National Executive Committee shall determine) provided that, in the event of the position of General Secretary or Head of Bectu becoming vacant due to death, resignation, dismissal or retirement of an incumbent General Secretary or Head of Bectu, the National Executive Committee may choose to advertise for and select a candidate who is neither a Working or Unemployed Member nor an employee of the Union to be the National Executive Committee's nominee in the election held to fill the vacant position. The nomination shall in all cases be accompanied by an undertaking signed by the nominee to act in all respects in accordance with the Code of Conduct from time to time laid down by the National Conference and to accept office if so elected on the terms and conditions laid down by the National Executive Committee in accordance with these Rules if so elected.

5-10 are unchanged

11. The General Secretary of the Union and Head of Bectu shall be elected in a ballot of the membership for a period of five years, the term of office of five years being calculated from the date of election

12-17 of Code of Conduct for General Secretary Election unchanged.

Writers Producers and Directors Branch

Statement of the revised rules do not reflect the changes proposed

105

Potential imposition of working patterns

Conference notes that: with the rapid removal of Covid-19 restrictions, union members and staff are confused by the wide spectrum of working patterns being proposed e.g. hybrid working, flexible working, smart working, etc., there also seems to be little regard for those who do not want to work from their home or move to working full time in an office with a guaranteed space for them.

Conference further notes that: this confusion gives scope for management to impose or push working patterns using the catchall of operational need, that might suit management, but are often detrimental to members as they look to find a working pattern that helps with the impacts of wellbeing from two years of Working from Home with Covid restrictions. A full range of options needs to be offered to employees.

Conference therefore instructs the NEC to work with branches and employers, to clarify how much influence members will have in deciding how changes to working practices in the wake of Covid that will affect them and union colleagues. and to push to ensure that any confusion is not used as a fudge to push work patterns that are largely good for employers but don't work well for union members.

Forestry Scotland Branch

No clear instruction

106

Impact on members of new IT systems and procedures

Conference notes that in many areas covered by Prospect new IT systems, processes and protocols are being rapidly rolled out at a frenzied rate. These new systems may be familiar to the staff that set them up and manage them but are rarely so for the large number of staff that have to use and master all of them through their infrequent and sporadic use. The roll out of these new and often

unfamiliar systems has not considered adequate training for staff, or the increased workload as a consequence of trying to master and understand these new systems.

Conference notes that this is placing great stress on members as they have to try and work their way through these new systems, often with limited support, whilst the time involved in try to get such new systems to work for individuals is placing added stress on members, who often have an already full and loaded workload.

Conference instructs the NEC to relay to management and raise awareness amongst organisations that the rollout of new systems and procedures that involve mastering new IT techniques needs to be more carefully thought through and paced at a rate that staff can adapt to without excessive additional stress.

Forestry Scotland Branch

No clear instruction

107

Emergency support motion

Today our AGM passed an emergency motion nominating the following individuals for NEC:

Trevor Sperring – EDF	Peter Lawrence – Devonport
Richard Clatworthy – Western Power	Audrey Uppington – Springfield
Alastair Cooke – SONI	Rachel Garrioch – EDF
Angela Gannon – HES	Carol Magor – BBC
Kathryn Sosville – Dounreay	Jessica Bryant – Archaeologists
Satnam Ner – Babcock	Tasos Zodiates – EDF
Steve Dickson – Scottish Regional	Ele Wade – Patent Office
Eammon Guilfoyle	Christine Daniell – BT
Andy Mooney – ATSS	Neil Hope-Collins – HSE
George Ryall	Colin Clarke
James Leppard	Helen Carp – AWE
Freddie Brown – MOD	Keith Stokes – BT
Toby James	

Forestry Scotland Branch

Submitted on incorrect form

108

Pay – Reward for knowledge, competence and loyalty

Conference notes that when new starters get paid the same or more than fully trained, qualified and competent staff something is wrong.

It is not just the lack of headline pay increases that match the cost of living that frustrates and angers members in the public sector. The lack of recognition for knowledge, competence and loyalty also angers members.

In a recent survey less than a third of staff on Environment Agency staff were satisfied with their pay and reward package.

Conference instructs the National Executive Committee to continue to campaign for fair and just pay and reward schemes that fully recognise and value staff knowledge, competence and loyalty.

Environment Agency Branch

Superseded by 105

109

Amend the rule 10.2.3

That this conference will amend the rule 10.2.3 to be as follows “Not less than 12 months, nor more than 15 months prior, to the end of the General Secretary’s term of office the National Executive Committee (NEC) shall ascertain if the incumbent of that office wishes to be nominated for a further term of office” Reasoning it should not be beholden on the NEC to have to support the incumbent General secretary by default unless they wish to terminate their employment. It should be allowed that the NEC be allowed to either not support any nominee, split its support between nominees or be allowed to select another nominee that is not the incumbent and allow due democratic process to take its natural course.

Scottish Live Events Network

No clear instruction

110

Amend the rule 9.15

That this conference will add to 9.15 . 5 That the National Executive Committee (NEC) shall not be allowed to hold any part of its meetings un-minuted or in closed session without a 75% +1 member of the meetings members voting in favour Reasoning for the rule change to help increase democratic oversight and accountability of the NEC, there should be very few reasons barring GDPR or sensitive data or negotiations that the NEC should not be able to conduct its meeting openly. In the obvious scenarios there should be no issues gaining full NEC support for holding closed or part closed NEC sessions. However with this rule it would prevent the NEC from being forced to hold sessions in secret without the majority agreeing to the need.

Scottish Live Events Network

In breach of rule 9.15(3)

111

Replace rule 2.13

That this conference will replace rule 2.13 with: "The National Executive Committee(NEC) shall call for nominations to a subscriptions committee of 27 members drawn equally from across all sectors of the union. The membership of the committee will be voted on digitally by the union with the one member one vote premise. They will be tasked with reviewing the membership rates every 6 months and in the event of a major national or international upheaval when called upon by the NEC, Sector Executive Committee (SEC) or other Union full time official to request an urgent rate review. Membership of the committee will be changed every 2 years in line with the Prospect conference and the committee members must not be on the NEC, the SEC or part of the presidential team or full-time union officials. The subscriptions committee will have access to the full financial modelling for any subscription changes to allow them to make informed decisions. If any rate changes are recommended they must be put to a whole union digital ballot within a month of the rates review" Reasoning for the rule change the subs needs regular review in the current climate and have been allowed to stagnate an independent body from the NEC would allow changes to be made dynamically and ensure that there is an accountability for those making the subscription rates. It would also mean that all members would have a say in the cost of being in the union rather than a small selection changing it at Conference.

Scottish Live Events Network

In breach of rule 2.15

112

Subscription committee

That this conference instructs the National Executive Committee (NEC) to establish a Subscription committee that will be drawn with equal representatives from each sector to review membership subscriptions every 6 months to make sure that they are in line with the current economic situation and to refer any changes to the NEC to be sent out to the union as a whole for a digital ballot for approval.

Scottish Live Events Network

In breach of rules 2.13 and 2.15.

113

Net profit pre taxation

That this conference instructs the National Executive Committee (NEC) to change the wording of subscriptions so that all self-employed or single director Ltd company members are charged membership based on Net profit pre taxation rather than Gross income. This will ensure that any members that make investments or run business than handle sales of equipment are

Scottish Live Events Network

Incomplete and unclear instruction

114

Harmonise subscriptions

That this conference instructs the National Executive Committee to harmonise the subscriptions of the union across all sectors so that no member is advantaged or disadvantaged whilst being offered the same benefits of being in the same union.

Scottish Live Events Network

In breach of rule 2.15

115

Conference Working Group

That this conference instructs the National Executive Committee (NEC) to set up a working group, within two months of the close of conference drawn for all sectors to review the rules surrounding elections and to open up an element of restricted campaigning that is fair and equal to all candidates. The report back to the NEC should be received within 12 months of this conference and the report must be acted upon prior to the elections for the next NEC. It is ridiculous that members should be expected to vote for people they have never heard of based on a mere 500 word statement in this modern day and age. There should be the option of town halls, Q&A sessions with candidates and candidates free to canvass members for votes within fair play parameters. The candidate's use of money should still be prohibited however to prevent unfair disadvantage to those without access to funds.

Scottish Live Events Network

In breach of rule 9

116

National Executive Committee election

This conference instructs the National Executive Committee (NEC) to change the way that the union votes for the election of the NEC, Prospects Presidential team and any other postal elections in the union to a secure digital voting platform, this may need a working group or committee set up to investigate options which should be set up not less than two months after the close of this conference and the changes should be enacted before the next NEC election is held. Reasoning Postal votes get lost, members don't keep postal addresses up to date nor do some even have postal addresses in the modern world. It disadvantaged members of the union who work away from home often on long contracts longer than the voting period.

Scottish Live Events Network

Unlawful

117

Subscription Changes

Conference notes the Prospect national conference is the forum where changes to subscriptions for members can be debated and decided by delegates. Conference notes the prevailing economic environment – something that affects all Prospect members in all the unions sectors. The difficult financial conditions existed long before the pandemic. The coronavirus has caused many additional financial stresses at a time when our members were already attempting to deal with the impact of this on their professional and personal lives.

Conference is also asked to note the Prospect 2020 accounts showed a surplus of £1.6 million against an income of £24 million and that there are £26 million of assets, acknowledged as a mix of surplus and deficits, suggesting that the union is in a positive financial position.

We acknowledge the reduction of some costs due to lack of conferences and in person meetings. We also positively acknowledge reductions in subscriptions for members who had seen a loss of income during the pandemic. However, if Prospect decides to increase subscriptions, there is likely be a negative impact on all members, particularly those who have seen their livelihoods adversely impacted by both the coronavirus and the wider changes in society.

Conference instructs the National Executive Committee to ensure any subscription changes have a minimal impact on members and identify and action any specific areas of concern.

DFT Branch

In breach of rule 2.13

118

Inaccessibility of Prospect/Bectu websites and social media feeds

In an article posted to the Prospect website on 20 January 2020, the Union claims that it uses the social model of disability which looks at the “barriers that our society puts in the way of disabled people’s participation, including both attitudes and practical barriers.” The Unscripted branch recognises that for many of our current and prospective members, the union’s online imprint – both its website and social media output – creates a barrier for disabled members. If we are to make such a robust statement Prospect needs to look to eliminate the barriers it is placing on current disabled members and prospective future disabled members.

We believe that Prospect should undertake to ensure any web-based information conforms by the Web Content Accessibility Guidelines, this includes, but is not limited to alt-text, subtitles and camel case hashtags to all images and videos contained on the current and any future website and all future social media posts.

Furthermore, training and resources should be provided to Prospect and Bectu branches to undertake these changes to their respective websites.

Finally, the practicalities of accessibility must extend to online and in-person events, courses and meetings, with all communications to members and non-members explicitly offering a contact email and access provisions to anyone who requires it. Our house must be in order if we can hope to represent disabled members and prospective disabled members.

Unscripted TV Holding

No clear instruction

Appendix II – Late and Withdrawn Motions

119

Iran, imprisoned British nationals and a UK debt

Nazanin Zaghari-Ratcliffe and other British nationals have been arbitrarily detained in Iran on highly dubious charges. Nazanin has been detained since March 2016. Nazanin and the others are pawns in a dispute between Iran and the UK government regarding the repayment of a £400+m debt to Iran.

The UK government claims it cannot repay the monies due to the ongoing international sanctions imposed upon Iran. But is it not possible instead to offer equivalent aid such as Covid-19 vaccines and/or other medicines to the equivalent value of the debt?

This conference instructs the National Executive Committee to add Prospect's voice to the Amnesty International campaign seeking to achieve the release of these UK nationals, alongside the repayment of the debt whether as a monetary payment or as medicines.

EFRA Branch

Withdrawn

120

Subsistence – Motor Mileage Rate

As the cost of fuel continues to rise and the cost of cars more recently when the public moved towards buying second cars in place of risking traveling on public transport, those who use their own cars for official duties are finding the motor mileage rate is insufficient to re-reimburse them for the cost of providing their cars for official duties.

Request to have the official mileage rate increased there is a reluctance for Scottish Government to pay at a rate higher than the HMRC 45p/mile rate up to 10,000 miles as this would have huge tax implications.

This motion requests that the NEC on behalf of members have discussions with HMRC about increasing the current 45p/mile threshold in light of the increasing cost of running a car.

Scottish Government

Late Motion

General information

Credentials for delegates

Delegates attending the National Conference must collect credentials at the registration desk at the Bournemouth International Centre (BIC), between 5.00pm – 6.30pm on Saturday 11 June.

Registration will also be available on Saturday 11 June at 9.30pm – 10.00pm and Sunday 12 June 8.00am – 9.00am. Delegates will only be admitted to the Conference hall on production of their credential cards. There will be a smart card reader allowing admittance into the Conference hall and close control of persons admitted to the floor of the Conference. It is essential to ensure that only properly accredited delegates can participate in voting.

Electronic voting

This year, we will be continuing with the use of electronic voting in place of card votes. Each delegate will be issued with a smart card, which will also be their credentials and will allow them admittance into the Conference hall. Handsets will be provided in the Conference hall and each smart card will need to be inserted into the handset. At the beginning of each Conference session, the Conference chair will ask delegates to insert their card and register their attendance. The Conference chair will also instruct the delegates when to use the electronic voting pads where applicable.

Deputies

Your attention is drawn to Rule 8.6 and Rule 8.7 (1) and (2):

“8.6 A Branch and the Retired Members’ Group may appoint a deputy from amongst its members for each delegate whom it elects to any Conference and, where a delegate is unable to attend any session of Conference, a deputy so appointed may attend as if the deputy had been elected a delegate.

8.7 (1) A member of the National Executive Committee or the Standing Orders Committee may not be a delegate.

(2) A delegate appointed under the provision of Rules 8.4 and 8.6 to any National Conference shall not be appointed, or act as a scrutineer, teller, or steward at that Conference.”

In Circular 2021/01258 of 17 December 2021, branch secretaries were asked to submit names and addresses of deputies by 11 March 2021. It is possible that the exigencies of official employment or ill-health will necessitate last-minute rearrangements.

If new deputies have to be appointed, then details of the change should be notified to headquarters as quickly as possible. If the reason for the appointment does not arise until immediately before Conference and emergency steps have to be taken by the branch, the deputy concerned must bring clear and official authorisation of appointment without which it will not be possible to be accredited. Failure to provide the proper authorisation to the Scrutineers will mean that the deputy will not be allowed on the Conference floor.

A deputy who is accredited should sign the credential card and should show on the credential card the name of the delegate for whom they are deputising. Should it be necessary for a delegate to depart before the end of the Conference, their smart card may be transferred to another member of the delegation.

This must be done formally, however, and any delegate wishing to do so must make arrangements through the Conference Office. Conference documents must not be passed directly to a deputy.

Conference hall

Conference will take place in Windsor Hall in the BIC.

Time

To ensure a prompt start, please take your seat five minutes before the start of each session.

Stewards

Stewards are on duty at the Conference Hall and may be asked to convey communications to the Standing Orders Committee or the Conference Organiser.

Seating in conference hall

A list showing the seats allocated to each delegation will be included in the accreditation pack available at Conference. Delegations should ensure that they are in these seats when votes are being taken, whether by a show of hands or an electronic vote. If delegates are sitting in other parts of the hall, their votes will not be counted.

Hints for speakers

The problems of catching the Chair's eye when wishing to speak worries some delegates.

Delegates wishing to speak on a motion are asked to move to the seats at the front of the hall which will be marked "For (the motion)" to one side and "Against (the motion)" on the other side and intending speakers should sit on the appropriate side. The Chair will try and call speakers to ensure a balanced debate. It will help if delegates wishing to speak move to the front as soon as the Motion is called.

Delegates who are called to speak by the President should make their way to the rostrum. Please speak in the direction of the microphone in your normal voice and do not worry about volume, which will be adjusted by the sound engineer.

For recording purposes, it is essential that before you speak you should pause a moment while the sound engineer switches on the appropriate microphone. You should then give your name and the name of your branch using its full title without abbreviations.

Credentials

Please wear your credential card at all times. At the end of the Conference, please return it to the stewards.

Mobile phones

Mobile phones must be switched off in the hall.

Accommodation

Delegates may wish to know that the National Executive Committee and full-time officers will be staying at the Royal Bath Hotel.

Facilities for people with disabilities

All levels of the BIC are accessible via a lift and ramps are located at any area where there are steps. Toilets for people with disabilities can be found on all levels.

Facilities – time off for conference duties

Under the agreements in many employing organisations, delegates should be granted special paid leave. Members of the Standing Orders Committee, scrutineers, tellers, stewards and trainee delegates should also be granted paid special leave. Members in these categories will be sent a communication from Prospect confirming their appointment. This must be produced when applications for special leave are submitted.

In all cases, applications for special leave must be submitted to your department or employing organisation in the usual way. As in the past, the granting of special leave is at employer discretion taking account of the needs of the work. Any difficulty should be reported to your full-time officer immediately.

Expenses

Delegates wishing to submit expenses at Conference should hand in a completed expense form (enclosed with conference papers) to one of the Stewards. Payment will be made directly into bank accounts via BACS transfer as soon as possible. Delegates should ensure that they have their bank sort code and account number with them. It will assist the speedy payment of expenses if the delegate's name is in block capitals and the delegate's membership number is shown.

Please attach receipts for all items being claimed. Any expenses not submitted at Conference may be claimed from the Waterloo office within six months.

Social events

There will be a registration drinks reception on Saturday 12 June at the BIC.

There will also be a social dinner event for everyone at the BIC on Monday 13 June.

Parking facilities

Parking is available at various hotels. Please speak to Janine Kelly if you intend to drive as we have some complimentary parking available.

Harassment: a serious note

Conference is a good opportunity to meet new people, find out more about the union and to build friendships with colleagues across the union. But, a quick note, on ensuring everyone gets the best out of conference.

Respect and equality are at the heart of what we do as a union. Every delegate to conference has a right to respect and dignity. Harassment of any kind will not be tolerated.

Prospect has recently published a code of conduct which we hope you have already seen. If not, please take the time to read it before attending National Conference <https://library.prospect.org.uk/download/2021/01219>

What is harassment?

Harassment is unwelcome and inappropriate behaviour that violates another person's dignity, or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Harassment may relate to the victim's conduct, or personal characteristics such as race, gender reassignment, or religion.

Harassment can take many forms, including:

- Verbal abuse, mockery, innuendo, patronising or inappropriate remarks
- Unwanted physical contact, physical threats, or assault
- Leering, lewd gestures, pestering or spying
- Circulation or display of offensive material
- Bullying, isolation, non-cooperation, or exclusion from social activities

Harassment is not always intentional: it is defined by its effect on the victim. We must consider the effects of our language and behaviour on the people around us, considering diverse values, cultures and experiences. Conference must be safe and welcoming to every attendee.

Conference is a working environment. We should all expect, and demonstrate standards of behaviour at least as high as in our own workplaces. As a rule of thumb, if you wouldn't do, or say it in front of someone who could fire you, leave it at the front door.

What to do

If you feel you are subjected to, or witness harassment at conference, you can:

- Tell the perpetrator that their behaviour is unacceptable, and ask them to stop
- Inform them that they will be reported to a Prospect officer
- Report it to: **Nicola Duffy, Head of Organisational Development** – 07747 482 600
Andrew Pakes, Director of Communications and Research – 07980 551 212

All reports will be treated seriously, sympathetically, and in the strictest confidence.

A note on sexual harassment

Recent high-profile sexual harassment scandals, and the Me Too movement, have changed the terms of the conversation about sexual harassment. The problem of sexual harassment is not new – what's different is that more victims feel able to speak up about their experiences.

In response to this new climate, Prospect has been reviewing our policy and guidance on sexual harassment. We advocate a holistic approach to dealing with sexist workplace cultures, treating sexist behaviours as a continuum. Supposedly 'low-level' sexist behaviours, in themselves, build-up to create an intimidating environment, and also create a sense of permissiveness towards more extreme sexual harassment. Prospect will not tolerate sexist 'banter': not in our members' workplaces, and certainly not in our own ranks.

Prospect stands at Bournemouth

Communications and Organising

Visit us and see how you can develop your branch and increase engagement with members and non-members. We will have a range of communications resources for you to take back to your branch and use. This will cover both digital communications and organising, as well as in person. Experts will be on hand for you to help you develop a plan for your branch and identify what resources we may have to help. We will also be showcasing some of our latest campaigns.

Defence Industry Group

Launched in 2021, Prospect's Defence Industry Group (DIG) is for members from all our defence branches and workplaces. With a remit to expand our influence and membership in private sector defence, the DIG has the key aim of facilitating well paid, secure employment for professionals in the defence industry. We're working with Government, employers, and our members to make sure we keep UK defence jobs in the UK and that those jobs attract the best terms and conditions.

The DIG meets four times a year and has a full programme of work including:

- promoting the best terms and conditions for UK defence workers
- engaging with the best UK employers to secure defence jobs for UK workers
- partnering with trade organisations to promote employers who support our aims
- lobbying Government to make the best procurement decisions
- working nationally and internationally to secure work for our members

You can engage with the group as a Prospect member or a representative whether you work for a large employer and as part of an organised branch, as a member working for an employer where there's not Prospect branch or as a member who works as a contractor or consultant.

Come and meet us at Conference 2022 on the Defence Industry Group stand.

Education & Skills

Our stall situated in the Solent Hall is your "one stop" to find out what and how we support and develop you, your branch, section or division. Plus find out more about the union's externally funded, nation specific, skills projects and range of member focused CPD training and skills initiatives; and participate in our current survey - informing how we can effectively strengthen our representative regional/face to face training.

Kathryn Sharratt (Education & Skills officer) will be on hand to discuss your branch rep training and member skills training needs

Heritage

Across all the unions in the UK, Prospect is the only one to have a dedicated Heritage Group. Despite constant challenges in this sector, we have consistently promoted the importance of culture, and supported our members with the backup of initiatives from within this group.

Previous campaigns led us to the 'cool heritage' seminars and sector-wide surveys which identified the extent of the funding issues and how these have impacted heritage bodies for more than a decade.

At this conference, we're promoting our heritage workers' pay campaign, themed around the cost-of-living crisis to highlight impacts for heritage sector workers, where there is a preponderance of highly qualified but often low paid members.

Part of this campaign will highlight and celebrate our Heritage Sector members and the essential work they do which impacts both our wellbeing and the national economy. We welcome delegate's support in raising awareness of this important campaign within their branches and beyond.

Do come and see us!

Member services at Bournemouth



National Pensioners Convention

The National Pensioners' Convention is Britain's biggest campaigning pensioner organisation, with 1.1m affiliated members spread across 1000 groups nationwide. Prospect has been a long-standing affiliate and its retired members play an active role in the Convention's work. The NPC is keen to establish the principle of solidarity between the generations, in the understanding that today's campaigns for better pensions, proper care, the maintenance of universal pensioners entitlements and an end to fuel poverty will benefit tomorrow's pensioners as well.

Please come and visit our stand.

Contact details:

NPC, Marchmont Community Centre, 62 Marchmont Street, Bloomsbury, London WC1N 1AB.

T: 020-7837-6622 E: info@npcuk.org W: www.npcuk.org

You can also find us on Facebook: NPCUK Twitter @NPCUK



PG Mutual

PG Mutual is a not-for-profit membership organisation specialising in providing income protection for professionals since 1928. The Income Protection Plus plan can pay you a regular income if you can't work due to illness or injury. As a Friendly Society, PG Mutual do not have outside shareholders and therefore return any profit to its members through a Profit Share Scheme. Policyholders also have FREE current access to a Member Benefits Scheme, a 24/7 GP App and a confidential Telephone Counselling and Helpline Service and more.



STANDING UP FOR YOU



Thompsons Solicitors *(Conference sponsor)*

Every year, Thompsons Solicitors secures more than £150 million in compensation for trade union members.

Prospect members can access free, specialist legal services as part of their membership.

Members using the union legal service keep 100% of their compensation – whatever the injury, however complex the claim. The legal scheme covers:

- Personal injuries, at or away from work, on the roads or on holiday
- Serious injuries, including brain or spinal cord injuries
- Industrial diseases, including asbestos-related diseases
- Employment law advice (accessed via the union)
- Work-related criminal law advice
- Online wills service
- Special terms for clinical negligence
- Special terms for conveyancing, probate and powers of attorney.

Members' families are also covered for personal injuries away from work.

As well as 100% compensation, members are also guaranteed experienced lawyers who understand their needs and a legal team that can work with the union to increase the chances of a successful claim.

Thompsons Solicitors has proudly only ever acted for workers who have been injured or mistreated, and never for employers or their insurers.

During its 100-year history, Thompsons has won countless landmark cases and secured key legal reforms. It continues to work in solidarity with the labour and trade union movement today, using the law to fight for the rights of working people.

Members can access the legal service by calling 0800 587 1278

or visiting www.thompsonstradeunion.law.



Nuclear Waste Services

Nuclear Waste Services

The programme to deliver a Geological Disposal Facility (GDF) is focused on delivering a permanent long-term solution for the disposal of the UK's higher activity radioactive waste. Nuclear technology has been a part of

our daily lives in this country for more than 60 years. It has provided electricity for our homes and businesses, and plays a critical role in our NHS, helping to diagnose and treat serious illnesses, as well as performing key tasks in industry. We must deal with the legacy of the waste that has accumulated over the decades, as well as that which will come from the already planned decommissioning of existing power plants in the coming years. .

A GDF is a highly-engineered facility built deep underground for the safe and secure disposal of radioactive waste. It will be one of the UK's largest ever environmental protection projects, and importantly, it will only be constructed where there is a suitable site and a willing community, as the fundamental underpinnings of this consent-based process.

Nuclear Waste Services (NWS), part of the Nuclear Decommissioning Authority has been tasked to deliver a GDF through its Major Capital Programmes division. NWS is working in partnership with communities across the country, exploring the potential for them to host a GDF. As a major infrastructure project spanning over one hundred years, it is a unique programme, offering long term benefits. There will be significant socio-economic benefits for the host community, including long-term investment for the local area in terms of jobs, skills, infrastructure, sustainable development and the environment. For more information please visit: www.nuclearwasteservices.uk



Tolpuddle

Welcome to Bournemouth.

Just a few miles away, in 1834, farm workers formed a lawful trade union to defend themselves from further cuts to their poor pay. In panic, the local squire demanded that Lord Melbourne, the Home Secretary, stop this alarming development. They planned to catch the workers taking a secret oath of membership, a common practice at the time but outlawed under an obscure law to stop naval mutinies.

Six leaders were arrested from the village of Tolpuddle and quickly sentenced to seven years' transportation, a punishment from which few returned. A massive protest swept the country with large petitions and a huge demonstration through London.

The campaign won free pardons and passage home in triumph.

It was a key episode in the early formation of trade unionism and we celebrate it with a small free museum in Tolpuddle, charitable cottages and a fabulous festival for all the family (15-17 July 2022).

Please visit us and check out our website for more information: tolpuddlemartyrs.org.uk/.

We are delighted to bring a small selection of Tolpuddle Martyrs gifts and information to the Prospect conference.



War Child

War Child are delighted to be a partner of Prospect Union.

War Child is striving for a world where children's lives are no longer torn apart by war. We protect, educate, and stand up for the rights of children caught up in conflict.

We raise vital funds to reach children as early as possible when conflict breaks out and stay to support them after the conflicts ends. Our work helps to keep children safe, provide an education, and equip them with life skills for the future.

Together with our partners we work in 15 countries across Africa, Asia, the Middle East, Latin America and most recently Ukraine. Whether it's ensuring Iraqi children get an education, providing psychological support to children who have been traumatised by conflict in Yemen, or finding lost vulnerable children in Afghanistan.

We understand children's needs, respect their rights, and support young people to change systems and practices that affect them – campaigning on the root causes of conflict and demanding that children are at the centre of humanitarian response.

Our expertise in supporting children in conflict has recently taken us to the borders of Moldova and Romania as we support families fleeing Ukraine.

One of our focus areas will be on setting up 'Child Friendly Spaces. These are protective environments where children can play and learn in safety. War Child facilitators use these spaces to provide psychological first aid to help children cope with their experiences as well deliver Early Childhood Care and Development. War Child supports and develops coping mechanisms for children and their caregivers. These spaces are crucial in supporting children to overcome trauma, offering a place of escapism and the chance to simply be a child again.

If you would like to support us and the vital work we do please visit www.warchild.org.uk

Map and directions

Bournemouth International Centre
Exeter Road
Bournemouth
BH2 5BH

Travelling by road

From London:

Take the M25, then the M3, M27 and A31 to Ringwood. From Ringwood, follow the A338 (Wessex Way), to the Bournemouth West Roundabout.

From The Bournemouth West Roundabout:

Take the first exit and follow the brown signs to the BIC. The BIC multi-storey car park is off the roundabout at the bottom of Priory Road.

From the North and West:

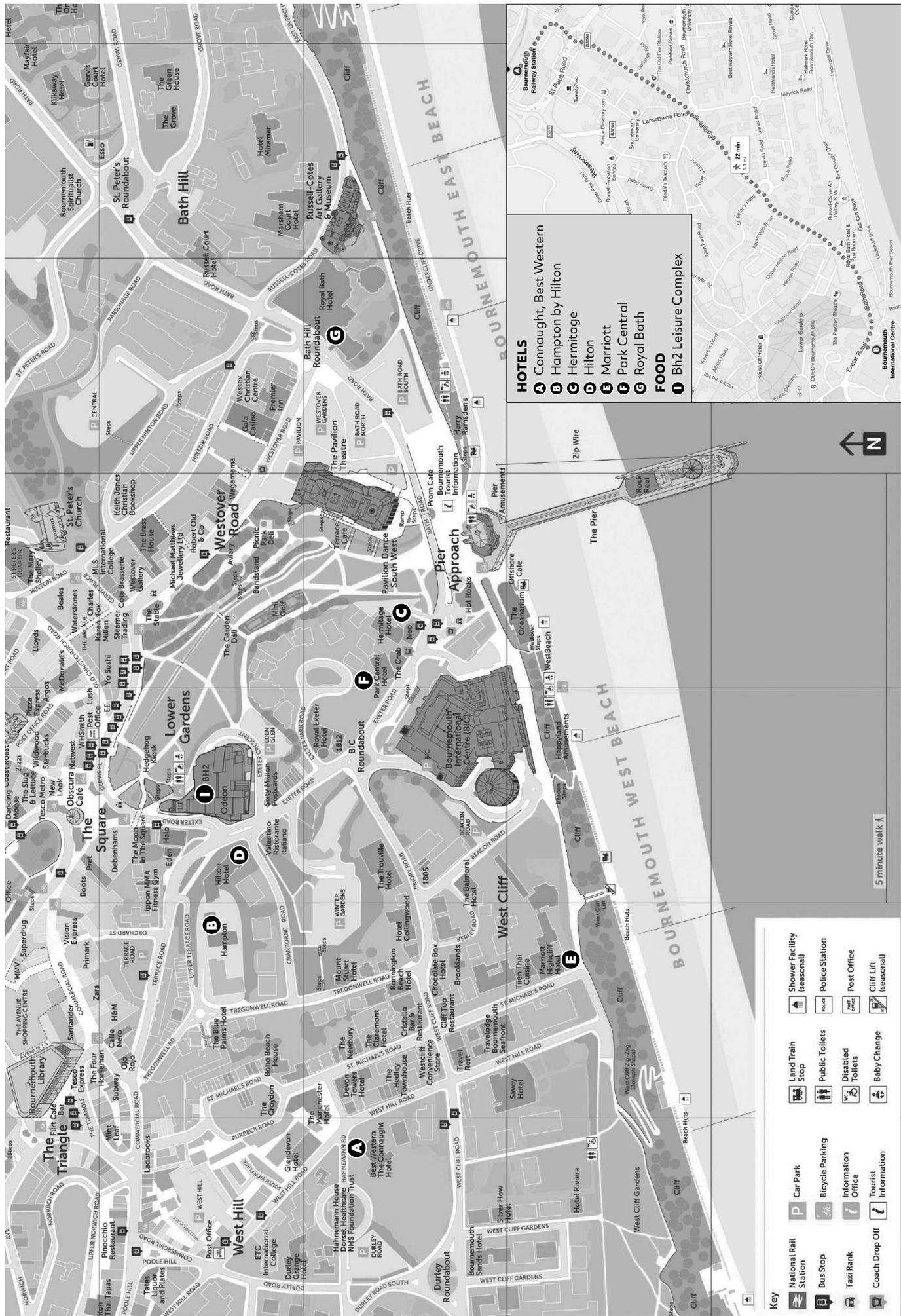
Head for the A31/A338 junction (Ashley Heath) just outside Ringwood, taking the A338 (Wessex Way) to Bournemouth. Then follow the directions from the Bournemouth West Roundabout.

Travelling by rail

London Waterloo is a mere 97 minutes away from Bournemouth. Fast daily train services also offer regular direct connections from around the UK and Bournemouth Station is approximately 1.5 miles from the BIC.

Travelling by air

Bournemouth Airport is approximately 10 minutes from the town centre via the A338 (Wessex Way). Various airlines operate from Bournemouth Airport.



- HOTELS**
- A** Connaught, Best Western
 - B** Hampton by Hilton
 - C** Hermitage
 - D** Hilton
 - E** Marriott
 - F** Park Central
 - G** Royal Bath
- FOOD**
- I** Bh2 Leisure Complex

- Key**
- National Rail Station
 - Bus Stop
 - Taxi Rank
 - Coach Drop Off
 - Car Park
 - Bicycle Parking
 - Information Office
 - Tourist Information
 - Land Train Stop
 - Public Toilets
 - Disabled Toilets
 - Baby Change
 - Shower Facility (seasonal)
 - Police Station
 - Post Office
 - Cliff Lift (seasonal)



AGAINST



**Better work.
Better life.
Better future.**

2022

National Conference

Bournemouth • 12-14 June

#ProspectConf22

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