

To: Campaigns and Communications Sub-committee

7 November 2022
2022/00986

Dear Colleague

Motions carried from National Conference 2022 – passed to NEC CCC for action

Colleagues will be aware that following National Conference the NEC allocates all motions to a relevant committee for action. A large number of motions were passed by the 2022 National Conference and this means 21 motions have been passed to the NEC CCC to take forward.

This volume of motions will inevitably mean that some degree of prioritisation and programming over the time between now and the 2024 conference will need to take place.

The committee are invited to consider the suggested actions below and provide comments on them.

In some cases, the CCC has been jointly tasked with acting on a motion with another committee. It has been noted where this is the case.

Motion number	Motion	Suggested action
7	<p>Improving accessibility for members in the digitally driven hybrid world of work</p> <p>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.</p> <p>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.</p> <p><small>Latest revision of this document: https://library.prospect.org.uk/id/2022/00986 This revision: https://library.prospect.org.uk/id/2022/00986/2022-11-09</small></p> <p>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.</p>	<p>Prospect has already done much to improve both the accessibility of its own resources and to provide resources to representatives to work on this issue, including tailored webinars and adapted best practice guidance.</p> <p>We suggest a call for best practice in spring 2023 alongside an audit of existing resources to report back to the CCC to discuss further activity around summer 2023.</p>

	<p>Conference instructs the National Executive Committee and its Equal Opportunities Advisory Committee to:</p> <ul style="list-style-type: none"> • 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. <p><i>Office for Nuclear Regulation Branch</i></p>	
18	<p>Health and Safety Executive resources campaign</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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</p>	<p>The NEC has asked for CCC and the Health and Safety Committee to consider this motion jointly.</p> <p>Working with the branch on their campaign document on the HSE to be launched late 2022/early 2023. Using this to update existing campaign resources. Using the report to circulate to key decision makers including relevant select committees and APPGs as well as other trade unions.</p> <p>The motion has been submitted to the TUC, and if it is passed we will approach them to discuss implementation.</p>

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.

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.

	<p>ii. Baseline expectations of the regularity of risk-based inspection.</p> <p>iii. An appropriate balance of interventions – previously 60% inspection 40% investigation.</p> <p>iv. The appropriate workforce blend.</p> <p><i>Health & Safety Executive Branch</i></p>	
20	<p>BBC</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Conference recognises the breadth of provision provided by the BBC:</p> <ul style="list-style-type: none"> a. 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; b. 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; c. as a key part of the ecosystem of the UK creative industries, investing in skills and training to 	<p>The NEC has asked for CCC and the Bectu Sector Executive Committee to consider this motion jointly.</p> <p>The Bectu sector have already developed a campaign on the theme of More than a Licence. This was formerly launched at a reception in the House of Commons earlier in October.</p> <p>The sector has also been campaigning heavily on the issue of the privatisation of Channel 4. This work will need to be stepped up pending a review of the issue by Ministers.</p> <p>Bectu comms staff will continue to look for opportunities to raise the profile of the work that members do in the BBC in the media and with politicians.</p>

	<p>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.</p> <p>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.</p> <p>Conference instructs the National Executive Committee to:</p> <ol style="list-style-type: none"> a. campaign to protect universal funding for the BBC, retaining the licence and supporting a sustainable funding settlement; b. 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; c. to urge other unions, creative industry bodies and civil society to work with us to protect and enhance the value of the BBC. <p><i>National Executive Committee</i></p>	
21	<p>Public service broadcasting</p> <p>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.</p> <p>The Secretary of State then proposes a review of the future funding of the BBC.</p> <p>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.</p> <p>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.</p> <p><i>Writers Producers and Directors Branch</i></p>	<p>The NEC has asked for CCC and the Bectu Sector Executive Committee to consider this motion jointly</p> <p>See motion 21.</p>

<p>25</p>	<p>Ethical Trading Framework</p> <p>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.</p> <p>Conference further notes that supporting information on the Ethical Trading Framework can be found via www.ethicaltrade.org</p> <p>Conference instructs the National Executive Committee to work with employers to urge them to adopt the Ethical Trading Framework.</p> <p><i>Ordnance Survey Branch</i></p>	<p>We will produce a note for CCC in early 2023 to consider how we appropriately take this forward.</p>
<p>28</p>	<p>Campaign for carer's leave</p> <p>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.</p> <p>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.</p> <p><i>Met Office Branch</i></p>	<p>It seems unlikely that this campaign will be successful in the immediate political climate.</p> <p>We may wish to consider how we build this into our lobbying of all parties ahead of the next general election expected in 2024. In the meantime we will raise the issue with the TUC and ensure our campaign work aligns with them.</p>

<p>32</p>	<p>Political lobbying</p> <p>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.</p> <p>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.</p> <p><i>Air Traffic Control Officers Branch</i></p>	<p>Bespoke support from the our Communications and Public Affairs colleagues is always available to branches to achieve influence on policy making, where they have issues or campaigns to raise.</p> <p>We will add a page to the website to make it clearer how branches can access this support.</p> <p>The education team are trialling new training on campaigning for reps in 2023.</p>
<p>35</p>	<p>Care Home Care Quality Commission inspection reports</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>	<p>Prospect will write to the minister.</p>

	<i>DFT Branch</i>	
57	<p>Climate crisis</p> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> • 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. <p>Conference instructs the National Executive Committee to:</p> <ul style="list-style-type: none"> • 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. 	<p>The NEC has re-affirmed its position on a balanced energy policy and asked for CCC to review the contents of this motion.</p> <p>This is Prospect-wide policy but we also represent a significant number of energy and climate specialists in our energy sector and public services.</p> <p>A number of actions are ongoing and can be reported back to CCC and the NEC:</p> <ul style="list-style-type: none"> • The Senior Deputy General Secretary is leading a project on reducing our own carbon footprint. • High levels of sustainability are in the criteria for our new HQ building. • Our sustainability training is now a mainstream part of the National Education Programme • We continue to campaign and lobby for a long-term, proactive and balanced energy policy, and investment in public services climate and related nature sciences.

	<i>National Executive Committee</i>	
62	<p>Future of work</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Worrying trends include:</p> <ul style="list-style-type: none"> a. increasing use of surveillance technology to monitor remote and home-based workers; b. replacement of human work, interaction, or oversight by anonymous, automated systems; c. unprecedented accumulation of personal and sensitive data on workers by employers creating high risks of misuse or abuse; d. Exacerbation of “always-on” long-hours cultures that can damage workers’ well-being and disadvantage those at risk of discrimination. <p>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:</p> <ul style="list-style-type: none"> a. Equip branches, workplace reps, organisers and negotiators with the training and tools they need to understand and engage with the changing world of work; b. Consult and negotiate with employers around data protection, digital disconnection, introduction of new technologies, retraining and redeployment; c. 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. 	<p>There are a number of motions broadly on the future of work post- pandemic and hybrid working. It would seem to group these motions under a common campaign.</p> <p>Much work has already been done since 2020 on this area, which has placed Prospect as one of the leading voices on all these issues.</p> <p>We must look to reboot our campaigning on this in early 2023.</p>

	<p>Conference instructs the National Executive Committee to:</p> <ul style="list-style-type: none"> a. promote sharing of information, experience, and good practice across the union on how work is changing and how the union can effectively respond; b. 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; c. 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. <p><i>National Executive Committee</i></p>	
63	<p>Hybrid working</p> <p>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.</p> <p>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.</p> <p>Conference instructs the National Executive Committee to promote hybrid working with all the employers, including leading by example in Prospect’s own policies.</p> <p><i>BT Anglia Branch</i></p>	<p>The NEC are asking that CCC pursue the promotion of policies among employers (Prospect’s own policies are a matter for the General Secretary who will take forward this aspect).</p> <p>See motion 62.</p>
64	<p>Post-pandemic hybrid working</p> <p>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.</p> <p>Business reacted by adopting “working from home” guidance put in place by the government.</p>	See motion 62.

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 facticity’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

	<p>restrictions are not warranted.</p> <p><i>Air Traffic Systems Specialists Branch</i></p>	
65	<p>Remote working</p> <p>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.</p> <p>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.</p> <p>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.</p> <p><i>Valuation Office Agency</i></p>	See 62
66	<p>Home working</p> <p>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</p>	See 62

	<p>now paying to work from home whilst employers close offices and applaud their efforts to reduce energy emissions.</p> <p>Conference instructs the National Executive Committee to seek to lobby the government to increase this allowance and ensure it is reviewed at regular intervals.</p> <p><i>Ericsson Broadcast Media Services</i></p>	
67	<p>HM Revenues and Customs mileage rates</p> <p>Notwithstanding any policy seeking a transition to hybrid and electric vehicles, conference instructs the National Executive Committee to campaign for:</p> <ol style="list-style-type: none"> a. an increase to all HMRC mileage rates to reflect fuel price increases (diesel/petrol/electrical etc); b. 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. <p><i>Health & Safety Executive</i></p>	<p>Given this is an issue that affects across many sectors, it would seem sensible in the first instance to make contact with the TUC, to see if other unions have been raising this issue, and what plans they have to raise this with government.</p>
68	<p>High performance culture</p> <p>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.</p> <p>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.</p>	<p>See motion 62</p>

	<p>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.</p> <p><i>Forestry Scotland</i></p>	
70	<p>Four-day working week trial</p> <p>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.</p> <p>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.</p> <p><i>Met Office Branch</i></p>	See motion 62
72	<p>Pre-retirement leave</p> <p>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.</p> <p>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</p>	<p>It seems unlikely that this campaign will be successful in the immediate political climate.</p> <p>We may wish to consider how we build this into our lobbying of all parties ahead of the next general election expected in 2024. In the meantime we will raise the issue with the TUC.</p>

	<p>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.</p> <p><i>Northern Powergrid Branch</i></p>	
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<p>73</p>	<p>Social mobility in the workplace</p> <p>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.</p> <p>Action plan to increase socio-economic diversity in the Civil Service – GOV.UK (www.gov.uk).</p> <p>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:</p> <ul style="list-style-type: none"> c. reporting of socio-economic data within all departments – by location, gender, ethnicity, disability, and LGBT; d. using national benchmarks to assess progress with the aim of ensuring a representative Civil Service; e. greater scrutiny of the SCS and five-year targets to increase representation from those from low socio-economic backgrounds. <p>Other recommendations include introducing laws to ensure that socio-economic background is a protected characteristic.</p> <p>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)</p> <p>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.</p> <p><i>EFRA Branch</i></p>	<p>We will circulate this information to branches in a rep's email newsletter with a note that branches may wish to raise this with employers as part of their collective bargaining.</p>
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74	<p>Gig economy and workers' rights</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p><i>EFRA Branch</i></p>	See motion 62
EM1	<p>National Insurance and NHS Spending</p> <p>On 25th March 2022, the Institute for Fiscal Studies has identified that revenues from the incoming National Insurance Levy will now exceed the intended hypothecated amount for the NHS Budget which has not been adjusted.</p> <p>Given the tendency for NHS expenditure to be concentrated on the older generation, it seems vital that this levy is 100% hypothecated.</p> <p>Conference instructs the National Executive Committee (NEC) to use appropriate channels, including the TUC, to expose this situation and to seek restoration with immediate effect."</p>	The Government has now reversed the rise in National Insurance. However, we will continue to take all opportunities available to argue for public services, including the NHS, to be properly funded.

	<i>Retired Members Group</i>	
EM5	<p>The Privatisation of Channel 4</p> <p>The Government plan to privatise the publicly owned Channel 4 has been met with anger and disbelief by the British broadcasting industry and the British public. Many of the independent production companies who employ thousands of freelance workers will go out of business. Political Ideology not public interest is the driving force behind Nadine Dorris' plans. US Pay TV companies will be the benefactors if this privatisation goes through. The entire structure of the UK broadcasting industry will be irreparably damaged as a result.</p> <p>This plan must be abandoned, and Channel 4 kept in public hands.</p> <p>This conference instructs the National Executive Committee to mount a campaign in support of Public Service Broadcasting in this country and to oppose the privatisation of Channel 4.</p> <p><i>Writers Producers and Directors Branch</i></p>	<p>The NEC has asked for CCC and the Bectu Sector Executive Committee to consider this motion jointly</p> <p>See Motion 21.</p>