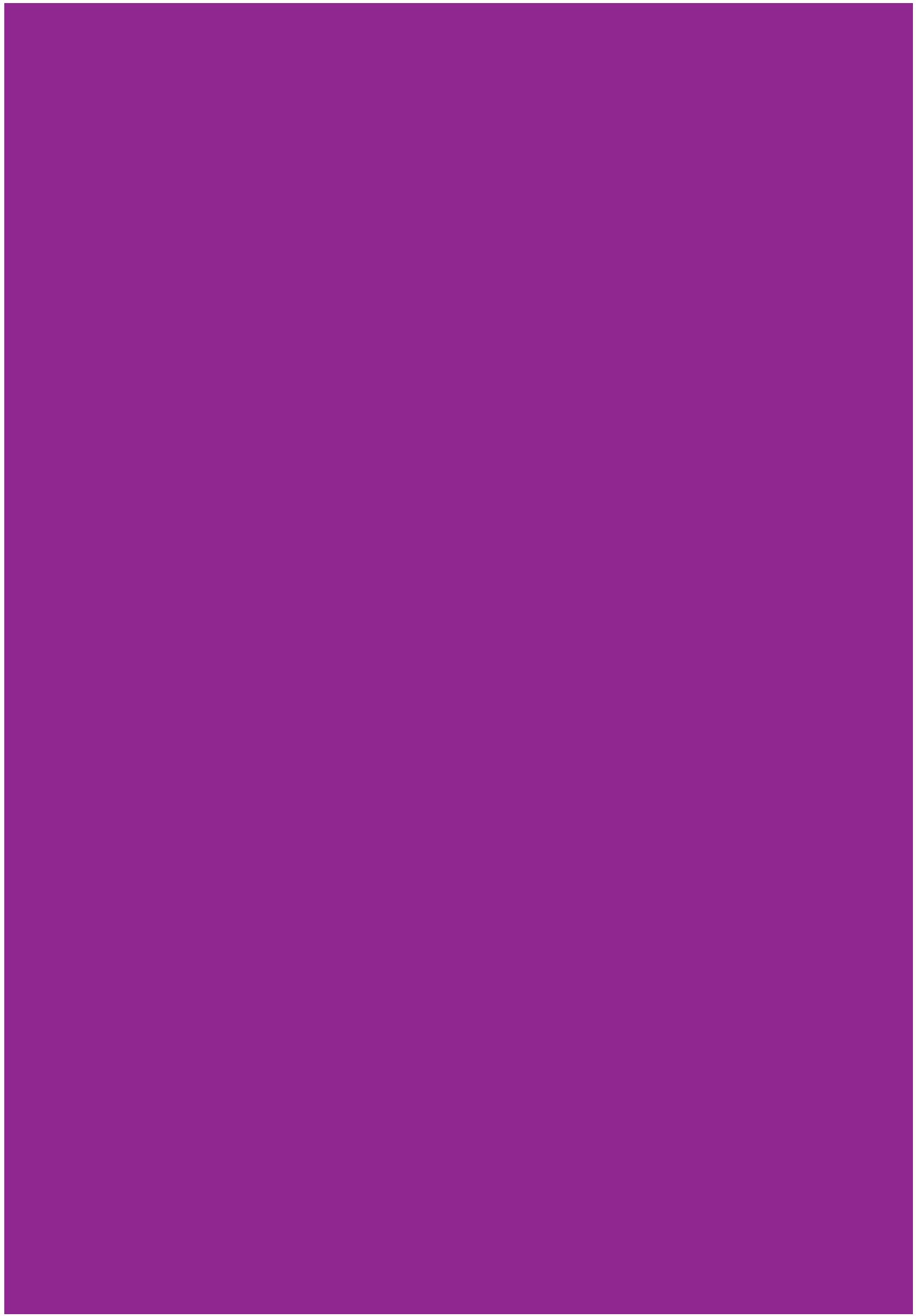




Motions book

**Scottish Executive Committee
Conference 2025**

**Standing Orders Committee SOC
Report No.1 Conference Agenda**



Conference agenda

Friday 28 February

10:30 – 10:40	Opening of Conference
10:40 – 10:50	Adoption of Standing Orders
10:50 – 10:55	Presentation of Annual Report
10:55 – 11:05	Guest Speaker – President Martin Cavanagh
11:05 – 12:15	Scottish Economy
12:15 – 12:30	Constitutional Amendments
12:30 – 1:30	Lunch
13:30 – 13:50	International
13:50 – 14:00	Guest Speaker – International Issues – To be advised
14:00 – 14:30	Equalities
14:30 – 14:40	Guest Speaker – Trans Rights – To be advised
14:40 – 15:00	Oppose the Right Wing
15:00 – 16:20	Social Issues
16:20 – 16:30	Organising
16:30 – 16:30	Close of Conference

Introduction to the Scottish Executive 2025 Standing Orders Committee (SOC) Report No.1

Duties

The duties of the Standing Orders Committee (SOC) are set out in Supplementary Rule 6.22 of the PCS Rules.

Categories of motions

The Scottish Executive Standing Orders Committee (SESOC) received 45 motions. This year 31 motions have been marked "A" for debate. This includes one composite motion created by the SESOC. The remaining motions have been allocated to categories "B", "C", "D", "E" or "X" per conference Standing Order A34.

The SESOC would remind branches that, for the Scottish executive conference, there remains a 500 word limit for all motions other than rule amendments in line with standing order A2. Any motions in excess of 500 words have been categorised "X (Failed standing order A2)".

Duration of conference

The 2025 Conference registration will commence at 09:30 am on Friday 28th February and the conference will start at 10:30 am prompt. The SESOC believe that there will be sufficient time for all motions categorised "A" to be debated but, mindful of the length of this inaugural conference this year, we have taken steps in timetabling that we hope, with the co-operation of delegates, will maximise the number of motions that will be considered at the Conference.

References back (Standing Orders A14 – A16)

References back on any conference matters contained within this report can be submitted via Motions Online (available through the PCS website) from 9 January up to 3pm on Thursday 6 February for the Scottish executive annual conference.

Emergency motions (Standing Order A6)

Emergency motions can also be submitted via Motions Online (available through the PCS website) from 9 January up to 3pm on Thursday 6 February for Scottish executive national conference.

Seconding and withdrawing motions

Branches requesting to second a motion, withdraw as seconder, or withdraw a motion can do so via Motions Online (available through the PCS website) from 9th January up to 3pm on Thursday 6th February. Simply use the reference back facility to request any of the above.

Once motions have been published requests to withdraw a motion will be put to conference by the SOC for agreement under standing order A4.

Branches can also submit the above requests throughout conference on form "SOC A" which will be available from the SOC table during conference.

Meetings with branch delegations to discuss references back and other matters

In line with conference standing order A41 the SOC will be available to meet delegates on the afternoon of Wednesday 26 February prior to the start of conference to discuss references back. The session for delegates to meet with the SOC will be on Wednesday 26 February between 12 noon and 2pm, via Teams or in person at the Glasgow PCS Office branches are advised to contact the secretary Joy Dunn by email, Joy@pcs.org.uk to arrange an allocated time to meet the SESOC. All delegates are encouraged to obtain a copy of SOC report No 2 prior to meeting with the SOC.

Other information

Delegates are reminded that if there are any queries on the content of this and subsequent reports the SOC will be available in the hall throughout conference.

The Scottish Executive Standing Orders Committee wish all delegates and other attendees well for a constructive and successful conference in Glasgow.

Calum Walker (Chair)
Dave McNeely
Joy Dunn (Secretary)
Paula Taylor-Pick
(Administration Support)

Motions for Debate (category A)

Scottish Economy

A1

Crown Office and Procurator Fiscal Service (203927)

Conference Notes:

The majority of the funding for the Scottish Government, and consequently the Scottish devolved sector, comes from the “block” grant allocated by the Westminster government as part of its own budgetary process. While this framework saw reform in 2023, and the 2024/2025 budget has seen the largest block grant allocated to Scotland to date, conference believes that funding for devolved governance/employers in Scotland should move towards a framework based (as far as possible) on fiscal autonomy. This would include:

1. The transfer of existing revenue and tax raising powers from Westminster to the Scottish Government.
2. Enabling the Scottish Parliament to legislate for new revenue and tax raising powers for the Scottish Government.
3. Raising or abolishing existing borrowing limits imposed on the Scottish Government.

The advantages of fiscal autonomy are numerous and include:

1. Strengthen the position of PCS and other Trade Unions in the Scottish devolved sector. An increasingly self-sufficient Scottish government will be less able to cite fiscal constraints imposed by Westminster as grounds for not meeting workers' demands.
2. Strengthen Scottish democracy by allowing Scots to decide how we are taxed and how our public institutions are funded, rather than these being (in the main) a consequence of decisions made in London.
3. Improve the quality of political discourse in Scotland

by allowing a wider range of fiscal and economic policies to be adopted/implemented by Scottish political actors.

4. Improve governance in Scotland by allowing the Scottish Government (and other devolved institutions) to make longer-term, efficient, spending plan rather than depending on year-to-year grants.
5. Help grow the Scottish economy by allowing the Scottish Government to adopt, and other actors endorse, revenue raising measures which a better suited to the economic and material conditions in Scotland.

Given the above, Conference instructs the SEC to

1. Formally adopt a position supporting expanding the fiscal autonomy of the Scottish Government.
2. Lobby political representatives at Holyrood, Westminster and elsewhere to support expanding the fiscal responsibilities of the Scottish government and Scottish parliament.
3. Where possible work with fellow trade unions, citizens groups, or other non-partisan organisations which hold a similar positions.

Carried Lost Remitted Fell

A2

SG West and Central Scotland (038023)

The draft Scottish budget, presented to Holyrood on 4 December 2024, represented another year of austerity and poorly funded public services for Scotland's communities. Whilst we note the critically overdue increase in funding to the NHS, education, housing, transport and the green economy, and welcome the protection for the universal Winter Fuel Payment and scrapping of the two-child cap, the budget offered little to workers in the devolved civil service and wider Scottish Sector. Indeed, the Cabinet Secretary for Finance's statement that further staffing cuts are required across Scottish Government in the coming financial year which will place additional pressure on our members to deliver increased Ministerial priorities with dwindling resources.

This conference believes that this budget was another missed opportunity use the full extent of taxation powers currently available to the Scottish Parliament to raise revenue to invest in the public sector. The STUC manifesto for progressive taxation, published in 2023, makes the case for a range of short and medium term measures to raise billions in revenue for the Scottish Exchequer:

- £779 million from a series of income tax reforms
- £240 million from increases to Land and Buildings Transactions Tax
- £56 million from increasing the Additional Dwellings Supplement
- £30 million from increasing Scottish landfill tax.
- £1,416 million from a wealth tax
- £783 million by replacing Council Tax with a Proportional Property Tax
- £200 million from scrapping the Small Business Bonus Scheme for Non Domestic Rates and replacing it with a better targeted scheme of relief for Fair Work employers
- £100 million from the introduction of a Land Value Tax for commercial land
- £50 million from a frequent flyer levy
- £25 million from a super tax on private jets
- £13 million from a carbon emissions land tax
- £18 million from increasing the Scottish Aggregates Levy

This conference calls on the incoming SEC to:

- support the STUC campaign for radical change to devolved taxation;
- develop resources to educate members about the case for progressive taxation; and
- demand that Scottish Ministers take action now to table legislation to deliver the full range of tax raising powers; where that cannot be achieved within the remaining life of the current Parliament, lobby Scottish political parties to commit to introducing legislation within the first 100 days of the next Scottish Parliament.

Carried Lost Remitted Fell

A3

Registers of Scotland (203928)

This Conference notes and condemns the years of underfunding of local government, causing crises in every service, including housing, transport, care services, schools, and community facilities, with STV (December 2023) declaring “Nearly a quarter of Scottish councils face effective bankruptcy”, and current budget gaps in Scotland’s 32 councils of around £750m.

Councils have been underfunded for decades. Margaret Thatcher’s government’s policy of selling council homes increased debt, with the money from sales not returned to councils, leaving them spending

more on poorer housing stock, accelerating debt.

Thatcher’s regressive, flat-rate Poll-Tax disproportionately hammered the poor, and its 1991 replacement, the regressive Council-Tax, continues inequality, the maximum differential between the Council Tax bill on a millionaire’s mansion compared to that charged on the poorest home of the lowest-income family being just over 3:1. The most impoverished council areas generally have the highest Council Tax bills, adding to inequality and cuts to local jobs and services.

Conference calls for vastly improved Council Services, rejecting both options of a Council Tax freeze – adding to council service cuts, boosting incomes of the richest minority – or increased Council Tax bills, which disproportionately hammers the poorest sections of society, which would need to be astronomically high to tackle current funding shortfalls, given the Council Tax only accounts for 19% of total council funding.

Conference notes the recent article in “The National” newspaper, highlighting the Scottish Socialist Party’s fully researched alternative, the Scottish Service Tax (SST). This tax is based on income and ability to pay. It involves a series of progressively rising SST taxation rates on income bands, whereby overall 75% of people in Scotland would pay less, but taxation of the very rich would literally double funds for Scotland’s councils compared with the Council Tax - from £2.7billion to £5.3bn for the year 2021/2 (most recently available government income figures).

The Scottish Service Tax would be deducted from pay, with the first £12,000 zero-rated; the income band £12-30,000 taxed at 4.5%; that between £30,000 and £50,000 taxed at 10%... culminating in a 20% Scottish Service Tax on all income above £100,000.

This measure is entirely within the remit of the devolved Scottish government; has been shown to be very popular in a readers’ poll by “The National” paper (October 2024), and would modestly redistribute wealth from the rich to the many, whilst boosting council funds to avert every penny in cuts, instead investing in life-improving measures, including on housing, public transport, social care, and green energy production.

Conference agrees to support the progressive policy of the Scottish Service Tax and instructs the SEC to; produce campaign materials explaining it, for use amongst members and the public; to campaign for this alternative to the relentless cuts and inequality exacerbated by the unfair Council Tax in the wider trade union movement; and to demand the Scottish government urgently implement this redistributive tax.

Carried Lost Remitted Fell

A4

Registers of Scotland (203928)

Conference condemns the systemic reliance on poverty pay in the UK and Scotland, and whilst welcoming every penny extra in the UK's statutory minimum wages, believes that the new £12.21 rate for over-21-year-olds is wholly inadequate, and the continued 20% lower rate for workers aged 18-21 is utterly unacceptable wage discrimination.

Conference notes that the entire trade union movement, alongside some political parties, has for a couple of years called for an immediate £15-an-hour statutory minimum wage for all workers, as the bare minimum to meet the essentials of life.

Conference recognises that under Scottish devolution, statutory minimum wage legislation is a reserved matter, in the hands of Westminster.

Conference calls on the SEC to campaign in the wider trade union movement and publicly for the Scottish Government to declare and implement an immediate Scottish 'Living Wage' of £15-an-hour (rising annually with inflation or average wages, whichever is the greater), applicable to every part of Scotland's public sector – which employs at least 605,000 workers – and to use contract compliance to refuse public sector contracts to any private firm unless they pay at least this minimum to their workers (pending the return of such contracts in-house to the public sector).

Conference furthermore demands that this £15-an-hour minimum applies to all aged 16 and above, to end age discrimination.

Conference also agrees that the implementation of this Scottish Living wage should take into consideration any benefits or allowance thresholds that may be paid, which if a devolved benefit should be revalorised to the new Scottish Living Wage.

Carried Lost Remitted Fell

A5

Registers of Scotland (203928)

Conference condemns the continuation of cuts to several benefits under the new Starmer Labour government and calls on the Scottish government to confront these attacks on some of the most vulnerable people by taking a totally different path, compensating for these cuts and then campaigning for the return of the funding from Westminster.

Labour's refusal to scrap the cruel and misogynist two-child benefits cap – with its infamous rape clause

– is a betrayal of all who voted for 'change' in July 2024, a source of added poverty for at least 90,000 children in Scotland alone, and inexcusable in the sixth-richest economy on earth. Conference demands that the Scottish government reverse its earlier position of 'having no alternative but to implement the 2-child benefits cap', and instead pay benefits for all children, as a modest contribution to ending the scandalous levels of child poverty on Scotland, with one-in-four across Scotland, and one-in-three children in Glasgow suffering the life-damaging poverty in their formative years.

Conference likewise condemns Labour's imposition means-testing on the Winter Fuel Payment to pensioners, depriving 900,000 elderly citizens of Scotland of up to £300, at the same time as the Labour government authorised another 10% rise in fuel bills. Deaths through hypothermia will be the cruel, inevitable consequence.

Conference condemns the initial decision of the Scottish government to accept this means-tested basis for the Winter Fuel Payment, and demands they reverse this by making the payment universal to all Scotland's pensioners, at the modest cost of £160m.

Conference calls on the SEC to campaign in the union movement that with all benefits, the Scottish government needs to break from the austerity-driven agenda of Westminster (Tory and now Labour) governments, restore and improve benefits, and then lead a public campaign for the return of the funding involved from Westminster.

Carried Lost Remitted Fell

A6

Registers of Scotland (203928)

Conference notes the outrageous levels of child poverty in Scotland – about 25% of all children – and the simultaneous epidemic of obesity and ill health.

Whilst calling on the Scottish government to help address this through measures like universal, non-means tested child benefits, we specifically also call for universal free, nutritious school meals for all children, from pre-school and nursery, through all primary school years and throughout secondary school years.

Conference welcomes the partial introduction of free school meals to Primary 1-5, as a result of long-running campaigns, but condemns the 2024 decision by the Scottish government to halt its roll-out to Primary 6-7.

Conference furthermore calls on the SEC to campaign for this to be a universal provision - including at secondary schools - to remove the stigma of

the means-tested system, and provide at least one healthy, warm, nutritious meal a day that will help improve learning outcomes and health amongst our young people, in a period of escalating poverty and deprivation in the population, and the growing educational attainment gap.

Carried **Lost** **Remitted** **Fell**

A7

Registers of Scotland (203928)

Conference notes the alarming escalation of the climate catastrophe, with warnings by the UN general secretary that global temperatures are about to irreversibly exceed 1.5 degrees above pre-industrial levels, and all the consequences for biodiversity; human health; mass deaths through flooding, mudslides and wildfires; and millions of climate refugees, who then suffer rising levels of scapegoating and racist attacks by the far right.

Conference furthermore notes that a major source of pollution and greenhouse gas emissions is road traffic, with the attendant cancers, respiratory and coronary diseases.

Conference reiterates the urgent need for a radical switch to public transport, powered by clean, green, renewable energy. However, if the Scottish government are to encourage a switch away from car usage and the pollution it causes, they need to make public transport financially and physically accessible, reliable, vastly expanded, and powered by green energy.

Conference condemns the above-inflation fare increases on Scotland's trains and buses; the re-imposition of peak train fares (an added, regressive tax on workers); and the ongoing Scottish government's annual subsidies to the profits of the privatised bus companies, who cut services and staffing levels, and are beyond any public control.

Conference rejects proposals already agreed by the Scottish government and some local councils to introduce workplace parking fees, which would do nothing to reduce emissions, but do a lot to further reduce the disposable incomes of workers, who would end up paying at least £500-a-year parking fees just to go to work, usually without alternative public transport being available – either literally non-existent, or with exorbitant fares.

Conference instead calls for democratic public ownership of all forms of public transport – including buses, ferries, subways, trams, light railways and railways (including rolling stock companies) – to eradicate the profiteering at expense to people and

planet.

Conference calls for a public transport service to be under the democratic control of elected representatives of workers, communities, local councils and national governments – and for all forms of public transport to be free at the point of use, in the same manner the NHS was originally founded to be.

Free public transport for people of all ages on all modes of transport would not only cut poverty and social isolation, but slash pollution, as well as create tens of thousands of skilled, unionised jobs and apprenticeships, both for the construction of a greatly expanded people's transport network and its day-to-day operation and maintenance.

Conference agrees to help popularise this policy – already practised in over 100 cities, regions and states across the world – and instructs the SEC to produce campaign materials; policy motions in the wider trade union movement; and to demand the Scottish government urgently pursue a plan for free public transport in Scotland, to help combat poverty, pollution, social isolation, and create an estimated minimum of 70,000 jobs.

Carried **Lost** **Remitted** **Fell**

Constitutional Amendments

A8

Scottish Executive Committee

Conference notes that the terminology currently used in the SEC Constitution does not reflect the terminology used by the SEC in practice. Specifically, Conference agrees to change the official name of this conference from "Devolved Area Annual Conference" to "PCS Scotland Annual Conference".

Conference agrees to amend the constitution as follows:-

Paragraph 3 (2) line 1 delete "Devolved Area" and replace with "PCS Scotland" and delete (DAAC) and replace with (SAC)

Paragraph 3 (2) (a) line 1 delete DAAC and replace with SAC and amend all reference to DAAC in the constitution with SAC

Carried **Lost** **Remitted** **Fell**

A9

Scottish Executive Committee

Conference notes the passage of ADC 2024 motion A41, which abolished the limit of 1 ADC ("UK Conference") delegate for small branches, and set a new limit of 2 delegates for branches of up to 500 members.

Conference notes that the SEC Constitution as adopted in 2023 retains a 1 delegate bracket for Devolved Area Annual Conference ("Scottish Conference"), at Section 3 paragraph (j).

Conference notes that this creates an imbalance in delegate entitlement for small branches for Scottish Conference compared to UK Conference. Conference agrees that it is desirable to promote representation of small branches, and support for brand new delegates, at Scottish Conference, by equalising this imbalance.

Conference agrees to amend the SEC Constitution to remove the single delegate bracket, so that all branches are entitled to at least 2 delegates.

In Section 3, under Conference Representation:

Paragraph (j) to now read:

(i) Branches may send delegates to Conference on the following basis:

up to 500 members: 2 delegates

501-1000: 3

1001-1500: 4

Plus one delegate for each complete additional 1000 members

Carried Lost Remitted Fell

A10

Scottish Executive Committee

Delete Rule 3. Functions (2)(f):-

(6) In the absence of the SEC Chair, one of the Vice Chairs shall preside as Chairperson.

Insert:-

(6) In the absence of either of the SEC Co-Convenors Chairing Conference, one of the Deputy Convenors shall preside as Chairperson.

Carried Lost Remitted Fell

A11

Scottish Executive Committee

Delete Rule 3. Functions (p) (2) & (4):-

(2) Ensure that the Chair is supplied with copies of all motions as received from Branches, and consult the President before rejecting any motion.

(4) Consult the Chair and FTO Secretary before making recommendations in relation to the Conference timetable.

Insert new rule Rule 3. Functions (p) (2) & (4):-

(2) Ensure that the Co-Convenors are supplied with copies of all motions as received from Branches, and consult the President before rejecting any motion.

(4) Consult the Co-Convenors and PCS Scotland FTO before making recommendations in relation to the Conference timetable.

Carried Lost Remitted Fell

A12

Covers E32, E33, E34 Scottish Executive Committee

Conference agrees to the amended wording of rule 4, to reflect the group structural changes that have taken place with the creation of the new Scottish Devolved Sector Group, away from PSg aligning those members with other devolved Scottish Branches.

After Rule 4. Committee Composition (ii)

Insert new rule (iii):-

(iii) one seat for ordinary members of the Committee would be filled by a member from a private sector employer, the highest polling member shall displace the member with the fewest votes who are not from private sector employers (only if such replacement member is available).

Renumber subsequent rules accordingly.

Conference notes that the revised rule 4. (iv) of the Scottish Executive Committee Constitution states:

" (iv) At least 6 ordinary members' seats must be filled by delegates from branches covered

by devolved pay policy, devolved policy areas, be analogous to devolved Scottish sector pay or covered by the work of the Scottish Sector Committee. No more than 4 of these seats can be held by members from any one PCS Group. At least two committee seats must be held by PSg branches covered by devolved sector pay. These numbers reflect the proportion of PCS members in Scotland who work in devolved areas as of July 2023 and shall be subject to periodic review.”

Whilst looking at the current proportion of members in the devolved areas against the total number of PCS members in Scotland, it would be reasonable to amend the current wording by deleting the revised rule 4. (iv) and replace with the following:

“(iv) At least 6 ordinary members’ seats must be filled by delegates from branches covered by devolved pay policy, devolved policy areas or be analogous to devolved Scottish sector pay. No more than 4 of these seats can be held by members from any one PCS Group.”

To now delete revised Rule 4. Committee Composition (x):-

(x) Committee meetings shall be convened at a frequency of no less than quarterly by the SEC Chair, the PCS Scotland FTO Secretarial support or by a majority of Branches. These meetings to be timetabled between annual Scotland area conferences.

Insert new Rule 4. Committee Composition (x):-

(x) Committee meetings shall be convened at a frequency of no less than quarterly by the SEC Co-Convenors, the PCS Scotland FTO or by a majority of Branches. These meetings to be timetabled between PCS Scotland Annual Conferences.

Carried Lost Remitted Fell

International

A13

Covers E35

Scottish Executive Committee

SG Edinburgh Leith (038008)

This conference welcomes the publication of Amnesty International’s report published on 4 December 2024 which concluded that Israel has committed and continues to commit genocide against Palestinians in Gaza.

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

As of 24 November, in Gaza, 44,179 people have been killed, including 17,492 children, and in the West Bank, 794 people, including 167 children. These figures, based only on identified bodies, do not capture the full extent of the tragedy. A Lancet report (July 2024) suggests the true death toll in Gaza could be as high as 186,000. On 21 November, the International Criminal Court issued arrest warrants for the Israeli President Benjamin Netanyahu and former Israeli Defense Minister Yoav Gallant for crimes against humanity and war crimes committed from at least 8 October 2023 until at least 20 May 2024.

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

We therefore call on the incoming SEC to:

- join Amnesty International, the Scottish Green Party, the Scottish Palestine Solidarity Campaign and others in demanding that the Scottish Government goes beyond its call for the UK government to ban arms sales to Israel and end all funding to arms companies;

- to actively support the call for an urgent review of the grants process in Scottish Government and its enterprise agencies to ensure the human rights checks are robust and binding;
- work with reps, activists, members and our sister unions in Scottish Enterprise and in the other enterprise networks to raise awareness of these issues and build solidarity amongst staff administering these funds.

Carried Lost Remitted Fell

Equalities

A14

Covers E39

DWP Edinburgh, Lothian & Borders (047063)

Scottish Executive Committee

Conference notes:

- Trans and non-binary people suffer persecution in Scotland, the UK more widely, and abroad
- Trans and non-binary people face significant barriers to accessing healthcare and services
- Transphobic hate crime has risen significantly in the past decade in the UK
- Widespread bigoted media coverage of trans and non-binary people in the UK, which is reminiscent of attacks on the LGBT movement in the 1970s and 1980s
- The consequent “moral panic” and efforts to dismantle hard-won rights which have existed without controversy for decades
- In 2022, a cross-party majority of over 65% of MSPs passed the Gender Recognition Reform (Scotland) Bill, which would have introduced a new process for obtaining Gender Recognition Certificates based on self-identification
- The Westminster government then blocked the legislation using powers under section 35 of the Scotland Act 1998, overriding the democratically expressed wishes of the Scottish people. This was the first and only time that the UK government has blocked legislation passed by the Scottish Parliament
- The publication of the Cass Report earlier this year, as well as the publication of multiple scientific critiques of the report, highlighting methodological flaws and unevidenced claims
- The Cass Report departs from decades-old legal principles relating to the capacity of young people to consent to medical treatment

- Conference stands in solidarity with our trans and non-binary members, and believes:
- Trans and non-binary rights are human rights
- Trans and non-binary people should have equal access to all services and facilities according to their gender identity
- Biological reductionism is harmful and forms the basis of many aspects of patriarchal oppression
- Any attempts to divide us along a biological-essentialist view of gender weaken our movement
- The civil service “Sex Equality and Equity Network (SEEN)” promotes a regressive ideology which seeks to promote division and exclusion in the workplace and is harmful to our members and our wider movement
- The UK government’s section 35 order was an attack on the democratic rights of the people of Scotland, and an attempt to fan the flames of a “culture war” against an already demonised group
- Our trans and non-binary members have a fundamental right to self-determination, and should be allowed to determine their own legal gender without having to endure any costs, invasive medical processes, or other bureaucratic hurdles
- The Cass Report provides limited evidence for the new approach it recommends
- Assertions made in the Cass Report undermine the bodily autonomy of young people
- Introducing barriers to accessing gender-affirming care endangers access to all other forms of healthcare, including reproductive healthcare
- Conference instructs the SEC to:
- Work with branches, groups, the NEC, and the STUC to campaign for and support the rights of trans and non-binary people, in line with the beliefs above
- Lobby the Scottish government to promote (in line with the beliefs above) trans and non-binary people’s rights, and prevent their further erosion

Carried Lost Remitted Fell

A15

Covers E40

Scottish Executive Committee

DWP Edinburgh, Lothian & Borders (047063)

Conference notes that:

- More than 15% of people in the UK are estimated to be neurodivergent
- Scotland has a disability employment gap of 31.9%
- Many of our neurodivergent members face unacceptable barriers in accessing support and

healthcare, including years-long waiting times for diagnostic assessments

- PCS representatives across Scotland have seen an increase in personal casework relating to bullying, harassment, and discrimination of neurodivergent members
- Although some employers have taken positive steps such as introducing reasonable adjustment passports, our neurodivergent members are far too often denied vital (and legally required) reasonable adjustments
- Relevant policies are often not applied (or applied inconsistently) leading to our neurodivergent members being disadvantaged
- Potentially helpful interventions such as Occupational Health referrals are far too often misused as a way to legitimise the refusal to provide reasonable adjustments
- Performance management procedures often discriminate against neurodivergent members, as well as other disabled members and those with other protected characteristics

Conference believes that:

- Our neurodivergent members deserve to be treated fairly at work, regardless of whether employers believe they have a “superpower” that can be exploited for profit
- Our union has a duty to support our members by tackling bullying, harassment, and discriminatory practices
- Understanding disability through the lens of the “social model” is fundamental to eliminating discrimination against our neurodivergent members

Conference instructs the SEC to:

- Lobby the Scottish Government on its plans to introduce a Bill championing the rights of people with learning disabilities, autism, and other neurodivergent conditions, ensuring that the voices of our neurodivergent members are heard and their interests are championed
- Work with PCS branches and groups, the PCS National Disabled Members Forum, and the STUC Disabled Workers’ Committee to facilitate the development and sharing of training, guidance, and best practice on neurodiversity
- Work with the National Disabled Members Forum to publicise the draft disability model agreement among PCS members in Scotland
- Campaign against bullying, harassment, and discrimination of neurodivergent workers
- Campaign for employers to introduce reasonable

adjustment passports and significantly improve manager training

Carried Lost Remitted Fell

A16

Crown Office and Procurator Fiscal Service (203927)

Sex workers are often marginalised people who have been let down by the state. People living in or escaping poverty, disabled people, single mothers, migrants, working-class students, women and LGBTQIA+ people.

Scots law penalises safety measures for survival sex workers. To avoid soliciting charges, street workers work apart from each other, out of sight and away from safety. Any two or more workers who work together for safety can be charged with brothel keeping - a “lifestyle offence” under Proceeds of Crime laws, that can lead to the seizure of all of their assets.

Criminal charges are a barrier to employment for sex workers who wish to leave the industry. Sex workers vulnerable to criminalisation are less likely to access healthcare services and disclose their status. Sex workers routinely face discrimination from financial institutions. Sex workers face barriers to unionisation due to criminalisation.

Decriminalisation of sex work is supported by human rights organisations such as Amnesty International, Human Rights Watch, and others. Unions such as GMB, UCU, CWU, and ASLEF all support the full decriminalisation of sex work in the UK.

The law on sex work is devolved. Legislation in support of decriminalisation was put forth in 2015 by Socialist MSP Jean Urquhart. Worker led organisations such as SWARM (swarmcollective.org) and Decrim Now (decrimnow.org.uk) have been actively campaigning on this issue.

This motion is neither a moral endorsement nor condemnation of sex work. It is about safety. International best practice from New Zealand has demonstrated that marginalised women are safer when their survival strategies are not criminalised.

Conference believes that sex workers are workers and members of our communities. Sex work is a result of poverty and our current laws perpetuate a cycle of poverty.

Conference resolves to support the full decriminalisation of sex work in Scotland, and instructs the SEC to campaign on that basis,

including support for the unionisation of sex workers and their demands for labour rights, safety, and fair working conditions.

Carried Lost Remitted Fell

Oppose the Right Wing

A17

DWP Edinburgh, Lothian & Borders (047063)

Conference notes:

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

Conference believes:

1. Divisive racist ideas will stop ordinary people from fighting to improve their conditions.
2. The rise of Reform UK is not inevitable. Further anti-racist resistance can stop them from having a breakthrough in Holyrood in 2026.
3. We need maximum unity in action against racism, Reform UK and fascists.
4. Trade unions have a central role to play in stopping racism from dividing us.
5. Culture is a site of anti-racism and ant-fascism.

Conference instructs the Scotland Executive Committee to:

1. continue to support Stand Up to Racism and its initiatives to unite working class people against the threat of the far-right.
2. support Love Music Hate Racism's plans for a gig in

Glasgow on 22 March, UN Anti-Racism Day.

3. To support SUTR Scotland's annual conference, which this year will be a summit against the far-right.
4. To support SUTR's initiatives to mark World Refugee Day on 20 June 2025.

Carried Lost Remitted Fell

A18

SG Edinburgh Leith (038008)

Leith members have shown concern about the official use of the social media platform 'X'

The overt anti-democratic tendencies of the owner, and his support of a particular faction of USA politics which leans heavily into anti-migrant rhetoric, misogyny, racism, and other forms of unacceptable behaviour targeted at minorities is deeply concerning.

It has become increasing incompatible for government departments to have ITSOS values of kindness, inclusion etc. and at the same time to generate revenue for a really problematic platform and its owner by running dozens, if not hundreds, of corporate accounts on X. Every tweet (post), like, view, impression etc. ultimately bolsters the platform, and contributes to a movement which is antithetical to what SG stands for.

'Hope Not Hate', an anti-fascist charity, has noted that, "the platform has been flooded by individuals who were previously de-platformed". We saw the real-life effects of this when misinformation over the identity, ethnicity and faith of the killer of 3 girls in Southport incited explicitly racist unrest across the UK this August. Hope Not Hate says that X "was a central hub not only for creating the climate for the riots, but also the organisation and distribution of content that led to riots".

They similarly say, "It's ostensibly a mainstream platform which now has bespoke moderation policies. Elon Musk is himself inculcated with radical right politics. So it's behaving much more like a bespoke platform, created by the far right. This marks it out significantly from any other platform. And it's extremely toxic, an order of magnitude worse, not least because, while it still has terms of service, they're not necessarily implementing them."

In the light of Elon Musk appearing on social media clips during the US presidential campaign joking about why 'no-one has even tried to assassinate Kamala Harris' and his being suggested for a role evaluating US government efficiency, which will inevitably lead to public sector cuts in the USA which could have rippled effects to the UK, the time has come for the Scottish

Government to disassociate itself with "X" which is now a politically motivated platform and not suitable for SG messaging.

Government Departments and PCS itself, should not be associated with and should not use this platform. We should divest NOW

Conference calls upon the SEC to

- a. Campaign for the ceasing of the use of "X" by Scottish Government Departments as soon as possible
- b. Urge PCS in Scotland to not use "X"

Carried Lost Remitted Fell

Social Issues

A19

Crown Office and Procurator Fiscal Service (203927)

Conference notes:

In recent years, we have seen a change in the way public sector organisations work and interact with the public, primarily as part of a pandemic response and thereafter to achieve economies of scale, consolidating activities in government hubs. This has been justified in the context of improving our collective carbon footprint by increasing the use of public transport, reducing the amount of office space required and creating opportunities for cross-departmental working. This has had consequences for the functioning, social cohesion and support available within rural communities, with increased isolation of older and vulnerable members of the community and increasing diminution of services, public and private, as the reduced footfall in smaller town centres reduces commercial viability of enterprises and businesses. This results in increased instances of vacant properties which can become an exploitation opportunity for criminal gangs, who may also prey on those vulnerable communities.

Conference believes that the preservation of jobs and provision of services in rural areas are important strategic objectives for PCS. The SEC are instructed to pursue a strategy to revitalise rural areas, through campaigning and engaging with the Scottish Government about the location of service hubs, with the aim of ensuring the location of smaller government service hubs in towns across Scotland, proportionate to the town population.

Carried Lost Remitted Fell

A20

Crown Office and Procurator Fiscal Service(203927)

Conference notes:

Disability is a protected characteristic and under the Equality Act 2010, employers are required to make reasonable adjustments for an employee with a disability. This protection does not extend to carers as established by Hainsworth v Ministry of Defence - UKSC 2014/0164 . The Carers Leave Act 2023 (and Carers Leave Regulations of 2024) provide for 1 week of unpaid care leave per 12-month period. The contribution of working carers to society, in terms of their participation as workers as well as reducing the burden on social care services, is largely unquantified and may be overlooked and underestimated.

Conference believes that the enhancement and improvement of carers rights and protections are important strategic objectives for PCS. The SEC are instructed to pursue a strategy to persuade the Scottish Government to

- a) treat 'caring' as if it had the status of a protected characteristic under the Equality Act, insofar as this can be achieved within devolved powers
- b) establish a voluntary register of carers (to improve and support access to services) and
- c) establish a reporting requirement in relation to carers (similar to that required in relation to the Gender Pay Gap) with a view to obtaining empirical data to inform future supports for carers, and thereby indirectly for those for whom they care.

Carried Lost Remitted Fell

A21

Registers of Scotland (203928)

Conference notes with alarm the crisis in social care, highlighted in elderly care homes during the Covid pandemic, exacerbated by Scottish government and council cuts to social care budgets, and rooted in the chaotic, profit-driven system primarily run by privatised companies – including many registered in offshore tax havens to dodge tax.

Conference believes the Scottish government urgently needs to establish a genuinely public, modern, well-funded National Care Service, free at the point of use.

Conference welcomes the decision by the Scottish government to belatedly abandon its deeply flawed National Care Bill, which failed to address the core issues of decent pay, job security and training for

the workforce, or indeed the issue of ownership, instead merely creating an overpaid and bureaucratic quango that would preside over continued privatised profiteering at the expense for all those in need of social care.

Conference instructs the SEC to call on the Scottish government to work with trade unions, service users and elected councillors to urgently establish a National Care Service that is owned and controlled by the public, alongside the NHS, with massive government funding to guarantee well-paid, fully trained, secure jobs and free provision of 21st century care for all in need of it, funded by taxation of the rich and big business.

Carried Lost Remitted Fell

A22

Registers of Scotland (203928)

Conference notes and condemns the increased loss of skilled workers' jobs in the North Sea industry, Grangemouth oil refinery, and other sectors of the fossil fuel industry.

Conference fully accepts that the science proves the urgent need to end fossil fuel production, to combat the existential threat of the climate catastrophe, but completely rejects the idea that workers in the sector should pay the price, in the same way the coal miners and their communities did in the 1980s.

Conference has no faith in private capitalist corporations tackling the climate crisis that they were instrumental in creating in the first place, despite all their greenwashing, nor do we accept that nuclear power is a clean form of energy production.

Privatised ownership of renewables, such as the growing wind power sector in Scotland, has not led to green job creation – with the number of Scottish jobs in wind power falling by 4,000 in the past year – and highlights the need for the Scottish government to develop an industrial strategy centred on public ownership and control, to make a rapid green transition benefit workers, communities and the planet. Reliance by the Scottish government on private energy companies has been a disastrous failure.

Conference calls for the SEC to campaign in the trade union movement in Scotland and publicly for the Scottish Government to advocate the removal of VAT on utility bills, the democratic public ownership of all forms of energy – including Grangemouth, North Sea operations, and renewables – to lay the foundations for a rapid transition to green energy production, without loss of jobs or conditions, through alternative plans of

green production drafted with input by experts in the field, including energy workers themselves.

A Socialist Green New Deal based on democratic public ownership could create tens of thousands of skilled jobs and apprenticeships in Scotland, slash heating bills, and help reverse the environmental damage done by decades of production for profit by the fossil capitalists.

Carried Lost Remitted Fell

A23

Covers E42

DWP Edinburgh, Lothian & Borders (047063)
Scottish Executive Committee

Conference notes that:

- GB Energy will be headquartered in Aberdeen
- The Scottish Government and the Department for Energy Security and Net Zero have signed a partnership agreement to explore opportunities for GB Energy to work with Scottish public bodies
- Our union's Energy and Climate (DESNZ) Group are seeking union recognition at GB Energy
- The General Secretary has written to Ed Miliband urging his department to establish a National Climate Service to tackle the threat of climate catastrophe and ensure a just transition
- The Labour government plan to create a new Warm Homes Agency, which may affect the jobs, civil servant status, pensions, and terms and conditions of hundreds of PCS members in Scotland
- Many PCS members in Scotland live in energy poverty

Conference believes that:

- The current privatised energy market model is predicated on failed neoliberal dogma, and is not fit to deliver a just transition
- Although GB Energy is a modest step in the right direction, it will ultimately be impossible to avert climate catastrophe, genuinely tackle energy poverty, and ensure a just transition without public ownership and democratic control of the energy industry
- Any new delivery body, including GB Energy and the Warm Homes Agency, must be properly funded and staffed by civil servants on the best possible single set of terms and conditions, with no job losses arising as a result of its creation

Conference instructs the SEC to:

- Support, campaign for, and lobby for PCS recognition at GB Energy, collaborating with the PCS

Energy and Climate (DESNZ) Group

- Lobby the Scottish Government to work with Westminster counterparts to establish a National Climate Service.
- Campaign and lobby for public ownership and democratic control of energy
- Work with branches and groups in Scotland to ensure environmental issues are at the heart of PCS campaigns and bargaining

Carried Lost Remitted Fell

A24

Crown Office and Procurator Fiscal Service (203927)

Conference welcomes the “Rough Justice” report, produced by Unity Consulting in partnership with PCS COPFS and SCTS branches. The report highlights the crisis within our justice system arising from extreme workloads, inadequate training, and obsolete IT systems. It notes that Scotland’s justice system is largely operating on goodwill, with enormous amounts of work being carried out for free, leading to high levels of burnout, sickness absence, and staff turnover.

Conference endorses the report’s recommendations regarding core funding, training, workloads, staffing, IT systems, pay, mental health, flexitime, management and consultation.

Fundamentally: Scotland’s justice workers need the proper tools and training to do their jobs, they need to be compensated for all time they spend working, and they need to be consulted on changes to the administration of justice.

Conference observes that although the court closures during the pandemic brought the justice system under scrutiny, the problems within the system arose much earlier than 2020. Many of them have their roots in the 2010 austerity cuts that permanently impacted departments’ capacity for central planning. Some, such as the obsolete IT systems, have been serious problems for even longer than that.

This does not only impact the workers in these departments. It impacts the delivery of justice in Scotland and therefore also the general public: whether victims of crime, accused of a crime, or interacting with the justice system in some other capacity, such as a witness to crime.

Conference believes that Scotland’s justice system is in need of fundamental reform. The Scottish Government’s current focus on improving the rights of victims, in sexual offending in particular, is commendable, and conference endorses it. However, conference believes that the departments that will

deliver these commitments must be adequately resourced to do so. Ministers, Chief Executives, and members of the Judiciary cannot continue to make sweeping promises without any regard for what is required to make those promises a reality. The workers that will implement the required reforms must be meaningfully consulted before they are imposed.

The SEC are instructed to campaign for implementation of the Rough Justice recommendations.

Carried Lost Remitted Fell

A25

Crown Office and Procurator Fiscal Service (203927)

Conference notes with regret that Scotland has by far the highest rate of drug deaths in Europe.

In July 2023 the Scottish Government published drug law reform proposals, in a document entitled “A Caring, Compassionate and Human Rights Informed Drug Policy for Scotland”. These proposals followed recommendations made by the independent Drug Deaths Taskforce in September 2021. The proposals include a presumption of non-prosecution for possession within the limits of devolved power, introduction of Safe Drug Consumption Facilities, expanding access to the overdose treatment drug naloxone, and an overall focus on harm reduction.

Conference welcomes these proposals in principle, and agrees that criminalisation does not help vulnerable people to escape from a cycle of poverty, addiction, and imprisonment. In fact it actively hinders treatment and rehabilitation efforts, by forcing drug users to be secretive or face prosecution.

Internationally, Portugal has led the way in taking a non-carceral approach to drug use. In 1999, Lisbon was known as the heroin capital of Europe. In 2001, all public and private use and possession of all drugs was decriminalised. Instead, there was robust investment in public health and rehabilitation programmes to combat addiction. This resulted in a 90% drop in drug-related HIV infection and a 75% drop in the number of heroin addicts by 2018.

Conference observes that the Portuguese experience is not universal and that there are some jurisdictions where the outcome of decriminalisation has been less positive. Even in Portugal, recent cuts to treatment programmes have reversed some of the progress of the past decades. As the architect of the Portuguese model, João Goulão, has observed: the most important part was making treatment available

to everybody who needed it, for free.

Conference agrees that it is essential that drug decriminalisation is accompanied by sustained investment in both health and social care, so that those in need of treatment for addiction can access it.

Conference further notes that decriminalisation and legalisation are different models. Support for keeping drug users out of prison does not mean support for enabling private companies to legally enter the drug trade and commercially exploit people's addiction.

The SEC are instructed to campaign for robust investment in health and social care in support of the implementation of the Government's 2023 drug law reform proposals; and to oppose any reversion to a carceral response to drug addiction.

Carried Lost Remitted Fell

A26

DWP Edinburgh, Lothian & Borders (047063)

Recent changes to the Skilled Visa earnings threshold will have a severe impact on PCS members as potentially thousands of workers who were eligible under the previous rules are no longer able to re-apply on the same scheme;

The Home Office has been intransigent about the recent rule changes introduced in April 2024, in the last days of the Conservative administration. The earnings threshold for those allowed to remain on a skilled visa has increased further to a level where the vast majority will no longer be able to renew;

There are a significant number of PCS members working in the DWP in Scotland who are affected by this, and many more will be in other departments of the Civil Service across Scotland;

We have a declining population and an ageing one and government departments fail to recruit enough staff as it is.

Conference believes:

Most affected colleagues do not have much hope of meeting the new salary threshold on the basis of the current Home Office rules;

As they were employed to support a government department, these colleagues should not be so easily discarded, and potentially deported - which is a breach of human rights and demonstrates a complete lack of respect for our members and our colleagues;

This is clearly a trade union issue, and therefore solidarity amongst PCS members and other unions is needed to have maximum impact;

This change directly and disproportionately impacts BAME communities from Commonwealth countries

– we cannot allow for another Windrush scandal to happen again without raising the alarm;

We have to challenge racism in all its forms, including legislative racism. An injury to one, is an injury to all, and we cannot stand idly by as our colleagues are dismissed by the UK government and then potentially deported;

The case for a Scottish Visa, to enable civil servants and others to remain working in Scotland on the lower rate currently reserved for Health and Education workers, is very clear;

The STUC should consider this an important strand of their anti-racism campaigning.

Conference instructs the Scotland Executive Committee to:

Make a prime objective of theirs to raise the Skilled Visa issue with the Scottish Government;

Work with other unions via the STUC to campaign to push the Scottish Government to consider all available options and to shame the Labour UK government into abandoning this reckless Tory policy;

Call on all PCS members in Trades Councils to raise this on their agendas and to seek collaboration with other unions to build this campaign.

Carried Lost Remitted Fell

A27

Covers E43

DWP Edinburgh, Lothian & Borders (047063) SG South West Scotland (038017)

Conference notes:

- The 4 Day Week campaign has demonstrated significant benefits to both the employer and employees: better wellbeing, decreased sickness, improved productivity, and better retention and recruitment;
- Trials and research by the think tank Autonomy in public sector organisations across Europe (including with PCS in the Scottish Government) have shown the benefits for large, public organisations. They have also shown that a shorter working week has environmental benefits;
- The demand for a four-day week has grown across the world;
- Now, more work is done on IT, more work is done remotely, and more work is expected of the workforce;
- The family unit is no longer expected to be sustained on a single wage, instead supported by (at least) two working adults;
- The Scottish Government was to pilot a four-day

workweek for public sector employees as part of its 2021-22 Programme for Government. However, it wasn't until July 2024 that the Scottish Government launched such a trial, which involves around 140 staff at South of Scotland Enterprise.

Conference believes:

- The four-day week is an innovative response to technological and organisational changes in the workplace since the five-day week became commonplace, nearly one hundred years ago;
- The impact of the imbalance between modern work and archaic structures is more burnout, reduced wellbeing, more people forced out of the workforce due to related impairments, and more workers held to an unreasonable standard of presenteeism only suited to the Fordist production line;
- The Civil Service is no different, resulting in a drag on productivity and reducing the value for money we deliver for the taxpayer;
- Forthcoming changes to the workplace as a result of developments in artificial intelligence have the potential to shift the nature of work even further from the structures of twentieth century workplaces;
- These changes must be harnessed with the objective of relieving workers from the negative impacts of long hours, not just wringing more productivity from them.

Conference instructs the Scottish Executive committee to:

- Push the Scottish Government to publish the data about the 4 day week trial;
- Encourage branches in Scotland to actively engage with the 4 day week campaign.

Carried Lost Remitted Fell

A28

SG Edinburgh Leith (038008)

Currently in Scotland sick absences due to 'Long COVID' ('post-COVID syndrome') are treated the same way as other long-term absences.

Long Covid is notoriously difficult to diagnose. There is no test that determines if your symptoms or condition is due to COVID-19. In addition Post-COVID conditions are not one illness. Members with post-COVID conditions may develop or continue to have symptoms that are hard to explain and manage. Clinical evaluations and results of routine blood tests, chest x-rays, and electrocardiograms may be normal. The symptoms are similar to those reported by members with ME/CFS (myalgic encephalomyelitis/ chronic fatigue syndrome) and other poorly

understood chronic illnesses that may occur after other infections. Members with these unexplained symptoms may be misunderstood by their healthcare providers, which can result in a long time for them to receive a diagnosis and receive appropriate care or treatment.

The PCS national position, together with the STUC is that Long COVID should automatically qualify as a disability as regards the Equality Act 2010. Branch Briefing BB-022-23 outlines that position.

There is case law relating to Long COVID being classed as a disability. Burke v Turning Point (Scotland) EMPLOYMENT TRIBUNALS (SCOTLAND) (publishing. service.gov.uk) The claimant was able to prove they had a disability ie that they had an impairment, that it was substantial and that it had a long-term adverse effect on his ability to carry out day-to-day activities with Long COVID Symptoms. But a successful case revolves around the facts of each individual case.

In making a decision if an illness is a disability an employer needs to be wary of avoiding discrimination. As well as disability, employers must be careful to avoid other types of discrimination when considering Long COVID. For instance Long COVID has been found to more severely affect, older people, ethnic minorities, and women. Employers must avoid discriminating by age, disability, race or sex.

If the Scottish Government treated Long COVID as a disability they would be protecting themselves from future possible discrimination cases. PCS negotiating Long COVID as a disability within the Scottish Government would be a fitting legacy of the pandemic for our members.

Conference instructs the incoming committee

1. To enter into negotiations with the Scottish Government with the following demands:
2. Instructing the SDC to campaign to get employers under the control of the Scottish Government to recognise Long COVID as a disability.
3. That there is movement to introduce welfare benefits that help those suffering Long COVID.
4. To create a membership campaign, including surveying members on how Long COVID is /has affected members and their families, centred on the above demands to raise support and weight for negotiations

Carried Lost Remitted Fell

A29

Covers E44

Scottish Executive Committee

DWP Edinburgh, Lothian & Borders (047063)

Conference notes that:

- Many PCS members in Scotland face reductions in pay and potential disciplinary action if they are deemed to have been sick for too long, and/or on too many occasions
- The above is true even in circumstances where members are sick as a direct result of the actions of their employer - e.g. due to bullying, harassment, discrimination, unsustainable workloads, under-resourcing, or refusal to make reasonable adjustments
- Many of our members sadly force themselves to work when they are unwell, either because they fear reprisals from management, or because they simply cannot afford to have their pay reduced.
- All of this disproportionately affects disabled members, and these problems have worsened since the pandemic, partly due to conditions such as long covid
- Some employers have helpful policies such as allowing for the extension of sick leave in certain circumstances, phased returns, separate disability leave provisions, or the counting of disability-related absences separately from sickness absence. However, employers often apply these policies inconsistently, and some have such policies but refuse to apply them.

Conference believes that:

- The pandemic shone a damning light on the inadequacy of statutory and contractual sick pay provisions
- Our members deserve the time and space to rest and recover when they are unwell

Conference instructs the SEC to:

- Work with branches, groups, the National Disabled Members' Forum, and the STUC to support sharing of policies and best practices
- Provide advice and training on how to negotiate improved attendance policies
- Lobby the Scottish Government to ensure our members are able to rest and recover when they are unwell

Carried Lost Remitted Fell

A30

Scottish Executive Committee

Conference notes:

The Fair Work Convention is an advisory body which has existed since 2015. Employers in the devolved sector have been signed up to it since 2018, including SG Core, Social Security Scotland, COPFS, Scottish Prison Service, Registers of Scotland, and many others. Signatories agree to uphold five Fair Work principles: Effective Voice, Opportunity, Security, Fulfilment, and Respect. In practical terms, they are required to recognise Trade Unions and pay at least the Real Living Wage. These principles are endorsed by the STUC.

The Convention stated in 2020 that "faster progress on fair work is urgently needed if Scotland is to become a Fair Work Nation by 2025", which is the Government's stated ambition within its "Fair Work Action Plan". Conference concurs that faster progress is still needed.

It is common in some employers for lip service to be paid to Fair Work without workers being given a real say. For example:

- worker representatives may be consulted some of the time, but not on matters deemed controversial
- worker representatives may be sidelined into discussions with specific employer "representatives" who themselves hold no real power
- important information may be deemed by the employer "too sensitive" to share with workers and/or their representatives
- genuine consultation meetings may be offered, but not facility time to attend or prepare for them, rendering the consultation exercise useless.

Under the Scottish Government's "Fair Work First" policy, the main verification method for whether an employer abides by Fair Work principles is a check of whether they have published a statement on their website. There are no effective escalation mechanisms, within the Scottish Government's framework, for dealing with employers who renege on Fair Work principles when they are found to be inconvenient.

The UK Government have announced plans for a Fair Work Agency, which will reportedly have enforcement powers. This represents an opportunity for a "race to the top", if the Convention attains similar powers and/or the Agency adopts similar principles. Conference welcomes this Agency in principle.

The SEC are instructed to campaign in both the devolved and reserved spheres, through appropriate channels, to:

1. Extend the Fair Work Convention's principles to reserved sector employers

2. Collate real data about whether Fair Work principles are being genuinely upheld by employers
3. Ensure that any professed commitment to Fair Work is backed by real action and enforcement, not just lip service
4. Secure genuine escalation mechanisms for addressing circumstances where employers renege on Fair Work principles or engage in bad faith
5. Secure entitlements to facility time and reduced workloads for reps engaged in Effective Voice consultations with the employer
6. Close loopholes such as the exemption of outsourced staff on government procurement contracts from Fair Work principles
7. Raise the profile of both governments' Fair Work commitments as part of any political campaigning, with a view to securing improvements

Carried Lost Remitted Fell

Organising

A31

DWP Edinburgh, Lothian & Borders (047063)

Conference notes the pay awards made as a consequence of (but not a conclusion to) our ongoing National Campaign, which were rightly rejected as insufficient.

Conference believes that many Scottish branches, possessing a greater than average density, are well placed to support our National Campaign due to their industrial leverage; as well as the necessity to work towards pay restoration in future negotiations.

Conference further believes that the SEC should look to identify areas and roles in Scotland which would be ideal for future rounds of targeted action as part of the current National Campaign or future disputes, as part of a general strategy of maintaining ballot readiness and preparedness for action.

Conference resolves and instructs the SEC to identify and maintain a list of targets, in collaboration with the NEC and NDC.

Carried Lost Remitted Fell

Other Motions (categories B, C, D, E & X)

Constitutional Amendments

E32

Covered By A12

Scottish Executive Committee

After Rule 4. Committee Composition (ii)

Insert new rule (iii):-

(iii) one seat for ordinary members of the Committee would be filled by a member from a private sector employer, the highest polling member shall displace the member with the fewest votes who are not from private sector employers (only if such replacement member is available).

Renumber subsequent rules accordingly.

E33

Covered By A12

Scottish Executive Committee

Delete Rule 4. Committee Composition (ix):-

(ix) Committee meetings shall be convened at a frequency of no less than quarterly by the SEC Chair, the PCS Scotland FTO Secretarial support or by a majority of Branches. These meetings to be timetabled between annual Scotland area conferences.

Insert new Rule 4. Committee Composition (ix):-

(ix)(ix) Committee meetings shall be convened at a frequency of no less than quarterly by the SEC Co-Convenors, the PCS Scotland FTO or by a majority of Branches. These meetings to be timetabled between PCS Scotland Annual Conferences.

E34

Covered By A12

Scottish Executive Committee

Conference notes that current rule 4. (iii) of the Scottish Executive Committee Constitution states:

“(iii) At least 6 ordinary members’ seats must be filled by delegates from branches covered by devolved pay policy, devolved policy areas, be analogous to devolved Scottish sector pay or covered by the work of the Scottish Sector Committee. No more than 4 of these seats can be held by members from any one PCS Group. At least two committee seats must be held by PSg branches covered by devolved sector pay. These numbers reflect the proportion of PCS members in Scotland who work in devolved areas as of July 2023 and shall be subject to periodic review.”

Whilst looking at the current proportion of members in the devolved areas against the total number of PCS members in Scotland, it would be reasonable to amend the current wording by deleting the existing rule 4. (iii) and replace with the following:

“(iii) At least 6 ordinary members’ seats must be filled by delegates from branches covered by devolved pay policy, devolved policy areas or be analogous to devolved Scottish sector pay. No more than 4 of these seats can be held by members from any one PCS Group.”

The amended wording of rule 4. (iii) also reflects the group structural changes that have taken place with the creation of the new Scottish Devolved Sector Group, away from PSg aligning those members with other devolved Scottish Branches.

Conference agrees to the above amendment.

International

E35

Covered By A13

SG Edinburgh Leith (038008)

Conference expresses horror that the death toll of Palestinians since 7 October 2023 exceeds 45,000 and rises daily. On 19 July 2024 the International Court of Justice (ICJ) ruled that that Israel’s actions are likely to

amount to genocide against the Palestinian people. On 21 November 2024, the International Criminal Court issued an arrest warrant for Benjamin Netanyahu, Prime Minister of Israel, for war crimes.

Conference notes that the UK Government (UKG) has supplied over £487m in arms sales to Israel since 2015, including continued supply of components of the F-35 fighter jets being used to bomb Gaza.

Conference notes that since October 2023, the Scottish Government has:

- entered into a £75 million contract with HP, a company with a long history of direct involvement in the oppression of Palestinians; and
- provided £770,000 in grant funding to weapons companies including BAE systems

Conference also notes the stark contrast between the response from both the UK and Scottish Government to the Russia/Ukraine conflict and the Israeli siege on Palestine.

- 24 February 2022 - UKG introduced immediate economic sanctions against companies and individuals, these sanctions have developed significantly since then. Legislation was introduced in November 2024 aiming to exclude all major Russian banks from the UK banking system.
- March 2022 - UKG introduced further restrictions on Russian aircraft and announced an end to the import of Russian oil.
- April 2022 - UKG banned the trade of certain high value products with Russia. No such sanctions have been introduced against Israel.

Conference notes that, in 2022, the Scottish Government published guidance promoting public divestment from Russian investments and sanctions on Russian businesses. No such guidance has been issued in relation to Israel.

In March 2022, the Scottish Parliament Pension Fund wrote to their pension manager to urge Baillie Gifford to divest from Russian assets. By May 2022, almost all Russian equity had been sold or was in the process of being sold. No such divestment has been sought regarding Israeli assets.

We therefore instruct the incoming GEC to:

1. call on the UK and Scottish Government to
 - end all grants, loans and procurement contracts to companies listed by the Boycott, Divestment and Sanctions movement; and
 - urge public bodies to end trade with Israel and publish guidance for public bodies and businesses on this.
2. write to the First Minister, the Presiding Officer and the Chair of the Scottish Parliament Pension Fund

seeking action to divest the Scottish Parliament Pension Fund from Israeli assets or cut ties with Baillie Gifford and find an alternative pension manager

3. demand that the UK and Scottish Government reaffirm the right to protest, resist any attempts to criminalise criticism of Israel, and reduce policing, silencing and suppression of activists for Palestine;
4. demand that the UK and Scottish Government recognise that trade unions have a right to organise on matters of international solidarity, when those matters relate to their work;
5. demand an embargo on all weapons sales to Israel

X36

Fails Standing Order A2

SG West and Central Scotland (038023)

Conference expresses horror that the death toll of Palestinians since 7 October 2023 now exceeds 45,000 and rises daily. On 19 July 2024, the International Court of Justice ruled that that Israel's actions are likely to amount to genocide against the Palestinian people. On 21 November 2024, the International Criminal Court issued an arrest warrant for Benjamin Netanyahu, Prime Minister of Israel, for war crimes.

Conference notes that the UK Government has supplied over £487m in arms sales to Israel since 2015, including continued supply of components of the F-35 fighter jets being used to bomb Gaza, and notes that the Royal Air Force has carried out extensive aerial surveillance of Gaza on behalf of the Israeli military.

Conference notes that since October 2023, the Scottish Government has:

- entered into a £75 million contract with HP, a company with a long history of direct involvement in the oppression of Palestinians;
- hosted the Deputy Ambassador of Israel to the UK and
- provided £770,000 in grant funding to weapons companies including BAE systems

Conference also notes the stark contrast between the response from both the UK and Scottish Government to the Russia/Ukraine conflict and the Israeli siege on Palestine.

- 24 February 2022: the UK Government introduced immediate economic sanctions against companies and individuals, these sanctions have developed significantly since then, with legislation introduced in November 2024 which aims to exclude all major Russian banks from the UK banking system.

- March 2022: the UK Government introduced further restrictions on Russian aircraft and announced an end to the import of Russian oil.
- April 2022: the UK Government banned the trade of certain high value products with Russia. No such sanctions have been introduced against Israel.

Conference notes that, in 2022, the Scottish Government published guidance promoted public divestment from Russian investments and sanctions on Russian businesses. No such guidance has been issued in relation to Israel.

In March 2022, the Scottish Parliament Pension Fund wrote to their pension manager to urge Baillie Gifford to divest from Russian assets. By May 2022, almost all Russian equity had been sold or was in the process of being sold. No such divestment has been sought regarding Israeli assets.

We therefore instruct the incoming SEC to:

1. call on the UK and Scottish Government to
 - end all grants, loans and procurement contracts to companies listed by the Boycott, Divestment and Sanctions movement; and
 - urge public bodies to end trade with Israel and publish guidance for public bodies and businesses on this.
2. write to the First Minister, the Presiding Officer and the Chair of the Scottish Parliament Pension Fund seeking action to divest the Scottish Parliament Pension Fund from Israeli assets or cut ties with Baillie Gifford and find an alternative pension manager;
3. demand that the UK and Scottish Government reaffirm the right to protest, resist any attempts to criminalise criticism of Israel, and reduce policing, silencing and suppression of activists for Palestine;
4. demand that the UK and Scottish Government recognise that trade unions have a right to organise on matters of international solidarity, when those matters relate to their work;
5. demand an embargo on all weapons sales to Israel.

X37

Fails Standing Order A5

DWP Edinburgh, Lothian & Borders (047063)

This conference opposes the illegal Russian invasion of Ukraine. We stand with Ukraine in calling for a just peace based on the withdrawal of all Russian troops from Ukraine. We support sanctions on Russian exports to reduce Russia's ability to finance its war of aggression, including on its exports of climate damaging fossil fuels, mainly oil (\$200bn) and natural

gas (\$71bn). Together these comprise over half of Russian exports by value. An estimated \$8bn worth annually of Russian gas is exported in the form of Liquefied Natural Gas (LNG) carried in fifteen ice-breaking tankers from the Yamal peninsula in Siberia, mainly to European ports. Six of these tankers are owned and operated by Glasgow-based corporation Seapeak. The UK government has banned the importation of Russian LNG, but it hasn't sanctioned its shipping to third countries, including to the EU by UK-based businesses, nor has it sanctioned the insurance by City of London insurers of the tankers engaged in the trade.

This conference believes the participation of UK-based companies in transporting or providing insurance for the shipping of Russian LNG must be banned, and call on both the Scottish and UK governments to deny any financial or other forms of assistance to all companies engaged in these activities.

This conference instructs the SEC to:

1. Affiliate to the Ukraine Solidarity Campaign (Scotland).
2. Write to the PCS Scottish Parliamentary Group to request that they support the Members' Business Motion submitted by Katy Clark - <https://www.parliament.scot/chamber-and-committees/votes-and-motions/S6M-14857>.
3. Write to the PCS Westminster Parliamentary Group to request they raise the matter in Parliament and with the Secretary of State for Business and Trade Jonathan Reynolds.

X38

Fails Standing Order A5 **Scottish Executive Committee**

This conference opposes the illegal Russian invasion of Ukraine. We stand with Ukraine in calling for a just peace based on the withdrawal of all Russian troops from Ukraine. We support sanctions on Russian exports to reduce Russia's ability to finance its war of aggression, including on its exports of climate damaging fossil fuels, mainly oil (\$200bn) and natural gas (\$71bn). Together these comprise over half of Russian exports by value. An estimated \$8bn worth annually of Russian gas is exported in the form of Liquefied Natural Gas (LNG) carried in fifteen ice-breaking tankers from the Yamal peninsula in Siberia, mainly to European ports. Six of these tankers are owned and operated by Glasgow-based corporation Seapeak. The UK government has banned the importation of Russian LNG, but it hasn't sanctioned its shipping to third countries, including to the EU by UK-

based businesses, nor has it sanctioned the insurance by City of London insurers of the tankers engaged in the trade.

This conference believes the participation of UK-based companies in transporting or providing insurance for the shipping of Russian LNG must be banned, and call on both the Scottish and UK governments to deny any financial or other forms of assistance to all companies engaged in these activities.

This conference notes that the aims and objectives of the Ukraine Solidarity Campaign (Scotland) are as follows; to campaign in the interests of the Ukrainian people, in Ukraine and in Scotland; to increase the understanding of the situation of, and the active support for, the Ukrainian people amongst the people of Scotland; to support the unconditional right of the Ukrainian people to defend Ukraine's independence and territorial integrity, by any means they deem necessary; and to raise money for bona fide Ukrainian civil society organisations, to enable them to carry out their aims.

This conference instructs the SEC to:

1. Affiliate to the Ukraine Solidarity Campaign (Scotland) which will cost £50 per year.
2. Write to the PCS Scottish Parliamentary Group to request that they support the Members' Business Motion submitted by Katy Clark - <https://www.parliament.scot/chamber-and-committees/votes-and-motions/S6M-14857>.
3. Write to the PCS Westminster Parliamentary Group to request they raise the matter in Parliament and with the Secretary of State for Business and Trade Jonathan Reynolds.

Equalities

E39

Covered By A14 **Scottish Executive Committee**

Conference notes:

- Trans and non-binary people suffer persecution in Scotland, the UK more widely, and abroad, creating significant barriers to healthcare and services
- Transphobic hate crimes rose significantly in the past decade in Scotland, with reports related to transgender identity increasing by 236% according to the Crown Office & Procurator Fiscal Service
- Trans and non-binary people and their supporters working for Scottish Government have had their personal details published on the internet by anti-

trans activists

- Anti-trans activists continue to use the Equality Act to bring expensive legal challenges against employers and workers who are working to ensure Scottish workplaces are safe for trans and non-binary people
- In 2022, a cross-party majority of over 65% of MSPs passed the Gender Recognition Reform (Scotland) Bill, which proposed a new process for obtaining Gender Recognition Certificates based on self-identification
- The Westminster government blocked the legislation using powers under section 35 of the Scotland Act 1998, overriding the democratically expressed wishes of the Scottish people. This was the first and only time that the UK government has blocked legislation passed by the Scottish Parliament
- The publication of the Cass Report, as well as the publication of multiple scientific critiques of the report, highlighting methodological flaws and unevidenced claims
- The Cass Report departs from decades-old legal principles relating to the capacity of young people to consent to medical treatment, resulting in a ban on Scottish pharmacies providing puberty blockers to young people under the age of 18.

Conference stands in solidarity with our trans and non-binary members, and believes:

- Trans and non-binary rights are human rights
- Trans and non-binary people should have equal access to all services and facilities according to their gender identity
- Attempts to divide us along a biological-essentialist view of gender weaken our movement
- The UK civil service “Sex Equality and Equity Network (SEEN)” promotes regressive ideology, promoting division and exclusion in the workplace and is harmful to our members and our wider movement
- The UK government’s section 35 order was an attack on the democratic rights of the people of Scotland, and an attempt to fan the flames of a “culture war” against an already demonised group
- Our trans and non-binary members have a fundamental right to self-determination, and should be allowed to determine their own legal gender without having to endure any costs, invasive medical processes, or other bureaucratic hurdles
- Assertions made in the Cass Report undermine the bodily autonomy of young people and contravenes Scotland’s legal responsibilities as set out in United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024
- Introducing barriers to accessing gender-affirming

care endangers access to all other forms of healthcare, including reproductive healthcare

Conference instructs the SEC to:

- Work with branches, groups, the NEC, and the STUC to campaign for and support the rights of trans and non-binary people, in line with the beliefs above
- Lobby Scottish Government to promote (in line with the beliefs above) trans and non-binary people’s rights, and prevent further erosion

E40

Covered By A15

DWP Edinburgh, Lothian & Borders (047063)

Conference notes that:

- More than 15% of people in the UK are estimated to be neurodivergent
- Scotland has a disability employment gap of 31.9%
- Many of our neurodivergent members face unacceptable barriers in accessing support and healthcare, including years-long waiting times for diagnostic assessments
- PCS representatives across Scotland have seen an increase in personal casework relating to bullying, harassment, and discrimination of neurodivergent members
- Although some employers have taken positive steps such as introducing reasonable adjustment passports, our neurodivergent members are far too often denied vital (and legally required) reasonable adjustments
- Relevant policies are often not applied (or applied inconsistently) leading to our neurodivergent members being disadvantaged
- Potentially helpful interventions such as Occupational Health referrals are far too often misused as a way to legitimise the refusal to provide reasonable adjustments
- Performance management procedures often discriminate against neurodivergent members, as well as other disabled members and those with other protected characteristics

Conference believes that:

- Our neurodivergent members deserve to be treated fairly at work, regardless of whether employers believe they have a “superpower” that can be exploited for profit
- Our union has a duty to support our members by tackling bullying, harassment, and discriminatory practices
- Understanding disability through the lens of the

“social model” is fundamental to eliminating discrimination against our neurodivergent members

Conference instructs the SEC to:

- Lobby the Scottish Government on its plans to introduce a Bill championing the rights of people with learning disabilities, autism, and other neurodivergent conditions, ensuring that the voices of our neurodivergent members are heard and their interests are championed
- Work with PCS branches and groups, the PCS National Disabled Members Forum, and the STUC Disabled Workers’ Committee to facilitate the development and sharing of training, guidance, and best practice on neurodiversity
- Work with the National Disabled Members Forum to publicise the draft disability model agreement among PCS members in Scotland
- Campaign against bullying, harassment, and discrimination of neurodivergent workers
- Campaign for employers to introduce reasonable adjustment passports and significantly improve manager training

X41

Fails Standing Order A5

SG West and Central Scotland (038023)

This conference notes:

- Sex work legislation is a devolved matter in Scotland. The current model criminalises workers providing sexual services in exchange for money, in effect preventing them from exercising their rights under employment law and creating access barriers to healthcare and other services.
- This motion is urgent and timely because the Scottish Government is implementing a “challenging demand” model (the most well-known of which is the discredited ‘Nordic Model’), an approach which claims to shift criminalisation from the worker to the buyer.
- The Scottish Government is not currently considering full decriminalisation even though it is widely evidenced as the safest model for worker safety. It is advocated by organisations such as Amnesty International, the WHO and the Global Alliance Against Traffic in Women.
- While challenging demand models aim to reduce gender-based violence and encourage women to leave the industry, the approach has shown to increase the risks for people engaged in sex work in countries where it has been implemented.
- Challenging demand models incentivise unsafe

workplace conditions by forcing sex workers to work alone and away from safety. Any two or more workers who work together can be charged with brothel keeping, criminal charges which become a barrier to employment for those who wish to leave the industry. Both workers and clients are less able to report sex trafficking and gender-based violence when they see it.

- Sex workers are often marginalised people who have been failed by the state/ government. This includes people living in or escaping poverty, disabled people navigating an unfair benefits system, single parents, migrants, working-class students, women and LGBTI+ people.

Conference believes:

- sex workers are workers and members of our communities
- engaging in sex work is often a result of poverty and government austerity
- challenging demand models perpetuate cycles of poverty and make it significantly harder for people looking for routes out of sex work
- Scottish Government’s proposed model has not been designed in partnership with sex workers and representative Scottish organisations such as SCOT-PEP, contravening the Scottish Government’s own priorities to nurture trusting partnerships and take a person-centered approach to working with communities and seldom heard voices it develops policy for
- full decriminalisation is essential for sex workers’ safety, public health, women’s rights, LGBTI+ rights and workers’ rights
- sex workers are deserving of workers’ rights and access to support and solidarity from the trade union movement.

Conference instructs the Scottish Executive Committee to:

- support the full decriminalisation of sex work
- support the unionisation of sex workers and their demands for labour rights, safety and fair working conditions
- campaign against Scottish Government’s current challenging demand model, as well as any changes to legislation that are not full decriminalisation of sex work
- Affiliate with the Workers4Decrim advocacy and campaign group alongside our sister unions RCN, Unison Northern Ireland, NUS Scotland, GMB, UCU, CWU, ASLEF, Equity and IWW, who all support the full decriminalisation of sex work in the UK.

Social Issues

E42

Covered By A23

Scottish Executive Committee

Conference notes that:

- GB Energy will be headquartered in Aberdeen
- The Scottish Government and the Department for Energy Security and Net Zero have signed a partnership agreement to explore opportunities for GB Energy to work with Scottish public bodies
- Our union's Energy and Climate (DESNZ) Group are seeking union recognition at GB Energy
- The General Secretary has written to Ed Miliband urging his department to establish a National Climate Service to tackle the threat of climate catastrophe and ensure a just transition
- The Labour government plan to create a new Warm Homes Agency, which may affect the jobs, civil servant status, pensions, and terms and conditions of hundreds of PCS members in Scotland
- Many PCS members in Scotland live in energy poverty

Conference believes that:

- The current privatised energy market model is predicated on failed neoliberal dogma, and is not fit to deliver a just transition
- Although GB Energy is a modest step in the right direction, it will ultimately be impossible to avert climate catastrophe, genuinely tackle energy poverty, and ensure a just transition without public ownership and democratic control of the energy industry
- Any new delivery body, including GB Energy and the Warm Homes Agency, must be properly funded and staffed by civil servants on the best possible single set of terms and conditions, with no job losses arising as a result of its creation

Conference instructs the SEC to:

- Support, campaign for, and lobby for PCS recognition at GB Energy, collaborating with the PCS Energy and Climate (DESNZ) Group
- Lobby the Scottish Government to work with Westminster counterparts to establish a National Climate Service.
- Campaign and lobby for public ownership and democratic control of energy
- Work with branches and groups in Scotland to ensure environmental issues are at the heart of PCS campaigns and bargaining

E43

Covered By A27

SG South West Scotland (038017)

The Scottish Government is currently undertaking a four day working week pilot in conjunction with consultants Autonomy, due to end in April 2025. After a review of all data ingathered a report wil be produced for the SG.

An agency covered by our branch is incuded in this pilot which, so far, has proved to be a positive experience for staff, who have maintained or exceeded key performance indicators.

We are concerned that due to the Scottish Government's focus on spending restrictions and negative political and media optics even the most positive Autonomy report will be kicked into the long grass.

Conference instructs the Scottish Executive Committee:

To ensure consideration of rolling out of a four day working weak remains on the Scottish Government agenda

To ensure any implementation is completed within a reasonable time frame

E44

Covered By A29

DWP Edinburgh, Lothian & Borders (047063)

Conference notes that:

- Many PCS members in Scotland face reductions in pay and potential disciplinary action if they are deemed to have been sick for too long, and/or on too many occasions
- The above is true even in circumstances where members are sick as a direct result of the actions of their employer - e.g. due to bullying, harassment, discrimination, unsustainable workloads, under-resourcing, or refusal to make reasonable adjustments
- Many of our members sadly force themselves to work when they are unwell, either because they fear reprisals from management, or because they simply cannot afford to have their pay reduced.
- All of this disproportionately affects disabled members, and these problems have worsened since the pandemic, partly due to conditions such as long covid
- Some employers have helpful policies such as allowing for the extension of sick leave in certain circumstances, phased returns, separate disability

leave provisions, or the counting of disability-related absences separately from sickness absence. However, employers often apply these policies inconsistently, and some have such policies but refuse to apply them

Conference believes that:

- The pandemic shone a damning light on the inadequacy of statutory and contractual sick pay provisions
- Our members deserve the time and space to rest and recover when they are unwell

Conference instructs the SEC to:

- Work with branches, groups, the National Disabled Members' Forum, and the STUC to support sharing of policies and best practices
- Provide advice and training on how to negotiate improved attendance policies
- Lobby the Scottish Government to ensure our members are able to rest and recover when they are unwell

X45

Fails Standing Order A5

DWP Edinburgh, Lothian & Borders (047063)

This conference notes that:

- ADC 2024 agreed PCS should affiliate to Living Rent
- Decent and affordable housing is a right that should be available to all;
- Rents in Scottish private rented sector between 2010 and 2023 have gone up by an average of 57.6%, which is 11.9% above the UK CPI rate of inflation for that period (45.7%). This is pushing people into more desperate and precarious circumstances. Rents in the public sector have also increased above the rate of inflation, with social housing tenants seeing a cumulative increase of 12.2% between 2013/14 and 2018/18, which is a 6.9% increase above the rate of inflation for that period ;
- The Scottish government found in 2021 that 23% of privately rented dwellings and 15% in the social sector had 'urgent disrepair to one or more critical elements'. The figure for critical disrepair in Glasgow's private rented sector has been reported to be 60% ;
- Between 1981 and 2020, housing tenure in Scotland's private rented sector has more than doubled whereas the number in local authority housing has more than halved (with increases for housing associations) ;
- Living Rent, Scotland's Tenants and Community

Union, has successfully campaigned and organised tenants since 2014 to fight for rent controls, quality homes, and greater security and flexibility of tenure, and supported tenants to resist evictions, secure vital repairs, recover illegal fees and stolen deposits, and ensure that tenants have a voice in Scotland;

- Living Rent's mission is to "build a mass member-led tenant and community union in Scotland's mainland and island communities that builds and wins power block by block, street by street, and glen by glen", with detailed demands laid out in its Programme for Community Power .

This conference believes that that:

- Workers' rights and housing rights are intimately linked; increasingly workers' incomes are swallowed up by rent, leaving little to live on. Organising for more affordable housing advances workers' interests;
- A collective and democratic organisation of tenants and community members is the only way to achieve a fairer and more democratic housing system, which works for all.

This conference instructs the SEC to:

- Formally affiliate to Living Rent at the devolved level;
- Support and mobilise for Living Rent events;
- Give a financial contribution to Living Rent to sustain an independent, political and effective democratic tenant and community union.

X46

Fails Standing Order A5

Scottish Executive Committee

This conference notes that:

- Annual Delegate Conference 2024 agreed PCS should affiliate to Living Rent
- Decent and affordable housing is a right that should be available to all, and a lack of access to secure housing is one of the main drivers of widespread poverty in Scotland;
- Private rents in Scotland between 2010 and 2023 increased by an average of 57.6%, which is 11.9% above the UK CPI rate of inflation for that period⁽¹⁾. This pushes people into more desperate and precarious circumstances. Public sector rents also increased above inflation, with social housing tenants seeing a cumulative increase of 12.2% between 2013/14 and 2017/18, which is a 6.9% increase above inflation⁽²⁾;
- The Scottish Government found in 2021 that 23% of privately rented dwellings and 15% in the social sector had 'urgent disrepair to one or more critical

elements⁽³⁾.

- Between 1981 and 2020, housing tenure in Scotland's private rented sector has more than doubled whereas the number in local authority housing has more than halved (with increases for housing associations)⁽⁴⁾;
- Living Rent has successfully campaigned and organised tenants since 2014 to fight for rent controls, quality homes, and greater security and flexibility of tenure, and supported tenants to resist evictions, secure vital repairs, recover illegal fees and stolen deposits, and ensure that tenants have a voice.
- Living Rent's aims and objectives are to "build a mass member-led tenant and community union in Scotland's mainland and island communities that builds and wins power to fight for better rights and better protections against rent increases, evictions, lack of public services, high energy bills, pollution and poor-quality housing", with detailed demands laid out in its Programme for Community Power⁽⁵⁾.
- Living Rent have also mobilised members and the wider community to support progressive taxation initiatives that would address the affordable housing crisis by generating millions for local councils

This conference believes that:

- Workers' rights and housing rights are intimately linked; increasingly workers' incomes are swallowed up by rent.
- Organising for more affordable housing advances workers' interests;
- A collective and democratic organisation of tenants and community members is the only way to achieve a fairer and more democratic housing system for all.

This conference instructs the SEC to:

- Formally affiliate to Living Rent at the devolved level;
- To work with the NEC to ensure National affiliation is enacted;
- Support and mobilise for Living Rent events;
- Give a financial contribution of £50 to Living Rent to sustain an independent, political and effective democratic tenant and community union.

(1) 1 Bedroom Properties – Private Sector Rent Statistics, Scotland, 2010 to 2023 – gov.scot (www.gov.scot)

(2) Section 5 - Housing Costs and Income - Social tenants in Scotland 2017 – gov.scot (www.gov.scot)

(3) 2 Energy Efficiency – Scottish House Condition Survey: 2021 Key Findings – gov.scot (www.gov.scot)

(4) Housing Statistics 2020 & 2021: Key Trends Summary - gov.scot (www.gov.scot)

(5) Our programme for community power – Living Rent.

Appendix 1

Glossary of conference terms

Agenda

Motions tabled for debate listed in priority order together with the timetable in the booklet of motions. It is also known as standing orders committee report no. 1 and is issued to members and delegates not later than 4 weeks before the start of conference.

Briefings (also known as “fringe” meetings)

Briefing meetings on a wide range of subjects are held at lunch time or after conference.

Card vote

A card vote is called either by the conference chairperson or can be demanded by at least 50 delegates. A card vote allows each branch to cast a number of votes equivalent to the number of members in their branch (as opposed to a ‘show of hands’ vote whereby each branch can only cast one vote per branch delegate). After a card vote has been called a bell is sounded and after two minutes the stewards will see that the doors to the conference hall are closed. The chairperson will then clarify the card vote procedure.

Credentials badge

This should be worn at all times in order to gain access to the conference hall.

Conference chairperson

The person chairing the conference. Usually the Co Convenor or, in their absence, one of the vice presidents.

Delegate

Someone who attends conference as a representative of their branch who has been instructed on how to

vote by those they are representing. At Scottish Executive Conference branch delegates are instructed by branch members on which way to vote on motions to be debated at conference at a mandating meeting held prior to conference.

Emergency motions

Motions concerning issues that arise after the closing date for receipt of ordinary motions, which must have been received by the standing orders committee by 3pm on the Friday before conference in accordance with standing order A6. Further information is contained in the introduction to standing orders committee report no. 1.

Guillotine

When the guillotine falls this indicates that time has run out (according to the timetable adopted by conference) for debating a particular section of the agenda. A note to this effect will appear on the big screen behind the Co Convenor.

A ‘guillotine section’ is also inserted into the timetable after the last conference section to debate some of the motions ‘guillotined’ earlier in the conference. Branches can suggest which motions should be in this section on the appropriate form (SOC B) available from the standing orders committee located at the front of the conference floor and included at appendix 2 of this booklet.

Lights

System of ‘traffic lights’ located on the top table and each speaker’s rostrum to indicate how much time a speaker has left.

I. A green light comes on as the

speaker commences
II. An amber light comes on when they have only one minute left
III. A red light comes on when they have used up all their time (five minutes allowed for speakers who are movers of motions and three minutes for all other speakers).

Mandate

Instruction to branch delegate(s) on which way to vote on motions decided by branch members at a mandating or general meeting held prior to conference when the booklet of motions and timetable has been received and distributed: e.g.
IV. ‘for’
V. ‘against’
VI. ‘abstain’ or
VII. ‘listen to the debate and decide for yourself which way you think the branch members would want you to vote’

Motions

Subjects of debate submitted by branches and the Scottish executive committee. Motions are ‘marked’ in the booklet of motions as follows:

- A. Motions requiring debate to establish union policy on an issue
- B. Motions which confirm existing policy (and so do not require debate)
- C. Motions seeking to reverse existing policy as determined within the last two years (and so which cannot be debated)
- D. Motions which can be dealt with by correspondence with the nation secretary (and are thus not debated)
- E. Motions covered by composite motions in category A above (delegates from branches where

these motions originated are normally called in the debate on the covering 'A' motion if they indicate they wish to speak although due to time constraints it may not be possible for the Co Convenor to call in all those indicating).

X. Motions which are ruled out of order (a brief reason is indicated against the motion number in the booklet of motions).

NB In addition, some motions submitted by branches are not printed if the standing orders committee has decided, after taking legal advice, that the wording of the motion could lead to legal proceedings against the union per rule 6.22(g).

Mover

The first person to speak after a motion is called for debate by the conference chairperson. They will be a delegate from the branch listed at the bottom of the motion set out in the Booklet of Motions or a representative of the Scottish executive committee.

Scottish Executive Committee (SEC)

The SEC is the governing body of PCS elected annually and responsible for implementing policy decided at Scottish conference and formulating policy between conferences.

Opposition

Speakers voicing opinions against the ideas or instructions contained in a motion.

Points and motions of order

As well as speaking on motions,

delegates can also come to the rostrum at anytime – even while another delegate is speaking during a debate on a motion – to raise a point or order (see standing order A13), but only in order to prove either that:

- a) Current speaker is using sexist, racist or abusive language or
- a) One of the union's rules is being broken.

A 'motion of order' (see standing orders A9 – A12) can be made in a similar way but only at the conference chairperson's discretion and to achieve one of the following aims:

- I. That the debate be adjourned
- II. That the vote in a debate be now taken
- III. That conference proceed to the next item of business on the agenda
- IV. That conference do now adjourn

Once moved by a speaker, these motions of order are voted on by conference without any further discussion.

Quorum

The minimum number of delegates that need to be present in the conference hall in order for conference legitimately to be able to vote on a motion and thus establish a union policy. Rule 6.8 states "The quorum shall be a majority of delegates entitled to attend."

Reference back

Procedure by which branches can seek to change the marking of motions or the order in which they are debated at conference.

Standing orders A14-A16 apply and the introduction to standing orders

committee report no. 1 contains further guidance on this procedure.

Remission

Instead of going to the vote on a particular motion, the Scottish executive committee (SEC) may seek to remission. If conference agrees to remit a motion its terms and instructions will be considered by the SEC but they are not bound to carry out those specific terms and instructions.

Rostrum

This is where delegates make their conference speeches. A raised platform (one at either side at the front of the conference hall) equipped with microphone, illuminated document-rest and lights indicating how much time delegates have left to speak.

Seconder/withdrawal as seconder
The first speaker in a debate on a motion after the mover. The conference agenda identifies seconding branches for some motions. Where there is no such identification delegates may 'request to second' by completing a simple form (SOC A) available from the standing orders committee which can also be used to withdraw as seconder to a motion.

Right of reply

Where there have been speakers calling for opposition to a motion, the mover has the right to reply to that opposition in a further three minutes speech just before the vote is taken.

Appendix 1

Glossary of conference terms continued

Standing orders

The terms used to cover the agenda and timetable (and any alterations made to it in subsequent standing orders committee reports issued to delegates between the publication of the motions and timetable booklet and the start of conference sessions).

Standing orders committee

The conference-elected committee which publishes recommendations on the progress of conference business in the motions and timetable booklet and subsequent standing orders reports.

Standing orders committee reports

Publications produced by the standing orders committee to notify delegates of the proposed agenda and conference timetable and to notify delegates of any subsequent recommended changes.

Suspension of standing orders

Once standing orders have been 'adopted' (agreed) by conference they can be changed by the agreement of conference if either a delegate requests in writing to the conference chairperson (who shall decide if the suspension is admissible under the union's rules) that standing orders be 'suspended' (standing order A19) or if suspension is proposed by the conference chairperson (standing order A20).

In both instances this has to be supported by "not less than two-thirds of the votes entitled to be cast by delegates present" (standing order A17).

Timetable

The order in which motions are debated as recommended by the standing orders committee and published in the booklet of motions.

Voting

Usually by 'show of hands' whereby each branch only casts the same number of votes as they have delegates present on the conference floor at the time of vote is taken (but see also card vote above).

Withdrawal

Branches may withdraw any of their motions from the agenda at any time but only by writing to the standing orders committee who will put to conference on your behalf that the motion should be withdrawn. A motion can only be withdrawn with the consent of conference.

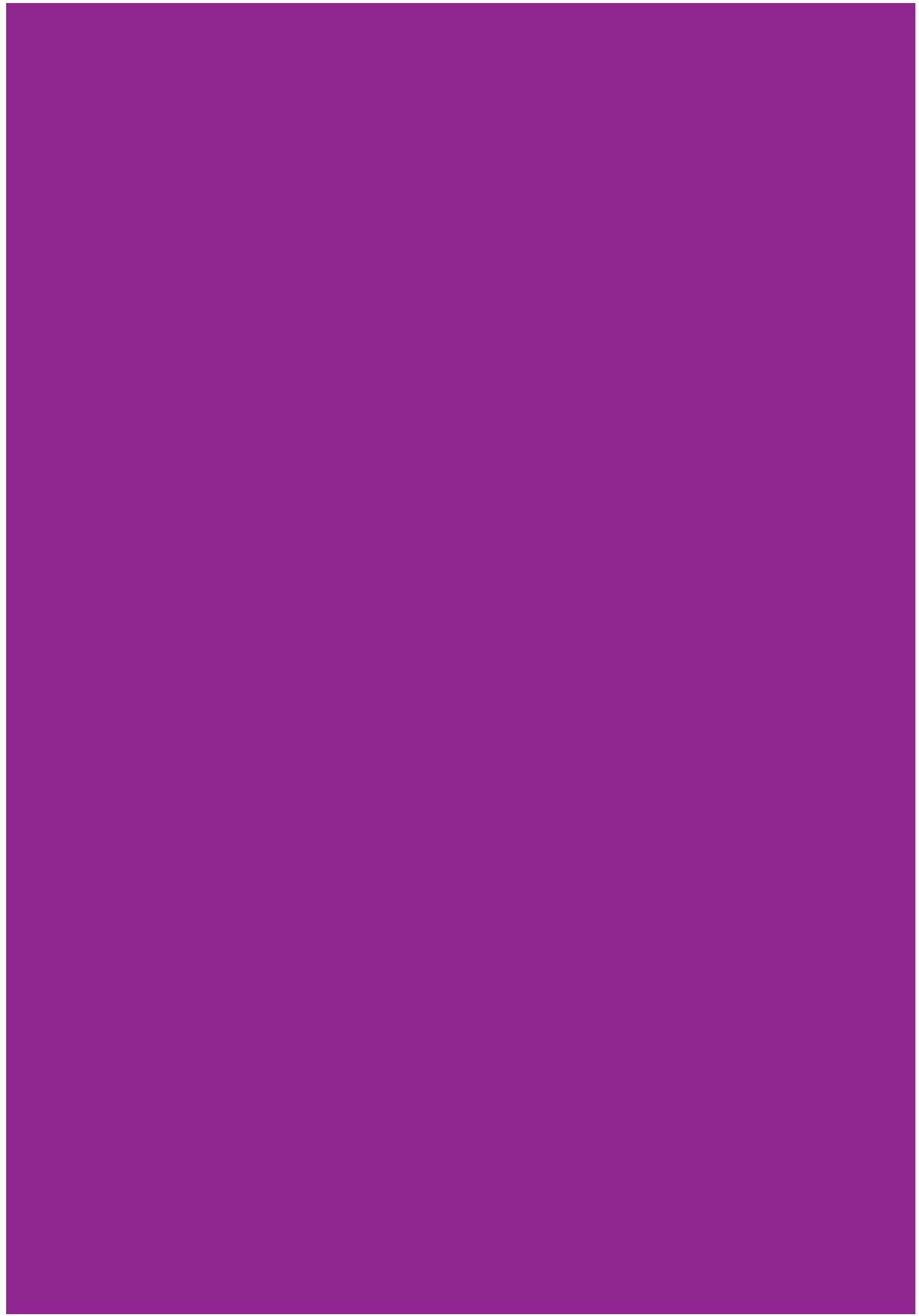
Delegates can obtain form SOC A form the standing orders committee for this purpose.

Appendix 2

Index of motions

Book No.	Motion no:	Motion ID	Branch
A1	M001	ID4772	Crown Office and Procurator Fiscal Service (203927)
A24	M002	ID4773	Crown Office and Procurator Fiscal Service (203927)
A20	M003	ID4774	Crown Office and Procurator Fiscal Service (203927)
A19	M004	ID4775	Crown Office and Procurator Fiscal Service (203927)
A25	M005	ID4776	Crown Office and Procurator Fiscal Service (203927)
A16	M006	ID4777	Crown Office and Procurator Fiscal Service (203927)
A17	M012	ID4792	DWP Edinburgh, Lothian & Borders (047063)
A26	M010	ID4790	DWP Edinburgh, Lothian & Borders (047063)
A27	M011	ID4791	DWP Edinburgh, Lothian & Borders (047063)
E44	M013	ID4793	DWP Edinburgh, Lothian & Borders (047063)
A23	M014	ID4794	DWP Edinburgh, Lothian & Borders (047063)
E40	M015	ID4795	DWP Edinburgh, Lothian & Borders (047063)
A14	M016	ID4796	DWP Edinburgh, Lothian & Borders (047063)
X45	M017	ID4797	DWP Edinburgh, Lothian & Borders (047063)
X37	M018	ID4798	DWP Edinburgh, Lothian & Borders (047063)
A31	M019	ID4799	DWP Edinburgh, Lothian & Borders (047063)
A22	M024	ID4785	Registers of Scotland (203928)
A21	M023	ID4784	Registers of Scotland (203928)
A6	M028	ID4783	Registers of Scotland (203928)
A3	M020	ID4778	Registers of Scotland (203928)
A4	M025	ID4786	Registers of Scotland (203928)
A7	M021	ID4780	Registers of Scotland (203928)
A5	M022	ID4782	Registers of Scotland (203928)
X46	M047	ID4822	Scottish Executive Committee
A12	M048	ID4823	Scottish Executive Committee
A29	M033	ID4808	Scottish Executive Committee
A30	M034	ID4809	Scottish Executive Committee
X38	M035	ID4810	Scottish Executive Committee
A15	M036	ID4811	Scottish Executive Committee
E39	M037	ID4812	Scottish Executive Committee
E42	M038	ID4813	Scottish Executive Committee
A13	M039	ID4814	Scottish Executive Committee
A9	M040	ID4815	Scottish Executive Committee
E34	M041	ID4816	Scottish Executive Committee
A8	M042	ID4817	Scottish Executive Committee
A10	M043	ID4818	Scottish Executive Committee
E32	M044	ID4819	Scottish Executive Committee
A11	M045	ID4820	Scottish Executive Committee
E33	M046	ID4821	Scottish Executive Committee
A18	M030	ID4802	SG Edinburgh Leith (038008)
A28	M029	ID4801	SG Edinburgh Leith (038008)
E35	M031	ID4804	SG Edinburgh Leith (038008)
E43	M032	ID4800	SG South West Scotland (038017)
A2	M007	ID4787	SG West and Central Scotland (038023)
X41	M008	ID4788	SG West and Central Scotland (038023)
X36	M009	ID4789	SG West and Central Scotland (038023)

Notes





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