



# Action taken

Report of action taken on motions submitted to Prospect national conference, 8-11 June 2024



# Introduction

The action taken by the National Executive Committee on motions submitted to the 2024 national conference is set out on the following pages. The format follows that of the national agenda. Motions which were lost, withdrawn, out of order or which fell are listed under other motions. **Action taken appears in bold print.**

- **Resolutions:** The text of motions passed by conference appears in normal print.
- **Composites:** Compositing motions are shown with normal print for the lead motion, and small print for the subsequent motions.
- **Guillotined motions:** Guillotined motions not debated for lack of time appear in normal print. They are automatically remitted to the NEC for consideration.
- **Remitted motions:** Remitted motions appear in normal print. They are referred to the NEC for discussion and/or action.
- **Emergency motions:** Emergency motions appear in normal print.

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# Section B – Energy and environment

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## Resolution 6

### Environment

This Conference believes that the threat of climate heating, failing ecosystems and wider environmental degradation present the pre-eminent challenges facing the world. The interdependence of local and global environments and the globalisation of supply of food, water and energy means that no country can be immune from harm, nor avoid the responsibility for significant and rapid action.

The UK public and private sector provides a huge range of skills and services in environmental protection and monitoring, covering climate forecasting; flood warning, mitigation and emergency response; pollution monitoring and remediation; monitoring of the cross-border movement of animal and plant diseases and the arrival of invasive species and determination of appropriate counter-action; enhancing biodiversity; research, development and operation of low carbon energy production and greenhouse gas mitigation technology.

This Conference welcomes existing campaigns on issues such as a Just Transition and investment in skills. Conference instructs the National Executive Committee to evolve and expand its campaigning to raise public and political awareness of the climate and environmental threats we face and the measures needed to minimise them. In particular this campaigning should focus on the imperative need to support and develop the full range of work carried out across the public and private sectors to counter these threats and to recognise and reward the skills and expertise of the people carrying out the work.

*UK Intellectual Property Office Branch*

**We have established STEM and Environment Group (STEG) a booklet has been produced on 'National resilience, preparedness and risk' highlighting the importance of the work of Prospect members in this sphere. This has been shared with the Cabinet Office as part of the Government's resilience review and with the Chief Scientific Adviser and Science, Innovation and Technology Select Committee.**

**In addition, a booklet showcasing the work of environmental regulators 'Builders not blockers' has been produced, and members across the STEM environment surveyed to gather evidence on their experience of work and the value of their contribution.**

**We have completed a STEM survey which we will share with STEG and relevant branches once the results have been analysed.**

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## Resolution 7

### Climate crisis

Conference believes the net zero transition offers significant potential to create and support good, unionised jobs in all parts of the UK. It notes the Inflation Reduction Act in the US and Green Deal Industrial Plan in the EU demonstrate the power of active industrial strategy to drive investment into clean industries.

Conference is concerned that inconsistent policy and a lack of commitment from government is undermining progress on the UK's climate goals and the jobs it could generate. Despite warm words, the UK has also failed to see tangible progress towards a just transition or the involvement of workers and trade unions in decisions on net zero.

Conference welcomes Prospect's recent campaigning and advocacy work on the climate crisis, including:

- Leading the national debate on issues of low pay, staffing shortages, and underfunding in the climate and environment sector.
- Lobbying for investment in renewables, nuclear, and electricity networks to deliver a clean energy system that supports good jobs around the country.
- Participating in the Climate Change Committee's net zero workforce advisory group and the Government's net zero power and networks working group.
- Convening a coalition of stakeholders to develop a green industrial strategy for West Cumbria.

Conference instructs the National Executive Committee to:

- Continue advocating for accelerated action on the climate and environmental crisis.
- Develop a natural environment work programme and associated campaign activity in consultation with relevant branches.
- Strengthen links between climate and environment-related campaigning, lobbying, organising, and bargaining work across the union.
- Build partnerships with aligned employers and other organisations in pursuit of these goals.
- Build Prospect's membership, as appropriate, in new and emerging low carbon technologies.

*National Executive Committee*

**Following the 2024 General Election the government set out a clear Net Zero strategy to 2050. Prospect has continued to advocate strongly for the implementation of this strategy based on a Just Transition. Prospect representation on the Net Zero Council provides a valuable channel to take this work forward.**

More broadly, the STEM and Environment Group (STEG) have developed a work programme and campaign activity, as set out in response to resolution 6.

Prospect, along with the GMB have launched a campaign group, Climate Jobs UK, with the aim of putting green energy jobs and workers at the centre of the UK's transition. Climate Jobs UK will be supported by the Climate Jobs National Resource Centre, which has a history of working with unions in the United States to run campaigns on how to create good union jobs while tackling the climate crisis.

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## Resolution 8

### Addressing the climate crisis: Integrating Environmental Advocacy in our Campaigning efforts

Conference will be only too aware that the global community faces unprecedented challenges due to the climate crisis. This is characterised by increasingly unpredictable weather including flooding, droughts and global temperature records being broken.

Failure to act now will make the situation more difficult to reverse or mitigate in the future leading to increased likelihood of food shortages, habitat loss and increased migration. This will exacerbate existing inequalities and further threaten global security.

Urgent action is necessary to mitigate the impact of climate change and transition towards sustainable practices to safeguard our planet and its inhabitants for future generations.

Against this backdrop, we have a Government that appears to be watering down and delaying measures aimed at ensuring we meet our carbon reduction targets and putting at risk achieving net zero

This conference instructs the National Executive Committee (NEC) to ensure that the climate crisis remains at the heart of its campaigning efforts, utilising all available resources to raise awareness, advocate for policy changes and support initiatives aimed at mitigating the impacts of climate change. Specifically, we call on Prospect to produce a net zero strategy report and to provide materials for branches to use in a broad, cross sector campaign for an Environment we can all live with.

To enable this conference further instructs the NEC to set up a Cross Sector group utilising expertise from public and private sector branches to identify, based on sound science, shortcomings in current measures and identify and promote robust measures to achieve the required outcomes. This model could be used for other issues which Prospect members will inevitably face which are cross sector in the future.

The NEC are further instructed to report regularly on progress made in implementing this motion and communication progress to the wider membership.

*Environment Agency Branch*

As outlined in response to resolutions 6 and 7, the STEM and Environment Group (STEG) has been established and is pursuing an information and campaign strategy highlighting the valuable work of Prospect's climate and environmental specialists.

Prospect is working to influence the Government's Net Zero strategy reporting. We have surveyed members to understand their priorities and perceived barriers. Our reports on 'UK resilience' and on 'Builders not blockers' highlight the importance of investing for net zero and the consequences of failing to do so.

We have completed a STEM survey which we will share with STEG and relevant branches once the results have been analysed. It is anticipated that this will be widely available in February 2026.

Prospect has also raised the need to properly resource environmental regulators and provide sufficient resources for a just transition to net zero in its Budget and Spending Review submissions to HM Treasury.

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## Resolution 9

### Nature as a Legal Entity

Conference has learned to its dismay that the UN was recently told by a British government official that "the UK government can never accept that nature or Mother Earth has rights."<sup>4</sup>

Conference has been unable to identify much evidence that this attitude of the UK Government has been informed let alone supported by public opinion following some form of wider public debate. As Prospect has many members whose professional remit is to protect, maintain and enhance the natural environment, and as Prospect members are well aware of the benefits of adhering to democratic principles and healthy debates, the absence of a debate on the UK public's view on the rights of nature, resulting in a seemingly scantily supported viewpoint that is firmly posed at the international stage, is troubling.

Therefore, Conference instructs the National Executive Committee to initiate a process that enables an improved understanding of the true societal views on Environmental Personhood in the UK, by initially launching a survey of its members, and, depending on the results of such a survey, campaign to promote the concept of Environmental Personhood more widely, working with organisations such as the TUC and Megaphone with the aim of bringing the debate to Parliament.

As further background to this, the issue concerns a matter of whether Legal Personhood can be bestowed on nature or environmental entities. Legal personhood is a crucial part of any legal system, as only those who are recognised as a person by the law can enforce their legal rights. The concept of Legal Personhood is at least as old as Ancient Rome and in present times, corporations are widely recognised as separate legal persons from their boards or owners and

thus have legal personhood in most countries' legal systems, including in the UK.

A number of countries have adopted the concept of Environmental Personhood, which designates certain environmental entities the status of a legal person. This assigns to these entities the rights, protections, privileges, responsibilities and legal liability of a legal personality. The most famous example is the Whanganui River in New Zealand, which has become a legal person following an agreement between the Whanganui tribes and the Crown in 2017.

Thus, legal personhood of nature is a concept that has already been recognised in UN declarations. The present motion has been inspired by the recent proposal of Legal personhood of nature by Bolivia in a draft resolution to the UN. As fallout from that, the UN have been told that the UK's firm position is that rights can only be held by legal entities with a legal personality and cannot be applied to nature or Mother Earth.

*EFRA Branch*

**This motion was remitted on the basis that this is a complex and novel area of law, and that it will be necessary to explore these issues further before considering next steps. The STEM and Environment Group (STEG) decided, in the light of political and economic developments, to focus on raising awareness of the societal value of good environmental practice rather than focusing on environmental personhood.**

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## Resolution 10

### **Campaign for Restoration of Nature and Support of Environment Workers**

Conference notes that our planet continues to endure ever worsening damage and decline, as humanity is slow to minimise climate heating (COP28 failed to halt fossil fuels' deadly expansion plans – so what now? | COP28 | The Guardian) and to reverse the reduction in biodiversity. Extreme weather events are on the increase around the globe, and noticeable in the UK with almost every season presenting with spells of unseasonably high temperatures. Additionally, Britain is sadly one of the most biodiversity-depleted countries in the world. This is clarified in the State of Nature 2023 report (State of Nature 2023 - report on the UK's current biodiversity), which cites continued decline in biodiversity, with almost 1500 species at risk of becoming extinct and one in five having declined since 1970. Finally, while climate crises and ecological crises are often discussed as separate things, we know that they are in fact closely correlated.

Despite these alarming observations, Conference believes that there is yet hope:

- COP28, which took place 30 Nov-12 Dec 2023, signalled the start of the decline of fossil fuels, with a call on governments to speed up the transition away from fossil

fuels to renewables such as wind and solar power in their next round of climate commitments.

- The State of Nature 2023 report, apart from describing the alarming depletions, also provides examples of nature coming back where there is focussed effort, funding and conservation skills. We know nature conservation interventions can help species become more resilient to the effects of climate change. They also contribute to climate mitigation (carbon sequestration by different habitats, land use change out of intensive agriculture etc), as well as adaptation (flood alleviation, species movement through landscapes, urban cooling etc).

Prospect has a great opportunity to foster this hope. Conference notes that Prospect has many members who are not only knowledgeable but also professionally active in areas that contribute to reducing climate change and biodiversity loss. These are workers across Defra and its agencies as well as other organisations who are at the heart of driving progress, working at the forefront of environmental science, policy and conservation delivery on the ground, in collaboration with other sectors. However, Prospect also has had a long-standing awareness that these workers are amongst the lowest paid within the government, for example evidenced by Prospect's special pay report "The State of Natural England 2022" (Standing up for Natural England | Prospect).

Prospect's main Member Survey 2023 (Public Sector results) found strong support for nature restoration. Prospect's Working in the Natural Environment survey in 2023 found that members in the sector also had a clear view of the main barriers to achieving net zero. Examples include some government policies, an economic system dominated by consumerism and oil dependency, and people's lack of willingness to change.

To help sustain the hope of restoration of nature, Conference instructs the National Executive Committee (NEC) to ensure that Nature as well as the environmental workforce are at the heart of Prospect's campaigning. Campaigns should include showcasing the work of members across branches where members are employed to protect and improve the natural environment. Conference further instructs the NEC to redouble its engagement with the UK Government to secure the Sector's crucial ongoing work as a vital public service, with its workforce valued and treated as such.

*EFRA Branch*

**The STEM and Environment Group (STEG) have contributed to a report based on case studies that highlight the work of Prospect members across the environmental sphere, including nature restoration. A membership survey, launched in November 2025, will help to identify any further case studies.**

**Since the resolution was carried, the international context has changed – including growing resistance to phasing out fossil fuels and challenges to the role of regulators. Prospect's campaigning work has therefore also needed to respond to these changing circumstances.**

# Section C – Equality and diversity

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## Resolution 11

### Ending Workplace Harassment

Conference deplores the continued occurrence of sexual harassment at work and affirms its policy of zero tolerance.

Abusive behaviour thrives in an atmosphere of permissiveness and cover-up, and failure to deal effectively with everyday sexism and misogyny increases the likelihood of serious incidences of harassment and assault.

Too many Prospect members are affected by such toxic workplace behaviours including, but not limited to, members working in male dominated industries and those in insecure employment.

Conference recognises that it takes huge courage to come forward and report sexual harassment and that, too often, no satisfactory resolution is achieved.

This must change.

Conference agrees that rooting out and preventing sexual harassment at work must be a union priority, whether through individual representation, collective bargaining, or campaigning.

It welcomes the practical guidance for members published earlier this year and the roll out of new training programme for representatives.

Conference Instructs the NEC to:

- Widely publicise and implement these resources across all sectors of the union.
- Identify and address inappropriate workplace behaviours wherever they occur.
- Establish a confidential reporting line to support members subjected to sexual harassment.
- Use the Public Sector Equality Duty and Equality Act 2010 to hold employers to account for their responsibility to eliminate harassment and to take reasonable steps to prevent sexual harassment of their employees.
- Campaign for change to workplace cultures that empower and sustain sexual harassment and for greater transparency and equity for all workers.

*National Executive Committee*

**A confidential reporting line with trained staff responders was launched in May 2024. This has resulted in a steady stream of callers from across the union. Posters and credit card style information has been produced for use by branches and work is continuing to promote these resources to branches.**

**A training course for experienced case handlers was piloted in 2024 and is now being rolled out. Additionally, a**

**short module on workplace cultures for branch executives has been piloted and is currently being rolled out.**

**Prospect has campaigned publicly for more effective action to address inappropriate workplace behaviours, most notably in the Bectu and Defence sectors. An updated guide has been produced, and a sector specific guide for the Bectu sector has been published.**

**All of this work continues, including using opportunities presented by the new preventative duty that came into effect in October 2024.**

**We joined with others to win the restrictions on the use of NDAs in cases of work-related harassment or discrimination. It is likely that the government will need to consult on the detail of this measure and we will engage in that consultation on behalf of members.**

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## Resolution 12

### Equality Act 2010

The Equality Act 2010 is currently not working as it should in the workplace and Prospect is not being effective in bringing employers to account and is having to resort to expensive employment tribunals to force any effect at all.

Prospect's National Executive Committee (NEC) needs a new approach and this year's general election offers an opportunity.

Conference instructs the NEC to work with a new incoming Government to strengthen the Equality Act to ensure the most vulnerable members of the workforce, including those affected by disabilities, pregnancy and gender reassignment, are better protected, as recommended by the Equality and Human Rights Commission. This should include strengthening the Public Sector Duty to ensure the public sector leads the way on this, including ensuring the union has a key role in enforcing it by holding employers and their HR advisors to account.

Supporting information - Enforcing the Equality Act: the law and the role of the Equality and Human Rights Commission: Government and Equality and Human Rights Commission Responses to the Committee's Tenth Report of Session 2017-19 - Women and Equalities Committee - House of Commons ([parliament.uk](http://parliament.uk)).

*EFRA Branch*

**Prospect is actively involved, including via the TUC, in consultations with the Government to strengthen equalities legislation. This includes making use of the new preventative duty on sexual harassment and strengthening the role of equalities reps, as provided for in the Employment Rights Bill. Prospect will also engage fully in consultations on the proposed new provisions relating**

**to race and disability equality. Unfortunately, the Public Sector Equality Duty is not utilised as fully as it could be. Prospect will be undertaking further equalities training for staff and representatives in 2026.**

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## Resolution 13

### **Neurodiversity, Mental Wellbeing and Skills Shortages Motion**

Conference recognises the importance of supporting our members who do not identify as neurotypical. Conference also recognises the valuable contributions that neurodiverse individuals can make to addressing the nations skills and employment gaps.

Conference instructs the National Executive Committee to incorporate into the Prospect work plan, activities that build on support for our neurodiverse membership base by:

- Tailoring members' support policies, where we have a presence, to ensure that the needs of neurodiverse individuals are better accommodated within workplaces.
- Expanding the current successful model of neurodiversity networks across more branches and industry sectors.
- Seeking to influence employers in providing opportunities and better targeting their recruitment efforts, in order to meet the growing skills demands within shipbuilding and the wider defence industry.

*Rosyth Royal Dockyard Branch*

**Prospect's website includes a range of resources on neurodiversity <https://prospect.org.uk/topic/neurodiversity>. These are being reviewed to make sure that they are up-to-date. A webinar was held in October 2025 to share experience of handling cases for neurodivergent members and to raise awareness of the issues involved. Work to increase awareness and influence employers is underway in the Tech sector and has been initiated in the Energy Sector. Work is also ongoing on a rolling basis to ensure our guidance and materials remain up to date and reflect best practice.**

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## Resolution 14

### **Disability Leave**

Conference instructs the NEC to launch a campaign in 2024 for the creation or review of Disability Leave (DL) policies in recognised workplaces. The latest analysis by Department for Work and Pensions shows that nearly one in four of the working-age population are disabled and the number of people reporting a long-term health condition or who are classed as disabled continue to rise. The negative consequences for the UK economy are clear, but the hardship experienced by these individuals is immeasurable.

Reasonable adjustments are agreed when someone has a chronic health condition and/or disability that falls under the Equalities Act (2010). DL is an important part of that and should be granted to individuals based on occupational health and access to work assessments outcomes. DL could be used for attending medical and therapy appointments. It could also help individuals manage days when a chronic condition is worse than usual, preventing deterioration and the need for extended periods of sick leave.

DL should be paid in full but be treated differently to sick leave in the following ways:

- It should be recorded separately. o It should be removed from trigger calculations in capability procedures.
- There should be no maximum duration, but an assessment of what is "reasonable" should be made in each case, and a tailored flexible working arrangement introduced.

The creation or review of Disability Leave policies would enable workers to manage their conditions and reduce the stigma towards disability and chronic health issues. It would reduce the pressure to "present" and work whilst suffering adversely and make their working lives more productive and rewarding.

Equally, the resultant reduction in long-term absence from work would benefit employers, and clearer guidance when implementing reasonable adjustments would be welcomed by managers. Better structured policies reduce the perception of unfairness in decision-making, which in turn reduce the number of grievances.

The more employers do to support the growing number of workers with disabilities and chronic health conditions the more likely they are to remain active in the labour market, reducing the burden on the state. This conference believes employers must review their own policies and take proportionate responsibility for ensuring the fair treatment of disabled workers in this country.

*BBC World Service Branch*

**The concerns of this resolution were reflected in Prospect's motion to the 2025 TUC Disabled Workers' Conference. This became the lead motion at the conference and was carried. We will therefore work with the TUC to secure improvements.**

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## Resolution 15

### **Statutory Paternity Leave**

Many fathers and partners are obliged to return to work before they or their family are ready, often with continuing high needs and limited support. Greater support can often be required both for the other parent and for the child. Studies show that enforced early return to work, either financially or logistically, is a significant contributing factor to Paternal post-natal depression, which is far more prevalent than has previously been thought.

Conference instructs the NEC to lobby for a change in legislation to increase the length of time that a father or partner is entitled to statutory paternity leave.

*Air Traffic Control Officers Branch*

**The Employment Rights Act includes improved provisions for paternity and parental leave and the new provisions will be publicised once they come into effect. In addition, Prospect submitted evidence to the Women and Equalities Select Committee inquiry into shared parental leave and paternity leave. A webinar on experiences of discrimination during pregnancy and maternity was held in November 2025. This informed Prospect's submission to the Department of Trade's Employment Rights Act general consultation on parental leave, as well as the consultation response on enhanced dismissal protections for pregnant women and new mothers.**

real and have the right to integrity, autonomy and self-determination".

*EFRA Branch*

**In responding to this remitted motion, the NEC agreed to focus on providing practical workplace guidance for representatives supporting members who are transitioning. This was completed in September 2025 and communicated to branches. Subsequently Prospect submitted evidence to the EHRC's interim guidance on single sex spaces, drawn up in consultation with the Equal Opportunities Advisory Committee and LGBT+ network representatives.**

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## Resolution 16

### **Unequivocal support for transgender, non-binary and intersex colleagues**

EFRA Branch, representing members across much of the Defra department and agencies, is concerned over the increasing hostility towards transgender, non-binary and intersex colleagues. With public rhetoric from some figures becoming even more actively dismissive and antagonistic, it is time for Prospect to redouble our message of support for our members regardless of their gender identity.

Within workplaces, we note that employee networks with gender critical beliefs have gained traction and, in some cases, have been actively promoted by employers. While "gender critical" beliefs are considered a philosophical belief under the Equality Act 2010 ([https://assets.publishing.service.gov.uk/media/60c1cce1d3bf7f4bd9814e39/Maya\\_Forstater\\_v\\_CGD\\_Europe\\_and\\_others\\_UKEAT0105\\_20\\_JOJ.pdf](https://assets.publishing.service.gov.uk/media/60c1cce1d3bf7f4bd9814e39/Maya_Forstater_v_CGD_Europe_and_others_UKEAT0105_20_JOJ.pdf)), that does not mean, however, that those with these beliefs can indiscriminately and gratuitously refer to trans persons in terms other than they would wish. Such conduct could amount to harassment of, or discrimination against, a trans person. The existence of "gender critical beliefs" further does not remove protections from trans colleagues against discrimination and harassment, nor does it permit for the work environment to become an unsafe place for trans, non-binary, and intersex employees.

We instruct the NEC to help raise awareness of Prospect's policy of "supporting lesbians, gay men, bisexuals and trans people in the workplace and in the union." Conference further instructs that Prospect adopts and prominently displays this expanded statement on the Prospect website and in relevant Prospect literature including guidance on LGBT+ equality at work:

"Prospect unequivocally supports all members, regardless of their gender identity. Prospect affirms that trans men are men, trans women are women, and non-binary identities are valid. Prospect further affirms that intersex people are

# Section D – Media, training and communications

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## Resolution 17

### Prospect in Public Media

Conference instructs the NEC to seek to increase the presence of Prospect in the media on issues that are relevant to its members in the workplace.

The intention behind this motion is to provide non-members [such as new employees] with greater awareness of the union, whilst also providing further reassurance and evidence to existing members that Prospect is proactively making their voices heard across the UK.

Aside from the obvious benefits of persuading public and political opinion on issues to influence key decision makers, Conference believes such intentions will also help to aid recruitment and retention efforts.

Whilst it is understood and welcomed that Prospect is likely to become more active in the media as a policy commentator during the run up to the next General Election, Conference believes that Prospect has more to offer consistently throughout the year.

Conference believes Prospect should be proudly displaying its expertise and critical eye to the public, businesses, and politicians, by making greater use of the UK media to expose it as a credible and rational force for good in the workplace for business owners and employees alike.

*BT Networks & Digital Branch*

**Following the General Election, Prospect established itself with the media on important issues to members like the Plan to Make Work Pay and associated Employment Rights Bill; the transition to net zero; civil service reform and on sexual harassment at work. There continues to be an active programme of engagement with key journalists at a senior level and by colleagues in the communications team.**

**We have secured prominent print media coverage, such as an interview with the general secretary in the Financial Times and have led the national debate on key issues affecting our members, for example the harassment of TV workers by powerful male presenters. In addition to traditional media, we have sought to broaden the union's reach in newer forms of media such as podcasts and secured an episode of the New Statesman podcast.**

**Data collected from our media monitoring software shows that between 2024 and 2025, our total coverage expanded by nearly 50%, and our reach grew by 16%.**

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## Resolution 18

### Conflict resolution

In many workplaces, some people perceive that certain rights demanded by others are incompatible with their rights. Other people would think that there is no real conflict between these rights. Likewise, some people feel offended by how others express themselves and might correspondingly cause offence by how they express that feeling. All of this can result in workplace conflict. Suitably trained Prospect Union Representatives or Volunteer Case Workers can help reduce this conflict, resulting in better workplace experience for all.

Therefore, this Conference instructs the National Executive Committee to:

1. Formulate or source conflict training; and
2. Provide this training to suitably experienced Prospect Union Representatives or Volunteer Case Workers.

*UK Intellectual Property Office Branch*

**The core Reps 2 (handling cases) course provides a grounding the reps role in representation: what and how a rep should approach representation in formal and informal meetings plus the laws, policies and agreements that shape union representation.**

**The Union provides its members broader conflict resolution training via its members' CPD bitesize training online program. Education team is exploring the potential to adapt and pilot.**

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## Resolution 19

### Prospect Training Courses

This conference notes that the Prospect Training team only advertises the next iteration of a training course on the website.

To enable representatives to make the best choice of learning style and dates for their needs, it would be beneficial if the full year's training prospectus (including delivery format) is published at the beginning of each calendar year.

Since COVID virtually all Prospect Courses seem to be online only, however for people who spend all day in front of a computer screen, a face-to-face course would be better as it would be a period away from the screen and as most

courses require interaction, this is exceedingly difficult on a screen.

This conference instructs the NEC to ensure that the Prospect Training team advertises the full year's training prospectus (including delivery format) at the beginning of each calendar year and that the courses are in a variety of delivery formats and are not by default online only.

*MOD: UKStratCom Branch*

**All Reps courses developed and delivered by NEP are published on both the Prospect and Bectu websites. The information includes a course summary, learning outcomes, relevant materials plus any pre-requisites. Duration (based on format) and schedule. <https://prospect.org.uk/training-for-reps/>**

**<https://bectu.org.uk/training-for-reps/>**

**The union's core Rep courses are delivered in a variety of formats, including online (Zoom and Teams), in-person and in a blended format. The 2025 and 2026 schedules have been planned with more in-person Reps courses.**

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## Resolution 20

### Use of Zoom

This conference notes that Prospect HQ uses Zoom as their main video conferencing tool.

However, staff in some UK Government organisations are unable to use the Zoom tool (due to various issues with the location of the company that owns Zoom) on their official devices.

Prospect regularly hosts training courses and webinars etc only on the Zoom platform, which means that reps and members in some Government Branches (and some other branches) must use their personal equipment. In some cases, personal electronic devices are not permitted to be used in the workplace, so those members either must join the meeting from home or are unable to join the event.

This conference instructs the NEC to ensure that all Prospect video conferences / online training courses etc are held on a package that all reps / members can use in the workplace, i.e., Microsoft Teams. Also, that all conference facilities in the new HQ building can use a variety of video conferencing products (i.e., Microsoft Teams) and are not restricted to only being able to use Zoom.

*MOD: UKStratCom Branch*

**This motion was remitted, noting the wide range of experiences of access to technology and connectivity at work faced by members.**

**As we know no single platform can be used in all Prospect workplaces, not all agreements cover use of employer IT for union work, and many members work in the field, labs etc. rather than in an office in any case.**

**Now we have moved beyond the initial launch phase of our new Microsoft Dynamics CRM platform, we have**

**begun the testing of the Microsoft Teams platform for webinars, working towards a wider roll out of this platform during 2026. The aim of this work is to broadly migrate to Microsoft Teams, while maintaining access to Zoom where this is required in a particular area.**

**Video conferencing at Prospect's new national HQ does support the Teams platform.**

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## Resolution 21

### Prospect Website

Conference notes that the Prospect website is difficult and challenging to navigate, and the information provided on the website, especially for union representatives, is neither timely nor what is required. The ability to see news stories relating to Prospect members and branches, and the NEC and what they do, is either hard to find or missing completely. The search function often returns documents that are irrelevant and/or completely out of date.

Conference instructs the National Executive Committee to undertake a complete review of the Prospect website and how it is managed on a day-to-day basis; and to conduct a survey of Branches with a view to determining what they would like from the website.

*DfT Branch*

**Changes to the website have been made as a result of our knowledge library and e-branch functionality being replaced. A survey of branches has been conducted, and a report will be produced for the Digital Board and then discussed with the NEC in due course.**

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## Resolution 22

### Prospect Website

This conference notes that Prospect's website only allows reps to populate our own Branch's eBranch portal and to send emails to their branch's members. However, some reps have Group, Sector and / or NEC roles in addition to their Branch roles, but the only people who can send emails to the whole Group or Sector or add information to the Group or Sector portals are Prospect staff members and even they are restricted in what they can do.

With the move to increase the usage of Sectors within Prospect (i.e. the new Defence sector) and the small number of Prospect staff members, it would be beneficial for the reps who hold Group and Sector roles to be able to update their Group or Sector portal on the Prospect website and to be able to email all relevant members of their Group or Sector, rather than having to request that a Prospect staff member undertakes the task on their behalf each and every time there is a requirement. This will allow the Prospect staff to have more time to support members and the reps not to feel that they cannot effectively communicate with their Group or Sector members.

This conference instructs the NEC to improve the functionality of the Prospect website and the eBranch portals to enable reps that hold Group and Sector roles to be able to update their Group or Sector portal on the Prospect website and be able to send emails to all relevant members in a timely fashion without waiting for Prospect staff to do it on their behalf.

*MOD: UKStratCom Branch*

**A new Reps portal has been rolled out with improved functionality.**

**A new rep mailing tool, Movement, has been rolled out Prospect & Bectu branches which from feedback has significantly improved branch communications.**

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## Resolution 23

### Union Branch Map

This conference agrees that we as trade unionists are stronger working together and to do so requires inter branch and sector engagement.

This Conference instructs the NEC to publish on both the Prospect and Bectu website a Map of all the union Branches and how they sit within Subdivisions, Division, Sectors and the union as a whole. The map should also include the names of the staff members responsible for the branch to allow reps to contact them if required to communicate with other branches. This will allow better cohesion within our Union and the sharing of useful knowledge and experience. The NEC and staff should also help facilitate cross sector meet ups of reps and online platforms for branch officers to be able to engage in informal discussions such as cross union secretary chat groups, platforms such as WhatsApp, groups or teams might be considered.

*Scottish Live Events Network Branch*

**As part of its digital projects program, the union has launched Movement; a new email tool for Bectu and Prospect branch secretaries and web admins. The tool has been designed for organising and campaigning, and for use by hundreds of people (i.e. reps/branches).**

**It has been well received by reps and branches.**

**Branches are listed as part of the relevant industries on the website, and in the Annual Report. Providing individual staff contact details for branches is challenging as larger federated branches often have multiple officials responsible for them. It may also encourage members to bypass established routes of contact to branch representatives, with appropriate escalation of issues, and adding to the administration of triaging requests, between representatives, full time officials and the Member Contact Centre.**

**Through the new MX platform, branch chairs and branch secretaries are able to opt into a secure chat function and privately message one another. As part of the next development phase, we will introduce functionality to enable group discussions within the platform. In**

**considering the motion, the NEC reviewed the potential risks and liabilities associated with making this functionality widely available. The NEC agreed to proceed with a 12-month trial of the platform, after which a full review will be undertaken.**

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## Resolution 24

### Union Confidentiality Policy

With the aim of transparency, inclusivity, and the creation of a level playing field in that reps are aware of the full rules and limitations of the union, a guideline for what denotes a confidential matter in union activities at all levels is created.

For the avoidance of arbitrary and inconsistent interpretation of the rules, Conference instructs the NEC to formulate a policy that ensures consistency of interpretation within the meaning of this proposition. This is to be included as an appendix to the rule book in due course. The appendix will provide examples of details that are to be kept confidential, and/or redacted in the minutes of any discussions, actions, or briefings. Therefore, maintaining confidentiality for members yet not stifle honest and genuine conversation about union business.

*North West Freelance Branch*

**The NEC had already adopted criteria to inform which matters are taken in closed sessions. The Presidential Team reviewed their provisions within the sentiments of this motion and concluded the existing NEC criteria were adequate for the purpose of determining what was taken in closed sessions.**

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## Resolution 25

### Prospect Policy on Sharing of Member Contact Data

In their Actions Taken response to Resolution 88 (Digital Democracy) of National Conference 2022 the NEC extensively discusses Digital Democracy as it applies to National and Sector conferences.

Conference notes that the response does not address how members and their branch committees' network and freely associate in this digital democracy.

Since activists in Prospect are not generally given union email addresses or telephone numbers this networking relies entirely on personal or work contact points. Prospect is quite happy to share branch officers personal contact data online with hundreds of branch members.

However, officials have shown a recent reluctance to share branch and network committee contacts with each other.

Conference instructs the NEC by October 2024 to openly clarify Prospect's legal position on the sharing of personal contact data within the union with respect to GDPR and data protection principles. This applies to individual members and activist members of any organisation

structure such as branch committees, networks and sector committees.

*CMD South Branch*

**Prospect has implemented a new function on the members portal that allows branch reps to contact each other across the union. This feature has been developed in line with the requirements of UK GDPR to have an appropriate lawful basis, which is consent. Branch reps who wish to be able to contact other reps can simply do so by registering with the new chat function. This allows reps to network and communicate, while respecting data protection principles.**

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## Resolution 26

### Branch Networking

Conference Notes the content of the Actions Taken document in respect of Resolution 92.

Conference further notes that the Actions taken do not address Point 2 of the resolution: “to seek to implement a simple method enabling branches to email each other directly and not having to go through an official.”

Conference instructs the NEC within 6 months to address fully the terms of resolution 92 from 2022 conference and establish a way for all branches in Prospect to find and communicate with one another without needing the intervention of Prospect officials.

*CMD South Branch*

**Through the new MX platform, branch chairs and branch secretaries are able to opt into a secure chat function and privately message one another. As part of the next development phase, we will introduce functionality to enable group discussions within the platform. In considering the motion, the NEC reviewed the potential risks and liabilities associated with making this functionality widely available. The NEC agreed to proceed with a 12-month trial of the platform, after which a full review will be undertaken.**

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## Resolution 28

### Trust your people not your IT systems

The Horizon scandal is perhaps not a surprise. It seems all too common to hear complaints about IT systems or business processes, and workarounds which may involve information being held in several places. There is a risk to organisations that staff might make decisions based on incomplete information, and a further risk that staff will be blamed rather than organisations accepting that a process failure was the root cause.

How long will it be before we see another high-profile situation where staff are blamed for the failures of business processes and IT systems?

Conference instructs the NEC to raise awareness related to performance of IT systems and business processes with branches and employers, which may include:

- Collecting and sharing examples of good or bad practice, either for the use of systems and processes or for investigating anomalies.
- Issuing guidance to branches on the importance of audit trails and the potential fallibility of computer records in disciplinary investigations.
- Working with branches to negotiate disciplinary policies, procedures, or guidance which include reference to the risks of treating computer records as absolute and unquestionable.
- Collating evidence where IT systems are impacting the ability of an organisation to deliver an acceptable service level.

*Department Of Health Branch*

**The union will consider the recommendations from the Public Inquiry into the Horizon scandal. This was expected to be published in 2025 but has been delayed. These will inform our future work in this area.**

**In the meantime, issues such as these have been raised in relevant forums such as the APPG on the Future of Work. Where possible we have also tried to incorporate these points into our media interventions and commentary.**

**We are working with researchers from DIGIT, the major ESRC-funded programme on technology and the future of work, to explore how we can find more real-world examples in the union which we will be able to use in future campaigning work.**

# Section E – Conference business

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## Resolution 29

### **Making conference more flexible**

Conference notes the day to day difficulties faced by freelance representatives, reps working in the gig economy and those in workplaces without recognition agreement. The lack of facilities time inevitably leads to conducting union work in their valuable spare time. Conference recognises that all members should be able to participate in the democratic processes of the Union including the ability to bring business to Prospect Conference.

Conference instructs the NEC to investigate ways to seek to ensure that all members are able to participate in Prospect Conference.

This might include, but not be limited to:

- Ensuring that conference business is not restricted to weekdays
- Ensuring that business can be timetabled within the agenda more flexibly to accommodate those unable to attend all sessions of conference
- Ensuring it becomes easier for business to be moved by branches other than the submitting branch where work patterns and the lack of facilities time prevent submitting branches being represented at conference

*Scottish Freelance Branch*

**The Presidential team and Senior Management team discussed this motion in detail. Conference is already over a weekend therefore business is run over Sunday, Monday and half day Tuesday.**

**Conference is a structured event where business is set in advance. The Standing Orders Committee publish the agenda in advance as per the national rules; therefore, branches have advanced sight of where items will be taken. Branches are allowed to submit deputy delegates via the calling notice and if a delegate cannot stay for the full event, a substitute can be sent.**

**We will continue to review how conference is run to allow maximum participation however as conference is set by rule, this may require rule changes in future years.**

# Section F – Pensions

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## Resolution 31

### Improving freelance members' pension provision

Freelance members are at risk of some of the worst retirement outcomes of any group of members.

This is because freelance members who are workers usually only get minimal employer pension contributions, while those who operate through a personal services company, or are self-employed, do not have an employer to make any contributions at all.

Conference instructs the National Executive Committee to undertake the following steps to improve freelance members' pensions:

- Lobby government to improve self-employed pension provision, through additional entitlement for state pension, or an auto-enrolment self-employment pension with pension tax relief broadly equivalent in value to that available from the employer contributions received by employees.
- Lobby government to amend eligibility rules for the state pension that can discriminate against workers with multiple jobs and irregular employment patterns.
- Lobby government to extend eligibility for Lifetime ISAs, so people who become self-employed later in their career can benefit from this option.
- Lobby government to make the following amendments to automatic enrolment:
  - reduce the earnings trigger from £10,000 per year.
  - increase the maximum age to 75.
  - increase the minimum employer contribution rate.
  - reform the option to postpone automatic enrolment.
- Lobby government to introduce a statutory consolidation regime for small pots.
- Lobby government to clarify and simplify the definition of worker so there is greater eligibility for automatic enrolment.
- Promote greater enforcement of automatic enrolment duties in the industries members operate in.
- Provide more information to members to help them effectively plan for their retirement.

*National Executive Committee*

### The NEC pension advisory committee oversaw a broad programme of work to improve retirement outcomes for freelance members including:

- **A report on self-employed pensions was commissioned and has been published by the Fabian Society.**
- **This report will inform the union's submissions to the independent Pension Commission. These will**

**emphasise the need for the Commission to particularly focus on groups who have worse retirement outcomes, such as freelancers and also propose additional pension rights for the self-employed.**

- **There has been very close cooperation between the union and the secretariat of the Pension Commission on the issue of freelancer pensions, including discussion of member survey questions that are of particular interest to the Pension Commission.**
- **The union's submission to the Independent Reviewer of State Pension Age's call for evidence emphasised the need to consider the impact of any changes on freelancers.**
- **Evidence was gathered to inform a letter to The Pensions Regulator asking for greater enforcement of auto-enrolment duties in TV and Film production.**
- **The union made a submission about making Lifetime ISAs more applicable to freelancers to the Treasury select committee.**
- **Several webinars were held to help inform freelancer members about the pension system and planning for retirement.**
- **Content on the website that is directly relevant to pensions for freelancers has been updated and expanded.**
- **We have also successfully lobbied, particularly in the Bectu sector, for the appointment of a Freelance Champion. Once this role is up and running this should be a further voice for reform.**

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## Resolution 32

### Defined Benefit Pension GMP Increase

This conference instructs the National Executive Committee to lobby the current and successor governments to link the increases of Guaranteed Minimum Pensions (GMP) elements of Defined Benefit (DB) Schemes to be the same as the State Pension increase rather than the arbitrary 0 and 3% increase.

The GMP elements of a DB scheme is prescribed by Government as the minimum pension that could be paid to a pension scheme member whose Scheme had contracted out of the State Second Pension arrangements.

GMP is normally paid for by the scheme but increases set by Government.

*Scotland Regional Branch*

**The NEC pension advisory committee discussed this at length and commissioned a briefing note explaining this complex issue in as simple terms as possible.**

**This outlined the impacted of Guaranteed Minimum Pensions (GMPs) on the pension increases of members of contracted-out, trust-based defined benefit pension schemes.**

**It was agreed to circulate this to RMG groups and others who would be in a position to influence trustees and sponsoring employers in relation to decisions about pension increases.**

**to help reps and full-time officers in supporting members, including through the ill health retirement process.**

**This will be released in spring 2026.**

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## **Resolution 33**

### **Long Covid**

For Prospect members who suffer the condition known as 'Long Covid' are being denied access to Ill Health Retirement (IHR). It is becoming increasingly evident that some Long Covid patients will not be able to return to the jobs and roles that they have been employed to do, and, for some, have, due to ill health, reached the end of their productive working life.

To pay into a pension and be informed of the benefits of that pension, which include IHR, and then to be denied IHR despite the overwhelming medical evidence that Long Covid may be a life-long and debilitating condition that curtails productive working life, only creates the situation where members feel ignored, excluded and forgotten.

The pensions and insurance industries are effectively sticking their collective heads in the sand and ignoring the growing evidence that Long Covid may, for many, be a condition from which there is no recovery. This is creating a ticking time-bomb whereby future claims will be brought against the pensions and insurance industries with a view to overturning the rejection of IHR claims, all the while our Prospect members continue to suffer without adequate financial support and their health continues to deteriorate.

Conference instructs the National Executive Committee to:

1. Conduct research into the effects of Long Covid and how it is managed by the pensions and insurance industries.
2. Support members who find themselves in the situation above by agreeing, where needed, to represent members through the IHR process.
3. Create a set of tools and resources for union representatives so they are equipped with the latest data and information to help support their local members.

*DfT Branch*

**The NEC H&S advisory subcommittee has considered a report summarising medical and health evidence related to long Covid.**

**We have also made a number of FOI and general information requests to public and private pension schemes to gather information on the number of people who are applying for – and subsequently being granted or denied – ill health retirement for long Covid.**

**This did not reveal a problem with members being refused IHR for long Covid. We will produce a guide on long Covid**

# Section G – Health and safety

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## Resolution 34

### Work related Stress, depression and anxiety

The Health and Safety Executive (HSE) defines work-related stress, depression or anxiety as the adverse reaction people have to excessive pressures or other types of demand placed on them.

In the 2022/2023 reporting period the Labour Force Survey [1] showed that 875,000 workers were suffering with work related stress, depression or anxiety (new and long standing), and that 17.1 million working days were lost due to work related stress, anxiety or depression.

The current rates are still higher than pre-COVID.

In 2022/23, work-related stress, depression or anxiety accounted for 49% of all work-related ill health and 54% of all working days lost due to work-related ill health (19.6 days lost per case).

The same survey found that professional occupations (2.7%) and associate professional occupations (2.6%) had statistically higher rates of work-related stress, depression or anxiety compared to the rate for all occupational groups (2.1%). In particular, the second highest self-reported rate of work-related stress, depression or anxiety was in those working in “public administration, defence and compulsory social security”.

By law, employers are under a duty to ensure the health, safety and welfare of their workforce, including their mental well-being. Employers must carry out risk assessments to identify possible hazards and to control any identified.

Anecdotally, our experience in AWE branch is that we do see significant levels of work-related stress, and we can't be alone, both in the defence sector and the wider Prospect membership.

Conference instructs the NEC to run a members' survey, initially in the defence sector, including (but not limited to) questions to identify:

- the rates of self-reported work-related stress, depression or anxiety in the workplace
- the causes
- if stress risk assessments are being completed and followed
- what resources members are aware of being offered by their employers to address work-related stress, depression or anxiety
- the demographics of those affected

This survey could also be rolled out to other employers or sectors where there appears to be an issue with work-related stress, depression or anxiety.

Without this data it is hard to know what areas we need to concentrate our work on to improve work-related stress for our members.

[1] <https://www.hse.gov.uk/statistics/assets/docs/stress.pdf> Work-related stress, depression or anxiety statistics in Great Britain, 2023. Data up to March 2023

*AWE Branch*

**It has been agreed that we will pilot an HSE Management Standards Indicator tool survey in a defence sector branch.**

**We will produce a report for the branch executive based on survey results to support them in negotiating improved risk controls.**

**We have identified a branch to pilot the survey. Once this complete, we will offer the survey to other branches in a phased manner.**

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## Resolution 35

### Psychological safety

Bullying, harassment and disability-connected issues across the EFRA Branch are increasing as we can see from our ballooning casework, as members do not feel psychologically safe to raise issues directly with their teams or line managers as they are scared about the repercussions for themselves. Working at home during the pandemic and online calls for almost every meeting will not be helping as body language cannot be picked up and there is very little opportunity for social connection.

Prospect H&S reps have an ideal opportunity to raise the profile and become bastions for the benefits of improving psychological safety. Conference notes Prospect's excellent package of resources on stress and mental health, however a more concerted campaign is needed to help empower reps so they can work effectively across their Branches.

Conference instructs the National Executive Committee to integrate psychological safety into its H&S and broader reps training framework and resources and explore a refreshed campaign on stress and wellbeing with a focus psychological safety.

*EFRA Branch*

**The NEC H&S advisory subcommittee has considered a paper summarising psychological safety research and how the union could produce relevant materials to support representatives.**

**It has been agreed that psychological safety will be incorporated into a pre-planned guide on just culture, as the two topics are closely related. This is due to be released winter/spring 2026.**

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## Resolution 36

### **Long term support for H&S representatives**

Conference applauds the tireless work of H&S reps in working with employers to make workplaces safer both in terms of physical and psychological H&S. In recent times H&S reps have and continue to face many significant challenges, including the pandemic and its far-reaching and on-going impacts and the cost-of-living crisis felt so keenly by public sector workers. The acute need for their specialist support is highlighted by trends emerging from personal cases, such as disability discrimination compromising psychological H&S. Their work is also hampered by a lack of accessible on-going training and real recognition of their unique legal status and role.

To enable H&S reps to thrive in their role this, Conference instructs the NEC to make available and promote an accessible training and development programme to support H&S reps at all stages of their careers and beyond initial training.

*EFRA Branch*

**We have produced and disseminated information on the comprehensive range of training available to health and safety reps. This addresses TUC Education health and safety courses (i.e. the Level 2 next steps for safety reps course and the Diploma in occupational health and safety), which support representatives beyond the initial training provided by Prospect. It also highlights other courses offered by Prospect that are of relevance health and safety reps in carrying out their functions.**

**This has been posted on the Prospect and Bectu websites and advertised in the health and safety bulletin.**

**We held a successful, in person Health and Safety reps training day/conference 'Health and Safety at a Crossroads' in April 2025 with a range of speakers and training sessions.**

**A new in-depth Health and Safety reps guide has been developed which will be and was launched at a December 2025 representatives' webinar which shared good branch practice from guest speakers.**

# Section H – Subscriptions

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## Resolution 37

### Subscriptions

Conference, subscriptions for members are debated and decided by delegates. Against that point, notes the prevailing economic environment - something that affects all Prospect members in all the union's sectors. For many, difficult financial conditions existed long before today's conference. Many have recently been offered a pay cut through below inflation Pay increases for this year, which follows many years of similarly low or non-existent pay increases.

We note in the 2022 Prospect Annual Report that the union was in a £4.3m surplus, although we also note that operating income, which includes membership subscription income, is shown as a £1m deficit. Conference also notes the ambitious plans to have a new London HQ, with the sale of two current locations. Our union is obviously confident in its financial future.

However, if we, as the union, decided to increase subscriptions, there is likely to be a negative impact on all members, particularly those who have seen their livelihoods adversely impacted by ongoing wider changes in society.

Conference instructs the NEC to monitor and identify any potential adverse impact of any proposed increase to ensure any impact on members is kept to a minimum but also to highlight any specific areas of concern.

*DfT Branch*

**Both the Subscription Working Group and the FAC are reviewing the subscription related motions.**

engage with their union at a time where support could be of the utmost importance.

*Scottish Live Events Network*

**The NEC subscription working group reviewed this motion in the context of our finances and impact to members. It noted that this motion was already addressed by the 2022 conference motion which provided indexation with a minimum and maximum subscription increase which is capped at 3%.**

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## Resolution 38

### Subscription breaks

This conference instructs the NEC to ensure up to date information on current parental and sick leave subscription options is widely available to members. This conference understands that parenthood in any form is an exciting yet often challenging time for members and never more so than with the current economic situation. We are aware of subscription breaks for members who are on both paid and unpaid parental or sick leave. However, this information is difficult to find and access and we are aware of members who have cancelled membership whilst on maternity leave. Conference asks the NEC to ensure that the information on up-to-date parental subscription levels are clearly highlighted on the website and within membership subscription literature so that it is easy for both members and reps to access. This will allow members to continue to

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## Resolution 39

### Prospect Subscription Charges

Prospect subscription charges disproportionately affect lower earners due to the current 5 band structure. While this structure results in members paying around 0.45% - 0.65% of salary in monthly subscription, the fact that it is capped at £19.19 per month means that higher earners pay proportionally less than lower earners.

It is well documented that lower earners pay disproportionately more of their income on essentials such as food/utilities/travel, and the unfairness of this payment structure is particularly obvious during the current cost of living crisis where all members are feeling a squeeze on their income.

When finances are tight, members may feel that Union membership is something that they can no longer afford, and it also creates a barrier for new, younger potential members taking up union membership.

Suggested changes would be to introduce two new bands at £55k and £70K, widen the salary range for each band, and increase rates in the higher bands to allow a freeze to the rates in the lower bands

This conference instructs National Executive Committee to conduct a review of subscription bands to ensure they are equitable for members at all salary levels.

*Scottish Government Branch*

**The NEC subscription working group reviewed this motion. The working group were already considering the structural differences between Prospect and Bectu subscriptions with a focus on bringing down the Bectu rates closer to 0.55% over the longer term.**

**Whilst understanding the sentiments of the motion, the working group recognised that multiple subscription rate changes in a short period of time are not feasible. The motion requires for a widening of the salary range which would adversely impact some members whilst benefitting others.**

**The working group is committed to keeping subscriptions under review for members at all salary levels. The group will continue its work to consider how best to deal with convergence of the Bectu and Prospect bandings and caps in line with the sentiments of this motion.**

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## Resolution 40

### Reduction of Bectu Subscriptions

Conference notes the steps taken at National Conference 2022 to reduce the bottom three bands on the Bectu subscription ladder by £1.25 and to remove the top two bands.

Conference recognises there is an imperative to continue with the progress to reduce Bectu Sector subscriptions when it is economically prudent to do so.

Conference instructs the NEC that from 1 January 2025, bands 3-7 should each be reduced by £1.25.

The banded subscription rates for members would therefore be as follows:

Banded rate	Monthly subscription	Annual subscription
£32,501 and over	£29.17	£350.00
£30,001 – £32,500	£23.75	£285.00
£27,501 – £30,000	£21.67	£260.04
£25,001 – £27,500	£19.58	£234.96
£22,501 – £25,000	£17.50	£210.00
£20,001 – £22,500	£15.41	£184.92
£17,501 – £20,000	£13.33	£159.96
£15,001 – £17,500	£11.25	£135.00
£12,501 – £15,000	£10.00	£120.00

Conference further instructs the NEC should consider a longer-term strategy for addressing the structural differences between Bectu Sector and Prospect subscriptions. An NEC review should be undertaken, informed by membership and financial data, and recommendations brought to the 2026 National Conference.

*National Executive Committee*

**Reductions to band 3-7 were implemented in January 2025.**

**A motion is on the Agenda for Conference 2026 which proposes long term change.**

# Section I – Artificial Intelligence (AI)

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## Resolution 41

### Responsible Implementation of Artificial Intelligence

Conference instructs the NEC to seek to set up an AI charter that companies considering the use of AI capabilities as part of its business should sign up to in regard to the responsible use of AI. This could cover areas such as:

- Job Security
- Ethical practices
- Training & upskilling
- Implementation
- Responsible transition
- Data Privacy
- Accountability

The NEC should further engage with Branches and Sectors that have experience with AI such as (but not limited to) the Tech Workers and BT Branches to help in the setting up of said charter.

*BT Networks & Digital Branch*

**The research team is reviewing currently available resources and recent branch and sector experiences with a view to providing updated resources, guidance, model charters or toolkits for branches looking to recruit and organise members, or engage and bargain with employers, on the issues and principles raised in the motions and any others that emerge as priorities.**

Prospect surveyed members in the civil service about their views on greater use of AI, making headlines with the finding that despite civil servants agreeing that AI had the potential to help them be more effective or efficient, there was little confidence they would be given the training needed to make good use of it.

Prospect is a formal partner with the Institute for the Future of Work and Community union on the APPG on the Future of Work, making sure a worker voice is put to parliamentarians in these discussions.

Prospect is partnering with the ESRC Digital Futures at Work Research Centre on a project to gather and learn from the experiences and insights of members and reps impacted and responding to new digital technologies like AI.

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## Resolution 42

### AI in the workplace

Conference recognises the benefits that AI can bring to improve our working lives by removing mundane and repetitive tasks, but advances in technology must involve Prospect and our members in these changes.

Conference also notes the possibility of creating 100's of new jobs to develop and manage these new AI systems.

However, in a recent interview the outgoing CEO at BT said he expected to see 55,000 job losses by the end of the current decade with 10,000 jobs replaced by AI. The BT branches are trying to mitigate this and are in discussions with the company to create an AI charter to protect as many jobs as possible.

Conference welcomes the work Prospect has done to date on AI and data rights, but much more needs to be done to protect members jobs. And protect members from unconscious bias when AI is used in the job selection process.

Therefore, conference instructs the NEC to campaign to ensure that safeguards are put in place to protect jobs and opportunities from being replaced by AI in the workplaces of our members. Also, members benefit from the creation of new jobs this may bring.

Copy of the interview with the Guardian newspaper can be found here:

<https://www.theguardian.com/business/2023/may/18/bt-cut-jobs-telecoms-group-workforce>

*BT Business Branch*

**The research team is reviewing relevant initiatives and experiences of engaging with employers around AI and other new digital technologies from Prospect and Bectu officers and branches.**

**Prospect officials have joined the TUC's AI working group, which has overseen a number of interventions and publications addressing these issues including the production of a Generative AI policy toolkit which provides information and checklists for union reps and members seeking to understand and influence the impact of AI in their workplace, and the launch of a Pro-Worker AI Innovation Strategy which sets out steps needed to ensure AI is developed, regulated and used in a way that benefits and empowers workers and society"**

Prospect is partnering with the ESRC Digital Futures at Work Research Centre on a project to gather and learn from the experiences and insights of members and reps impacted and responding to new digital technologies like AI.

Other lobbying and campaigning work in this area includes work with the CIPD, Automate UK, the Institute of the Future of Work and associated APPG and the Creative Industries AI working group.

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## Resolution 43

### Artificial Intelligence

Conference notes the rapid development and deployment of innovations in Artificial Intelligence (AI) across a range of consumer, business and governmental contexts.

Over the last two years we have seen:

- the launch of ChatGPT highlight the accelerating expansion of AI's capacities to interpret data, solve problems and generate content and recommendations in ways that are increasingly hard to distinguish from humans;
- global stock markets become even more concentrated due to the surging valuations of a small number of large technology firms with dominant roles in developing, or enabling, applications of AI;
- governments, including the UK's, have moved to put AI at the top of their agendas for national security and global influence, industrial strategy and trade, and public service reform.

Prospect recognises the huge potential of this technology to improve lives and address societal challenges, but technological advances must involve unions and workers in change.

Conference notes:

- much of the public debate around regulation and technology is being driven by Big Tech, major corporations and investors with little accountability and sometimes questionable ethical records;
- the UK government has sought to position itself as a leading player in these developments but has failed to implement a serious strategy for managing their potential social implications, including for jobs, skills and employment practices;
- recent research by the IMF found that the increasing applicability of AI to high-skill tasks means that in advanced economies like the UK's over half of all jobs are exposed to its impact, with around 30% that could start making use of AI but another 30% that could be partially or wholly replaced by it;
- the introduction of AI into workplaces and working practices is already creating issues around data, monitoring and automated decisions that raises profound issues of privacy, dignity, autonomy fairness, transparency and accountability, with regulatory frameworks struggling to catch up.

Conference welcomes the work Prospect has done to highlight these issues and place our members' voices at the heart of the debate about data, digital technologies and the future of work, building our union into a leading voice on these issues in the movement and wider society.

Conference instructs the NEC to:

- lobby and campaign for a "just digital transition" ensuring that the reshaping of jobs and workforces works to the benefit of all through the right training and reskilling,

commitments to job security and positive employment opportunities, and a strong voice for workers, their representatives and their communities;

- continue to work with the TUC, academics and other experts, politicians and policymakers, and other stakeholders to ensure the impact of AI and associated technologies on worker rights and conditions is understood and properly regulated;
- support Prospect branches, reps and members to engage effectively with employers to ensure the power of these technologies can be harnessed in a fair, transparent and accountable way.

*National Executive Committee*

**Prospect officials have joined the TUC's AI working group, which has overseen a number of interventions and publications addressing these issues including the production of a Generative AI policy toolkit which provides information and checklists for union reps and members seeking to understand and influence the impact of AI in their workplace, and the launch of a Pro-Worker AI Innovation Strategy which sets out steps needed to ensure AI is developed, regulated and used in a way that benefits and empowers workers and society.**

**Prospect has been engaged with the early stages of the Government's development of plans to ensure workers and trade unions are consulted on the introduction of surveillance technologies in the workplace, making a well-received submission to the Department for Business and Trade in December 2024.**

**Prospect made a submission in February to the DSIT Technology Adoption review being led by the Government Chief Scientific Advisor and National Technology Advisor, stressing the need for worker voice and trade union involvement as a key precondition for successful and accountable introduction of new technologies into workplaces and business processes**

**The importance of worker and trade union voice and protections for effective and responsible adoption of AI has been a central theme of Prospect's partnership with the CIPD as well as numerous recent public and media interventions.**

**"Prospect has contributed to discussions and thinking around a new White Paper on the Responsible Adoption of Automation being prepared by Automate UK, a trade body representing suppliers and end users of automation technology**

**Prospect submitted to the Government's consultation on an AI Growth Lab, emphasising the importance of effectively resourced regulation and strong worker engagement and voice.**

**Prospect is partnering with the ESRC Digital Futures at Work Research Centre on a project to gather and learn from the experiences and insights of members and reps impacted and responding to new digital technologies like AI.**

**The research team is reviewing currently available resources and recent branch and sector experiences**

with a view to providing updated resources, guidance and toolkits for branches looking to recruit and organise members, or engage and bargain with employers, on the issues and principles raised in the motions and any others that emerge as priorities.

The Bectu sector of Prospect has also been involved with the TUC's manifesto on AI for creative workers, alongside other creative unions, which sets out the values and a number of proposals to address the impact technology like Artificial Intelligence (AI) can have on creative work and workers.

The Bectu sector of Prospect has also joined a number of activities with the Creative Rights In AI Coalition, which draws together a broad group of rights holders, AI businesses, and organisations from across the creative industries calling on the Government to spur growth in the creative and tech sectors by protecting copyright.

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## Resolution 44

### Motion on the effects of Artificial Intelligence on workers

The Tech Worker's Branch is concerned by the developments in technology culture around Artificial Intelligence - one of the biggest drivers of transformation in every aspect of people's lives.

This conference instructs the NEC to:

1. Lobby for workers to be provided with a "right of review" of any new technology being introduced. This includes, but is not limited to:
  - Transparency around its inner workings and design, including, for example, the data that was collected to train any machine learning models used.
  - Impact assessments to detect any harmful effects during implementation, examples include:
    - Targeting workers on alternative working arrangements.
    - Discrimination on the basis of gender, race, sexuality or any other protected characteristics
    - Generative AI content of a racist, homophobic, transphobic or other discriminatory nature.
2. Run a campaign to promote within employers a culture of actively releasing technology into the public domain or utilising technologies already in the public domain, including the use of open-source software and copyleft licences.
3. Recognise the Government's efforts in setting up an AI Safety Institute and sensing the danger of such technologies to "concentrate unaccountable power into the hands of a few". At the same time, as the Institute is "not a regulator and will not determine government regulation", the NEC should lobby the British Government to go further and set up an independent regulator as big technology firms cannot be trusted to come up with self-regulation without causing even larger concentrations of power.
4. Support the TUC [which has already launched an AI Taskforce] in lobbying for enshrining a number of protections into law, including:
  - "A legal duty on employers to consult trade unions on the use of "high risk" and intrusive forms of AI in the workplace.
  - A legal right for all workers to have a human review of decisions made by AI systems so they can challenge decisions that are unfair and discriminatory.
  - Amendments to the UK General Data Protection Regulation (UK GDPR) and Equality Act to guard against discriminatory algorithms."
5. Redouble efforts to unionise individuals and gain union recognition in IT and Technology businesses and ensure the 'Right of Review' is incorporated into Prospect recognition agreements.
6. To organise around AI and digital technology to build the union through collective bargaining, supporting existing members and organising in new areas.

*Tech Workers Branch*

**See reports above under Resolutions 35-37.**

# Section J – International

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## Resolution 45

### Journalists in Gaza and other places in crisis

That conference instructs the NEC to call on the ICC (International Criminal Court) to initiate an investigation into the death of nearly one hundred journalists during the present Israel-Gaza conflict. The targeting of journalists and their families by the Israeli Defence Force appears to be deliberate and it is of importance that media workers be allowed to continue reporting without fear of themselves and their facilities being subject to military action just for doing their job.

*North West Freelance Branch*

**This was immediately actioned post conference.**

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## Resolution 46

### Motion on the Israel-Palestine Conflicts

Conference notes the ongoing conflict and humanitarian crisis in Gaza and supports Prospect and the TUC's existing statements on the topic.

Conference notes that on January 26, in relation to Israel, the International Court of Justice ruled that "there is a real and imminent risk that irreparable prejudice will be caused" to the rights of Palestinians in Gaza to be protected from Genocide.[1]

Conference notes that under domestic and international law, the UK must prevent any transfer of military equipment and technology, where there is a clear risk that the equipment might be used to commit a serious violation of international humanitarian law or international human rights law. [2][3]

Conference notes that, according to the Campaign Against the Arms Trade, since 2015 the UK has licensed at least £474 million worth of military exports to Israel. [4]

Conference notes that to date Israel is the only state which the ICJ has ruled could plausibly be committing genocide, and which the UK has not embargoed.

Conference recognises that Prospect represents workers in companies that are linked to the conflict, and hence is in a

position to enable these workers to assert greater control over the products and services that they produce.

Conference therefore instructs the NEC to:

1. Lobby for the UK government to use existing legal frameworks like the Strategic Export Licensing Criteria to restrict arms sales to Israel.
2. To produce a policy that commits the union to boycott companies operating in Israeli settlements in the Occupied Palestinian Territories, using public data to identify the companies. For example, the report of the United Nations High Commissioner for Human Rights[5]

[1] <https://www.icj-cij.org/sites/default/files/case-related/192/192-20240126-ord-01-00-en.pdf> (para 74)

[2] <https://thearmstradetreaty.org/treaty-text.html?templateId=209884> (Article 6 & 7 of The International Arms Trade Treaty)

[3] <https://researchbriefings.files.parliament.uk/documents/CBP-9494/CBP-9494.pdf> (Criteria 1 and 2 of the UK's Strategic Export Licensing Criteria [pg 13-17])

[4] [https://caat.org.uk/data/exports-uk/overview?region=Israel&date\\_from=2015](https://caat.org.uk/data/exports-uk/overview?region=Israel&date_from=2015)

[5] [https://www.un.org/unispal/wp-content/uploads/2020/02/A.HRC\\_.43.71-1.pdf](https://www.un.org/unispal/wp-content/uploads/2020/02/A.HRC_.43.71-1.pdf)

*Tech Workers Branch*

**The granting of SELCs has been reviewed by the Prospect Research team and is currently a live political issue as the government announced the removal of some licences. An FOI has been submitted by Prospect and further actions will follow in light of the changes in Government, policy and posture.**

**The NEC were briefed that a standard individual export licence (SIEL) is issued by the Export Control Joint Unit (ECJU). This permits the export of certain strategic controlled items. Arms export licences, which are granted by the business department, cannot be issued if there is a clear risk the weapons could be used in a serious violation of international humanitarian law.**

**Export licenses issued to countries are listed on the government's website, the most recent full report for licenses was issued in 2023. The government has issued three reports on licences issued for exports to Israel since July 2024.**

**Most licenses issued are for components in military equipment or weapons, so it is not possible, from the current information reported, to determine whether the government have issued licences for defence goods that have been used in the current conflict. Information on export licences issued to companies is not provided on the government's website.**

**In addition, we wrote to the Foreign Secretary which included the comment that: 'Continued military action in Gaza makes it difficult for humanitarian aid to reach those who need it most. I am sure the government will want to ensure that licenses issued under the export control regime are not being used to commit a serious violation of international humanitarian law. We would welcome the opportunity to work with you to support any workers and their communities that are impacted by a decision to halt export licences while the conflict continues.' We will consider such response as we receive.**

**Motion 46 highlights the database of companies that have activities in the Occupied Palestinian Territories, which is maintained by the United Nations Human Rights, Office of the High Commissioner. A report published by United Nations High Commissioner for Human Rights (OHCHR) was unable to conduct a full assessment of and engagement with the business enterprises that have activities in the Occupied Palestinian Territories. The Research Team will continue to monitor reports published by OHCHR as the union's policy is developed. It should be noted that the current government has a clear policy of opposing Israeli settlements in the Occupied Palestinian Territories and supported a UN motion to that effect. This includes three tranches of sanctions targeting illegal settler outposts and organisations that have supported and sponsored violence against communities in the West Bank.**

# Section K – Pay and employment

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## Resolution 48

### A Prospect Vision of Good Pay Systems

“The Pay System is broken.” We hear this often: across the Civil Service, in the Public Sector as a whole, and quite possibly in many other organisations across the UK which either recognise Prospect or where Prospect has a notable membership. There is an urgent need to mend broken pay systems, but who is going to do this, and when? If anyone is going to mend them, what say do Prospect members have in what comes next? And how do members inform themselves about the options?

At every pay round, Prospect professionals and lay reps enter into negotiations with employers. If they are lucky, they can make a pay claim independently from a predefined pay remit from the employer. Negotiators can be involved in consultations, but, more often than not, all they can do is give a fairly inconsequential “yes” or “no” once the consultations have led to a final proposal and consulted with the wider membership. Only if the overall membership is so dissatisfied with the outcome that they demand industrial action in sufficient numbers, can there be any power behind a “no”.

Thus, most of the time negotiations lead to unsatisfactory situations where negotiators are limited by the options offered by employers, and members have very limited information to compare what they are getting versus what they should be getting.

As a Branch with multiple pay bargaining units in the Civil Service, Public Service as well as the Private Sector, EFRA Branch knows all about broken pay systems in each of these areas. We know a lot about what we don't like – most notably the lack of pay progression and poor remuneration for many of our members' specialist skills.

What we don't know much about is what further constructive action we can take to obtain improvements for our members, other than negotiating within the confines of a pay round. What would a good pay system look like these days? Would a single model exist that could address all needs, or are multiple models needed for different types of employers and employment? Is there a model that all Prospect members can unite behind and show solidarity with their colleagues, even if they are in completely different roles within an organisation? Reps definitely, and Prospect negotiators perhaps, could do with an up-to-date vision that has been informed by the views of the Prospect membership.

Therefore, this Conference instructs the NEC to instigate the creation of a Prospect-wide vision of what a good pay system looks like, what types of pay system are fit for the 21st century and based on the needs and wants of members in its Sectors and Branches. This vision should

then be made available to Prospect's professional and lay pay negotiators, who then, empowered by being able to refer to pay models that would work for employees, can not only use these to substantiate their annual pay claims, but have the necessary background to press employers to mend evidentially broken pay systems in a meaningful way.

*EFRA Branch*

**The research team produced a paper for discussion at the February 2026 meeting of the CORE committee. Now it has been discussed by the committee it will be published.**

**It outlines the key aspects of a good pay system, while recognising the vast spectrum of norms and experiences across the sectors, industries and employment status that Prospect represents workers in. This will be of use to branches in their collective bargaining going forward.**

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## Resolution 49

### Manifesto for self-employment

Conference believes that workers who are self-employed or freelance are critical to our economy and society and that these workers deserve proper rights and protections at work. Conference believes that there can be no economic recovery without a recovery for the self-employed and notes that key sectors such as the creative industries depend on freelance workers. Yet the impact of the pandemic and the recent US strikes have highlighted how precarious work can be for freelancers.

All workers deserve dignity and the right to operate free from bullying and harassment. Yet self-employed and freelancers are often exposed to negative and unsupportive cultures in their workspaces.

Conference supports action by the Bectu Sector and Prospect more broadly to represent the interests of these workers and welcomes in particular the joint work with Community union and the Fabians to highlight the challenges faced by the self-employed. However, we recognise that there is still a lot of work to be done to make those recommendations a reality.

Conference commits to build on that work and instructs the NEC to build a campaign for a new deal for self-employed and freelance workers, with particular focus on the following key themes;

- Empower self-employed workers to act collectively to improve their working conditions.
- Equalise sick pay for the self-employed, as part of wider reforms to financial support during illness.
- Bring leave and flexibility entitlements for self-employed new parents into line with those enjoyed by employees.

- Provide income security that reflects the risks faced by the self-employed.
- Modernise the pensions system to meet the needs of self-employed people.
- Support health, safety, and wellbeing at work.

Conference further instructs the NEC to draw on the experience of members and representatives in Heritage and the Creative Industries to build the campaign and highlight the challenges for these members.

*National Executive Committee*

**The Employment Rights Bill addresses some aspects of this agenda, and other parts will need to be subject to longer term campaigning.**

**An initial consultation on worker status was promised by the government by the end of 2025, however this was not delivered upon owing to the delays in the Employment Rights Bill passing through the House of Lords. Prospect is engaging with officials and ministers to press for the importance of this consultation being brought forward as soon as possible.**

**We also have a partnership with Community union and the Fabian Society, which saw a report III Prepared published in Summer 2025 on relevant rights for freelancers, and we built on this with a well-attended fringe event at Labour Party Conference.**

**In December 2025 we produced a follow up report Self Care which made further recommendations on pensions, sick pay and parental rights.**

**We will continue to press minister on these points including in the forthcoming worker status consultation.**

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## Resolution 50

### **Family Friendly working which reflects modern families and society**

For years Employers have been extolling the virtues of their organisations as being modern and being contemporary in their policies to attract and retain staff. However, much of an employee offer is enshrined in “traditional” policies (and legislation) which are based on archaic views which entrench gender norms and hamper true workplace equality. While there have been some legislative improvements to “family friendly” working this year (e.g. around unpaid carers leave, and flexible working requests), employers generally do the minimum, and alienate their staff. We must do more to encourage them to truly support staff. In return, they will engage a more committed, loyal, and dedicated workforce.

It is important to work towards better terms and conditions to provide support for all forms of the modern family. Better family friendly policies will allow individuals to function in a vigorous society and bring healthy future generations into the workplace.

There has been a paradigm shift in how businesses value family friendly policies, unfortunately the public sector has fallen behind the trend. In a time when the public sector is struggling to recruit and retain staff with the right skills, in part to a lack of competitive wages, it is even more important to have an edge with decent family friendly policies. Remember, regardless of our sector within Prospect, we all depend on a thriving, efficient and well-resourced public sector.

By moving away from archaic gender-based views, workplaces will become more inclusive and reduce a lot of the inequalities that we currently see.

There are still considerably fewer mothers working than there are fathers (Families and the labour market, UK - Office for National Statistics (ons.gov.uk)). Research shows that 4 in 5 (84%) mothers face difficulties when they return from maternity leave. Although 85% of employers have specific policies for employees returning from maternity leave, often the policies don't translate into on the ground support. As a result, 1 in 10 mothers (11%) quit their jobs (Case study: How employers are putting their family-friendly policies into practice | Totaljobs).

The private sector is miles ahead of the public sector. As an example, Aviva's equal parental leave gives all new parents and adopters, regardless of gender, up to one year of leave, within the first 12 months of a child's arrival of which 26 weeks' is at full basic pay. Compared to a recent increase of 3 weeks fully paid paternity leave at the Environment Agency. There is lots of evidence which suggests improved policies reduce costs to businesses through increased staff retention and reduced attrition rates (The Real Cost Of Paid Parental Leave For Business (fastcompany.com)).

This conference instructs the National Executive Committee (NEC) to include improving parental policies in any discussion or negotiations about pay, benefits and employment, in particular undertaking a Benchmarking exercise looking broadly across the public and private sector to understand what the best (and most effective) policies and practices look like. Instead of allowing ourselves to sink to the lowest level, we want Prospect to help lead on a race to the top in getting the family friendly policies our members deserve.

*Environment Agency Branch*

**Prospect's response to the Women and Equalities Select Committee into shared parental leave and paternity leave highlighted the concerns expressed in the resolution. There will be a range of improvements to family friendly rights arising from the Employment Rights Act and Prospect will be providing guidance on these when they take effect. Additionally, work is underway to improve information sharing on family friendly working practices.**

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## Resolution 51

### **Motion to Revise Workplace Attendance Requirements for a Balanced Approach to Work-Life Integration**

The traditional model of mandating a specific amount of time in the workplace for employees has been an established custom for many years, in most workplaces. This need for employees to attend the workplace has often been based solely on tradition and a perception that this makes staff management easier and improves productivity. The COVID-19 pandemic reshaped the landscape and perception of work. This had led to a widespread adoption of flexible arrangements, including remote working. These more flexible working arrangements have brought benefits to both employers and employees.

Recently, employers in both public and private sectors have set arbitrary office occupancy targets rather than considering the evolving nature of work and individual circumstances. An example is the Rees-Mogg dictate that civil servants must attend the workplace at least 60% of the time. Targets like these are often based on a lack of trust by the employer for the employee despite ample evidence to the contrary. It encourages a dangerous culture of presenteeism too. However, this lack of trust fails to recognise the growing importance of balancing personal and business needs to ensure the well-being and satisfaction of employees.

Working from home, or some other location which may not be the traditional workplace, has provided numerous advantages for both employers and employees. These include cost savings related to commuting, improved work-life balance, and increased productivity. For organisations, it's a selling point that means it's easier to recruit and retain staff with the skills, experience, and knowledge the organisation needs for its future.

Conference recognises that there is a need for members to attend their workplace, we are not advocating for permanent homeworking for all. We know that many roles undertaken by Prospect members can only be done in the workplace for security, safety, or other reasons. However, workplace attendance should be based on a comprehensive assessment that considers individual circumstances, job responsibilities, and the nature of the work being performed, rather than enforcing a rigid one-size-fits-all approach.

Therefore, conference instructs the NEC to consult and develop guidance on best practice and encourage open dialogue and collaboration between employers and employees. This should build and sustain trust and mutual respect between employers and employees. Agree accountability in managing remote work arrangements. Develop the appropriate policies and practices that promote a healthy work environment, enhance employee satisfaction, and drive business success.

Ultimately, but not setting arbitrary targets for workplace attendance, employers and employees will benefit from

a happier, healthier, more productive, and more diverse workforce.

*Environment Agency Branch*

**The NEC H&S advisory subcommittee has considered a paper summarising research into flexible and hybrid working, including examples of policies from branch employers demonstrating good practice.**

**This will inform a briefing on flexible and hybrid working due to be released in winter/spring 2026.**

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## Resolution 52

### **Decoupling Pay from Transformation and promoting Progression**

We acknowledge the importance of fair and equitable pay and employment conditions in fostering a thriving workforce. As representatives of our respective organisations, we have a responsibility to advocate for policies that prioritise the well-being and advancement of employees. No topic is higher up our agenda than employee pay. However, increasingly employers are connecting business "transformation" with pay, offering headcount reductions to pay for salary increases and refuse to pay for skills, knowledge, and experience. This is prevalent across the public sector, and not uncommon across the private sector, especially where those organisations have been privatised.

**Decoupling Changes in Terms and Conditions from Pay:** We recognise a concerning trend where employers link changes in terms and conditions directly to pay discussions, which are not linked to pay. However, we assert that pay should be primarily based on the responsibilities and duties associated with the job role. Changes to terms and conditions, such as job scope or responsibilities, should be treated separately from discussions on pay. This separation ensures transparency and fairness in remuneration practices.

**Pay Increases and Headcount Reduction:** We express concern over the practice of offsetting pay increases with headcount reductions, particularly in the public sector. It is essential to emphasise that pay increases should not be used as a bargaining chip in negotiations where the consequence is a reduced workforce. Instead, we call for increased government funding to adequately support the public sector, recognizing its vital role in serving all segments of society. If an organisation wants to change the duties and responsibilities of its employees to reflect modern practice and new technology, we remain ready to negotiate, but that is part of a decoupled conversation about terms and conditions of the role.

**Campaign for Progression Based on Skills, Knowledge, and Experience:** We advocate for the reinstatement of progression within organisations, with a specific emphasis on the public sector. This campaign should prioritise advancement opportunities based on employees' skills, knowledge, and experience rather than solely on tenure

in a role. By aligning progression pathways with individual competencies, we foster a more motivated and skilled workforce. This promotes loyalty, dedication, and job satisfaction which increase productivity.

Conference acknowledges that many organisations here have roots in the public sector and often draw comparisons to public sector employment practices. By working collaboratively, we can enact positive change that benefits all employees across various sectors.

This conference instructs the NEC to commit to a sustained campaign for fair pay to foster collaboration among our organisations to improve employment practices for all employees. Specifically, this will advocate for:

- decoupling changes in terms and conditions from pay negotiations.
- opposing pay increases being offset with headcount reductions.
- reinstating progression based on skills, knowledge, and experience.

*Environment Agency Branch*

**This has been incorporated into the work progressing Resolution 41.**

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## Resolution 53

### Tax allowance for homeworking

Conference acknowledges the work that has been done on hybrid working and home working, however there is still more to be done. Permanent, contractual home working is now the norm for some employees in our industry, whether by personal choice or through employer instruction. As of 2023, in the UK 12.7% of full-time employees work permanently from home with another 28.2% working a hybrid model (ONS data.) At present under HMRC guidance employers can - although they don't have to - pay a contractual home worker £26 a month tax free to cover "reasonable additional costs incurred" as a result of home working. This allowance over the years has not kept up with inflation, it doesn't cover the full cost of a broadband connection and doesn't reflect the realities of working from home in our industry often on long shifts overnight, at weekends and in areas in the UK with inclement weather. With the cost-of-living crisis and the increases in the cost of utilities, up by £45 a month even before the Ofgem energy price cap in April 2022, (Nottingham Trent University, 2021) home workers are now actually paying to work from home whilst employers close offices and applaud their efforts to reduce energy emissions.

Conference instructs the NEC to seek to lobby the relevant bodies to increase this allowance and ensure it is reviewed at regular intervals.

*Red Bee Media Branch*

**Prospect included this in its submission to HM Treasury ahead of the 2025 Budget, however there has unfortunately been no change to guidance where an**

**employer reimburses the costs. We will continue to raise this with Treasury ministers and in future submissions for fiscal events.**

**However, it should be borne in mind that the £26 per month limit is only for an allowance is to be paid without incurring income tax and National Insurance where no records to demonstrate the additional expenditure are kept. HMRC is clear that greater amounts can be paid where the employer provides evidence to justify them. This can be done on the basis of demonstrating the average additional costs borne by employees in an organisation, or on the basis of the actual costs incurred by employees.**

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## Resolution 54

### HM Revenue & Customs subsistence rates

Conference notes that the subsistence rates that are eligible for tax relief by HMRC have been unchanged since 1998. These are typically used as a limit for expense claims by employers and, given increased prices, mean that many employees are left out of pocket when submitting receipted claims for necessary food and drink whilst travelling on business.

Conference instructs the National Executive Committee to lobby government to increase the subsistence rates to reflect the current cost-of-living and seek establishment of a mechanism to periodically assess and adjust the rates in line with inflation.

*UK Health Security Agency (UKHSA) Branch*

**Formal submission to Treasury made ahead of 2024 Autumn Budget and then repeated in our submission ahead of Budget 2025.**

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## Resolution 55

### 4 day working week

The trade union movement won the weekend, paid holidays & sick leave, and in the age of mass automation, workforce precarity and climate breakdown, we must now win universal working time reductions, with no loss of pay.

The case for a four-day week has never been stronger. It's a significant step towards democratic control over one of our most scarce and precious goods - our time - with demonstrable benefits to employee health, wellbeing, productivity & staff retention from UK pilot studies. The power to rest & restore ourselves mentally, in our relationships and the leisure time to pursue creative energies must be protected and expanded. Unconditionally free time is the wellspring for collective fight & organising to solve the grand challenges we face as a society.

In the COVID-19 pandemic, at the height of the televised ministerial deliberations on protecting lives versus harming 'the economy' a critical question was highlighted – do we work for the economy, or does the economy work for us?

As the cost-of living crisis bites, the ability to transform productivity gains into shorter working hours with no loss in pay helps support workers by reducing childcare and travel costs, whilst reducing the risks of increased unemployment, inequality and private debt crises posed by automation technologies deployed for narrow, profit-maximising ends.

A four-day week has particular strategic value. Research shows how working time reductions help support less material intensive forms of consumption and ways of satisfying our needs: whether it's taking the time to cycle rather than driving or taking an afternoon to repair a sofa rather than buying a new one, the limiting factor in making more sustainable choices is time. Research has shown that a four-day week could reduce the UK's carbon footprint by 127 million tonnes per year, which is the equivalent of taking 27 million cars off the road (effectively the entire UK private car fleet).

For these reasons, Conference instructs the National Executive Committee to campaign for the four-day working week and call on members' employers to implement 4-day week trials.

*EFRA Branch*

**Amongst many campaigns that were called for by conference, we were not able to deliver this one due to the many draws on Prospect time during the last two years, including prioritising our input to the ERA. Given the differences in employment practices across Prospect branches, the approach to achieving the 4 day week will vary across the union. We will support any branch wishing to take forward a campaign locally.**

# Section L – Social and public

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## Resolution 56

### Repeal All Anti-Union Legislation

Conference notes and commends Prospect's stance on the Strikes (Minimum Service Levels) Act 2023. It is correct to campaign for the repeal of this law. But conference believes we should be bolder, and campaign for the repeal of all anti-union legislation introduced by successive administrations over the past decades. For strike action to be effective, large-scale engagement with members and staff is essential – and we should aim for large turnout in industrial action ballots. Nonetheless, it should be up to us – the workers making the decision – to determine how and when we call industrial action.

Conference instructs the NEC to campaign for the removal of all anti-union legislation including:

- The Trade Union Act 2016, which specifies minimum turnout levels on strike ballots;
- The elements of the Trade Union and Labour Relations (Consolidation) Act 1992 which mandate postal balloting and prohibit secondary action;

and to call for their replacement with more permissive and empowering legislation. This must include calling for:

- A positive right to strike in law;
- Secondary action to be made lawful.

*UKAEA Branch*

**The Employment Rights Act 2025 was given Royal Assent on 18 December 2025. The Act removes many of the labyrinthine processes which increase barriers to taking industrial action. The Act removes the special thresholds, namely a turnout of at least 50% in the ballot and, in important public services, the requirement that at least 40% of the total membership who are entitled to vote, support industrial action.**

**In addition, the Government is committed to making balloting more accessible by delivering e-balloting. Prospect has responded to the consultation on the draft code of practice on electronic and workplace balloting.**

**Throughout the passage of the Bill Prospect regularly engaged with Government on these matters and in conjunction with other unions, pressed for improvements to trade union law more generally. Such engagement included meeting with Ministers, Government Officials and Civil Servants and responding to Government Consultations. Prospect also responded to the consultation on creating a modern framework for industrial relations, which can be viewed here: <https://library.prospect.org.uk/download/2025/00283>**

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## Resolution 57

### Repeal anti-trade union legislation

UK Trade Union Law has been sequentially introduced to limit the abilities of trade unions to operate effectively in the interests of their members, cumulating with the most recent Minimum Service Levels Act. This act removes the right to strike for those working in decommissioning of nuclear installations and management of radioactive waste and spent fuel, which is rapidly becoming pertinent to our Branch.

Conference notes that, while the opposition state they wish to repeal anti-trade union legislation, there has been no articulation on which parts of the legislation this includes.

This conference instructs the NEC to campaign for the repeal of restrictive trade union legislation and to campaign for all parties to adopt a maximalist approach to the repeal in order to ensure that all restrictions are repealed.

*EDF Energy Branch*

**The Employment Rights Act 2025 was given Royal Assent on 18 December 2025. The Act removes many of the labyrinthine processes which increase barriers to taking industrial action, including the removal of the special thresholds in respect of ballot turnout; reducing notice requirements and repealing the Strikes (Minimum Service Levels) Act 2023.**

**Throughout the passage of the Bill Prospect regularly engaged with Government on these matters and in conjunction with other unions, pressed for improvements to trade union law more generally. Such engagement included meeting with Ministers, Government Officials and Civil Servants and responding to Government Consultations. Prospect also responded to the consultation on creating a modern framework for industrial relations, which can be viewed here: <https://library.prospect.org.uk/download/2025/00283>**

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## Resolution 58

### Opposition to Minimum Service Level Strike Law

We call on the Prospect NEC to take action to oppose the minimum service levels strike law. This law imposes restrictions on the right to strike by requiring that a minimum level of service be maintained during industrial action, undermining the right of workers to withdraw their labour in pursuit of their demands.

We believe that the right to strike is a human right and an essential tool for workers to defend their interests. The

minimum service levels strike law is an unjust and unfair restriction on this right. We call on the Prospect NEC to take all necessary steps to oppose this law and to defend the right of workers to take industrial action.

Furthermore, this conference calls on the Prospect NEC to provide support and assistance to any members who unwittingly fall foul of the minimum service level strike law. We stand in solidarity with our members who exercise their right to strike and will defend them against any repercussions for their actions.

This Conference instructs the National Executive Committee to take the following actions to oppose the minimum service levels strike law:

- Lobby MPs and Lords to repeal the law.
- Work with other trade unions to coordinate efforts and present a united front against the law.
- Raise public awareness about the negative impact of the law on workers' rights and organise public demonstrations or protests.
- Engage with employers to convince them not to make use of the provisions in the law.
- Support legal challenges to the law in court.

*Met Office Branch*

**The Employment Rights Act 2025 was given Royal Assent on 18 December 2025. The Act repealed the Strikes (Minimum Service Levels) Act 2023 on 18 December 2025.**

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## Resolution 59

### Annual income requirement for spouse visas

Many Prospect members hold foreign nationalities or have foreign spouses who are utilising family/spouse visas.

In December 2023, the government announced they would change the annual income requirement for spouse visas from £18,600 to £38,700 as a mechanism for reducing legal migration in the UK. This change in policy not only affects new entrants to the UK but also current visa holders whose visas are up for renewal. This directly impacts members whose salaries are currently below the new threshold, and it also affects members whose salaries are above the threshold in the following ways:

- Affected members cannot work part time if this would make their salary fall below the threshold.
- Affected members cannot take part in potentially prolonged strike action if the loss of pay would cause their salary to fall below the threshold.
- Affected members are more vulnerable to accidents or incidents, which cause loss of earnings (e.g. if a member suffers an accident which stops them working, along with losing their livelihood, the government would also seek to deport their family.)
- Affected members will be more risk-averse when seeking employment opportunities/promotions.

Conference instructs the National Executive Committee to lobby this government and future governments against this change in policy and seek to gain protections for members who hold foreign nationalities or have foreign spouses.

*EDF Energy Branch*

**Prospect has made representations on this issue, resulting in exchanges with the government's Migration Advisory Committee and a specially convened round table of Prospect members working across engineering and tech sectors. Prospect also spoke at the TUC Congress in support of a change in policy. A survey conducted in November 2025 will provide further evidence for lobbying purposes.**

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## Resolution 60

### Recruitment and immigration

Conference notes with concern the announcements in late 2023 of policy changes to Skilled Worker and Family visas. Changes to qualifying salary criteria will see the inclusion threshold rise from £26,200 to £38,700 from April 2024. A subsequent announcement detailed that the hike would be phased for the Family Visa, rising to £29,000 in April followed by an interim threshold of £34,500 before raising to the full amount of £38,700 at unspecified future dates. In a further twist, the Home Office then rowed back from some of these proposals, announcing that the Family Visa would stop at the £29,000 threshold.

These significant policy changes, and the uncertainty about implementation, impact staff already employed that were looking to these visa routes to extend their right to remain in the country. The stress and anxiety that has been, and continues to be, caused is huge. Employers are already signalling that they are unlikely to lift the salaries of low-paid immigrant workers to meet the new thresholds. Affected members have been left in limbo, uncertain as to whether they will lose their jobs and their right to remain in the country.

Whilst these changes are unlikely to make a politically significant difference to overall immigration figures, they cause disproportionate impacts on human suffering and UK business - compromising the options of UK companies and government organisations in employing and retaining skilled workers, and potentially having a detrimental effect on UK infrastructure and services.

This Conference instructs the NEC to gather data on the scope of members affected, and work with the TUC, and others as appropriate, to support affected members and campaign to have this damaging policy overturned.

*EFRA Branch*

**It proved challenging to gather baseline data. Nonetheless, Prospect has made representations on this issue, resulting in exchanges with the government's Migration Advisory Committee and a specially convened round table of Prospect members working across engineering and tech sectors. Prospect also spoke at the**

**TUC Congress in support of a change in policy. A survey conducted in November 2025 will provide further evidence for lobbying purposes. Prospect has been engaged in consultations around the shortage occupation lists (which drive visa thresholds), and on earned settlement (proposed changes to time periods to Indefinite Leave to Remain and Citizenship).**

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## Resolution 62

### Humane asylum system

Conference notes the current trend in UK government to resist the provision of aid and sanctuary to asylum seekers. It also notes the increase in international stability across the globe with major wars developing. In particular, conference notes with regret the decision of the UK government to pursue its intention to send Asylum Seekers to Rwanda despite High Court Rulings that the scheme is unlawful.

Instead of creating a humane system to deal with asylum seekers and refugees, the government demonise them, and continues to underfund the agencies and organisations who support refugees and asylum seekers.

Conference instructs the NEC to campaign for a humane asylum system, which includes lifting the ban on asylum seekers being able to seek work in order to support themselves.

*EDF Energy Branch*

**The Rwanda scheme was dropped with the change of government. The government's focus now is on acting against the criminal people trafficking gangs who profit from this human misery. However, there is still much concerning political rhetoric relating to refugees.**

**Although the government has acted to increase Home Office resources to clear the asylum backlog, it has not accepted the need for wider reforms so far, and we will continue to seek opportunities to press on this point.**

**Through our support for Hope Not Hate we are also acting to challenge many of the forces seeking to demonise migrants.**

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## Resolution 63

### HSE Status

Conference recognises the governance arrangements of the Health and Safety Executive as that of an arm's length body, namely a Non-Departmental Public Body, which in theory provides space for it to operate away from ministerial oversight. However, HSE remains under the oversight of its parent department the DWP and minister, particularly in policy setting, budget/resourcing considerations and pay.

Conference also recognises that Non-Ministerial Departments are responsible for issues where political oversight is judged to be unnecessary and are therefore

subject to light touch oversight of strategic priorities with funding allocated directly from Parliament.

May 2023 saw the publishing of the governments Public Bodies review of the Health and Safety Executive (HSE). Amongst the recommendations is for work to be undertaken by government to consider the status of HSE and whether a Non-Ministerial Department model is more appropriate as the delivery model – To be completed by 2025.

Conference believes that turning the HSE into a Non-Ministerial Department, would free it from significant political oversight, allowing it to enhance its independence from aspects of political agenda, which may lead to it developing its own strategic sustainable model, including governance arrangements with input from all parts of its tri-partite governance board.

Conference instructs the NEC to campaign for HSE to become a Non-Ministerial Department by working with appropriate bodies such as the TUC, supportive political parties, and employers who recognise the important safety critical role HSE plays in keeping workers safe and healthy.

*Health & Safety Executive Branch*

**After chasing we met Minister Timms to highlight our concerns about the status and resourcing for HSE. The response and level of engagement in response to our correspondence and in the meeting suggested no plan currently to entertain our objectives.**

**Meanwhile, the branch has continued to press through the employer and engaging with writing to MPs to highlight concerns.**

**The announcement of a review of Arm's Length Bodies, as part of the broader civil service 'Productive and Agile State' reform programme will see a re-focus on the structure of these bodies.**

**We will use this and our interactions with the Cabinet Office and Ministers to examine the case for changing status and provide evidence to stakeholders to support any change.**

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## Resolution 64

### Independence of the Civil Service

Recent governments have shown some inclination to take liberties with both domestic and international law, and to limit the ability of the judiciary to uphold these. We have recently heard that changes to the Civil Service Code are being considered, with similar intent. The independence and freedom from political interference of the British Civil Service is essential to the four principles of the current Civil Service Code: integrity, honesty, objectivity and impartiality, and must not be undermined.

It is recognised that civil servants, outside of particular, sensitive roles, like other citizens, should be able to engage in a range of political activities in their private life. It is important that those unable to express their views in their professional lives retain this outlet for their own political opinions in their private lives, both as a right in itself, and as a safeguard against politicisation of their work.

This meeting instructs the National Executive Committee to use all practical means at its disposal to resist, at national level, any steps that might undermine the independence of the Civil Service or curtail the current, private-life political freedoms of civil servants, and likewise calls upon the National Executive Committee to support and encourage all branches in resisting any similar measures that might arise locally.

*Met Office Branch*

**We will ensure that the Cabinet Office understands that any changes to the Civil Service Code (2015) must be consulted over and review changes to this should they be brought forward in line with the motion.**

**We will continue to monitor any curtailing of private life freedoms as well as seeking to protect the threat of politicisation of the civil service and the professional impartial role of civil servants, responding to news articles and briefings that align to this agenda.**

**The PSSEC has been briefed on the introduction of a 'Public Duties Bill' for public servants and we are seeking engagement over the impact of this on our members, and how it aligns with the Civil Service Code and freedoms described as well as what opportunities it may present.**

**We have ensured that this is discussed at the TUC Public Sector Liaison Group (PSLG) and met with their lead separately to raise concerns for feeding back into the Bill.**

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## Resolution 65

### Protecting our children's schools.

Conference notes that the school system is facing an unprecedented challenge with increased levels of absence, declining pupil behaviour, rising demand for special educational needs funding and a growing attainment

gap between children on free school meals and their more affluent peers.

Austerity, ideology and academisation have decimated many of the education and children's services that support schools and the children who attend them. Prospect members working in this area are experienced professionals with expertise in their respective fields and provide schools with advice that they can draw upon to support children to attend school and receive a high-quality education, which will improve their educational outcomes. For many years this has become an increasingly challenging environment with ever greater fragmentation in the workforce leaving many schools without access to the specialist external support and advice they need. Governments across the UK are now making further cuts to these services, which will see further redundancies, an increased workload for those who remain and reduced services for children.

Conference recognises the critical importance of education to our individual children's outcomes and the wider economy including key areas such as IT and STEAM (Science, Technology, Engineering, Arts and Maths), and therefore instructs the NEC to:

Recognise the important role schools play in ensuring future economic prosperity, by enabling every sector represented by Prospect to be able to recruit an educated and skilled workforce.

Support the principle that all schools benefit from the expert advice and support provided by those in the wider education and children's services workforce.

Robustly protect members who are facing restructuring and redundancy because of further funding cuts.

Campaign to address the rising workload in the education and children's services workforce.

Lobby the governments and opposition parties in Westminster and the devolved administrations to ensure schools have access to well-resourced support services and expert advice to improve children's educational outcomes.

*Education and Children's Services Group*

**The government has boosted funding for some aspects of the school system - in particular capital budgets - since the general election. However, budgets continue to be under considerable pressure due to rising needs, falling rolls, the impact of inflation, and the ongoing effect of a lack of investment since 2010.**

**The Government has been conducting a National conversation on SEND reform, which will feed in to a formal consultation on aspects of our SEND reform plans later in 2026, alongside publication of the Schools White Paper. As part of this process we will continue to advocate for the critical role that well-resourced support services and expert advice should play in supporting schools, both on SEND, but more broadly too.**

**We will also continue to work with allied unions, including via the TUC to press for investment in our education system.**

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## Resolution 66

### Funding for Arts, Culture and Heritage

The arts, culture, and heritage have been proven to have a profound positive impact on wellbeing, mental health, and overall quality of life. Investments in the arts and culture offer substantial returns, both economically and socially, by creating employment opportunities, boosting tourism, and enriching community life. However, recent cuts in national and local funding for cultural programs and institutions have endangered the viability and accessibility of this sector. These cuts disproportionately impact marginalised communities, artists, and cultural organisations, worsening existing inequalities.

This conference instructs the NEC to work with the TUC and other trade unions where appropriate to lobby the government and policy makers to recognize the significant social and economic benefits of the arts, culture and heritage and prioritise adequate funding to sustain and expand cultural programs and institutions. Additionally, to emphasise the importance of protecting workers' jobs and supporting freelancers within the cultural sector, ensuring that they can continue to contribute to our communities. This conference urges the NEC to encourage collaboration between governments, cultural organisations, and trade unions to develop sustainable strategies for strengthening the cultural sector and preserving heritage.

*Scottish Live Events Network*

**These issues were raised in Prospect submissions to the Spending Review and Budget.**

**We lobbied successfully for the introduction of the tourist tax (the Visitor Levy) a small tax which regional mayors can impose on overnight stays. We are pressing that where they are introduced part of the proceeds are used, in part, to support heritage and culture, given the critical role they play in driving tourism.**

**Prospect (including the Bectu sector) have engaged with Dame Margaret Hodge's review of the Arts Council England and are calling for the positive recommendations made to be adopted by government.**

**has also been actively participating in campaigns in Wales and Scotland against cuts to cultural spending. These campaigns have had some success in rolling back some aspects of these cuts. Through the Bectu sector we have been part of the Culture Fair Work Taskforce in Scotland, which has been an opportunity to press on many of these issues.**

**We have also spoken in active support of the number of motions at the Trade Union Congress (TUC) on these issues, to make sure they have formed part of the TUC agenda.**

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## Resolution 67

### Improving Regulation to ensure sustainable development and protect and enhance social, environmental, and economic prosperity

Effective regulation is crucial for the economy, businesses, and the well-being of workers.

Regulation is often seen as a dirty word, synonymous with "red tape" and "bureaucracy". However, good regulation plays a pivotal role in fostering a conducive environment for businesses to thrive while ensuring the protection of jobs. That's jobs in both the regulators and regulated organisations because of the confidence in workload. Regulation is one of the key features of a well organised society and touches almost all parts of daily life.

Clear and consistent regulations provide businesses with certainty, enabling them to make informed decisions, plan investments, and create sustainable job opportunities. A well-regulated environment promotes fairness and transparency. This ensures a level playing field for all businesses, regardless of their size or influence.

For decades government's underinvestment in regulation has led to detrimental outcomes. Recent interest in how water companies have pumped raw sewage into rivers and the sea is one example that highlights a broader problem. This all leads to increased uncertainty for businesses, inefficiency, and a "wild west" approach. Inadequate and poor regulation may result in poor decision-making, economic instability, and potential harm to workers, consumers, and the environment where society and the economy are compromised.

Conference instructs the NEC to lobby for:

1. Increased (and sufficient) investment (including through charges) in regulatory infrastructure, including adequate staffing, training, and technological resources, to enable regulators to work effectively, provide advice, and properly enforce regulations.
2. Review and improvement of existing regulations to adapt to evolving economic, social, and technological landscapes, while addressing any unintended consequences or regulatory burdens.
3. Transparent and participatory regulatory processes that allow for meaningful engagement and feedback from workers, businesses, and other stakeholders.
4. International cooperation and information-sharing to learn from best practices in regulation and address global challenges such as labour rights violations, environmental degradation, and unfair competition.

*Environment Agency Branch*

**The work of the STEM and Environment Group (STEG) has focused on the role of regulators, both in promoting long-term growth and for sustainable development. Two reports have been produced, as detailed in response to resolutions 6 and 7.**

**The attack on regulators intensified in 2025 and STEG will therefore be continuing to campaign for adequately resourced regulators working in the public interest.**

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## Resolution 68

### **Ofcom quotas for Channel 4**

This conference notes that improvements over the last decade to diversify work in the creative industries across the Nations and Regions are in danger of slipping away.

Conference instructs NEC to join PACT (Producers Alliance for Cinema and Television), The Screen Agencies of Scotland, Northern Ireland, and Wales, and the Indies in Northern Ireland & Scotland in calling for Ofcom quotas for Channel 4 that match those given to the BBC at the very least, ideally fully enshrining their 50% outside of London spent into the license formally. Prospect will also call on Ofcom & Channel 4 to dedicate themselves to the Nations & Regions that are within their remit to serve. Moving forward, Prospect will robustly defend the work of our members in the nations and regions by lobbying for the effective use of quotas for the nations and regions by industry watchdogs and professional bodies. The monitoring and enforcement of regional quotas should be central to the unions activity to ensure their effective use.

*Scottish Freelance Branch*

**Prospect, through the Bectu sector, made a formal submission to the Ofcom's Consultation on the Channel 4 licence. This included the issues raised in this motion as well calling for more stretching quotes for Outside of England production.**

**We were successful in securing a condition that Channel 4 must set out and report on a commissioning strategy for each individual nation. However, Ofcom reject our calls, and those of many industry bodies to adopt a bolder and more ambitious approach to quotas, something we publicly criticised in our response to the decision.**

**We have continued to speak up for members in the creative industries working in the Nations and Regions, in our ongoing dialogue with ministers from the UK Department of Culture, Media and Sport. We will also use the opportunity to press on the importance of their work as part of our response to the consultation on the BBC Royal Charter Renewal.**

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## Resolution 69

### **Renationalisation of English water companies**

Conference acknowledges that it is a national disgrace that English water companies continue to discharge sewage into rivers, estuaries and the sea. Barely a week goes by without another sewage scandal hitting the headlines, and more beaches are declared unsafe due to pollution. Furthermore, it is a complete travesty that billions of gallons of water are lost to leakage.

Conference further condemns the weakness of Government oversight which, through the Water Services Regulation Authority (OFWAT), allows shareholders and water company executives, to continue drawing ever-increasing bonuses, whilst their companies continue to borrow eye-watering amounts. Customers will doubtless have to pay back the money via bills.

Conference instructs the National Executive Committee to formulate a campaign, along with other Trade Unions and the wider TU movement, to renationalise those water companies which were privatised for profit.

*Retired Members Group*

*The NEC will consider the sentiments of the motion as we develop policy on regulation in the public interest.*

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## Resolution 71

### **Housing, but not at any cost**

The UK clearly has a housing crisis, exacerbated by the loss of much of the Council house stock, rents elevated through being considered as income streams, recently elevated mortgage costs, longer term rises in house prices set against stagnant wage growth, and changing demographic factors around population age and house occupancy, amongst other. The Labour party in their 2023 party conference pledged:

“Opportunities for first time buyers in every community. New development corporations with the power to remove the blockages. New infrastructure to support families and communities to grow. Roads, tunnels, power stations – built quicker and cheaper.”

However, this free for all does risk our remaining environmental assets if the brakes of moderation are removed by these development corporations. The drive to build on often biodiversity-rich brownfield instead of largely sterile greenbelt will drive many local species extinctions and even some national ones as the last redoubt falls. Labour's focus has, historically, been urban but it now needs to broaden that focus if the climate and biodiversity crises are to be addressed.

We need to ensure that the environmental protections are acknowledged and written into the constitutions of the development corporations and the remits of all government departments such that full consideration of the biodiversity resource is given weight in the planning deliberations, and that greenbelt can be sacrificed where the ecological balance is clearly against it.

Conference instructs National Executive Committee (NEC) to act on the following:

- Opening up of a dialogue with the Labour development and environment (shadow) ministers to explore this concept;
  - To lobby to ensure that the development corporations and cross-government departments have biodiversity
-

as a core part of their remit, as a mechanism to deliver the existing environmental agenda;

- To press to ensure that standards of green infrastructure and open space provision in the new builds and infrastructure are retained to the benefit of the citizens and wildlife; and
- To press for sustainable energy design and projects within developments, both within the housing stock and wider construction to address climate change concerns.

#### *EFRA Branch*

**Unfortunately, the Labour government has adopted challenging rhetoric around environmental regulation including biodiversity provide a barrier to the building of new homes, and wider economic growth.**

**Prospect has been actively opposing this rhetoric, including through publishing a report *Builders, Not Blockers*, as well as providing evidence of the impact of resource shortages on the planning system.**

**We also organised a successful fringe event at the Trade Union Congress on the theme, engaging the Labour Campaign for Climate and the Environment (LCEF) and the polling company YouGov. The polling YouGov provided showed that the public supported Prospect position that economic growth must be supported by properly resource regulators, protecting biodiversity, rather than by removing regulations.**

# Section M – Rules

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## Resolution 74

### National Appeals Committee

In response to motion EM14 at Conference 2022, this rule change seeks to provide a means to elect the NAC which is comparable to that used for the Standing Orders Committee.

Conference resolves to delete the paragraph 3.1 of Appendix 1 and to replace with new paragraphs 3.1 and 3.2 and renumber the current 3.2 to 3.3. This would read as follows:

#### 3.1

- (1) There shall be a National Appeals Committee whose duties are defined by the National Rules.
- (2) The National Appeals Committee shall consist of five Working or Unemployed Members not being members of the National Executive Committee, each of whom has been elected in accordance with the following provisions of this Rule.
- (3) At the conclusion of each National Conference the two members of the committee who have served the longest terms since their election shall relinquish office. Should there be a tie in length of term served then those tied will agree who is to step down, should they not be able to reach agreement then all those tied will relinquish office. Any other member of the committee wishing to stand down shall give notice at the start of the conference and relinquish office at the conclusion of conference. The aforementioned National Conference shall elect members of the committee to fill these vacancies.
- (4) Members of the National Appeals Committee shall be elected according to the following conditions:
  - (a) they shall be elected at each National Conference from Working or Unemployed Members of the Union nominated by Branches for election;
  - (b) notice of nomination shall be given to the General Secretary not later than mid-day on the day occurring 13 weeks before the date on which the National Conference is to commence its sittings, and shall be accompanied by brief particulars of the persons nominated and by an undertaking signed by the nominee of willingness to act as a member of the committee if elected; provided that:
    - (i) where a member is so nominated by more than one Branch, only one of the nominating Branches shall be required to furnish such particulars and such undertaking; and
    - (ii) the provisions of Rule 16.2 as to the date on which a notice is to be deemed to have been received shall not apply to a notice given under this paragraph but any such last mentioned notice shall be deemed not to have been given until it has been delivered to the General Secretary.
  - (c) a notice under the last foregoing paragraph shall be accompanied by a certificate signed by the Secretary of the Branch or such other member of the Branch as has been authorised by the Branch, that the nomination has been approved by a General Meeting or Annual Conference of the Branch or by a committee of the Branch authorised to approve it
  - (d) persons may withdraw their nomination for election as a member;
  - (e) if insufficient nominations are received to fill all vacancies or if, before the voting for the election of one or more members of the National Appeals Committee has taken place, sufficient persons nominated for that office withdraw their nomination that there are unfilled vacancies, Conference may permit the nomination by delegates of other persons for election to the office and whoever is in the Chair of Conference shall, before accepting a nomination so made, be satisfied that the proposed nominee is willing to serve and shall determine in what manner the provisions of this paragraph shall be given effect;
  - (f) election to the National Appeals Committee shall be by card vote of Working and Unemployed Member delegates.
- (5)
  - (a) In the event of any member of the Committee vacating office otherwise than in accordance with Rule 3.1(3) the National Executive Committee shall appoint in their place one of the persons who were candidates at the last foregoing National Conference for election to the Committee,

regard being had in the making of the appointment to the number of votes received by each of these persons.

- (b) If it should not be possible so to fill any such vacancy, it may be filled by the National Executive Committee by appointment of such a Working or Unemployed Member, other than a member of the National Executive Committee, as it may determine.

- (6) Any person appointed to the Committee under Rule 3.1(5) shall be deemed for the purpose of this Rule have taken up office at the conclusion of the National Conference by which the predecessor in office was appointed.

3.2 The Appeal Committee shall draw up standing orders for the conduct of appeals which shall be published and which shall be binding on the parties thereto and shall have power to decide all matters in relation to appeals procedure not specifically provided for in these Regulations. The Appeal Committee may act by any 3 of its members, such number being a quorum which may exercise all the powers of the full Committee.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 75

### Classification of Membership (Working member)

This conference resolves to amend rule 2.4 (1) (a) and (b) as follows, leaving 2.4 (2) and (3) unchanged:

2.4 There shall be the following classes of member:

- (1) Working Member – a member eligible under Rule 2.1 who is currently:
  - (a) employed whether on a full time or part time basis including self-employed members; or
  - (b) engaged on or between contracts for services.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 77

### Membership eligibility

This conference resolves to amend Rule 2.1(1)(a) by inserting the word “creative” after the word “managerial”. The amended rule to read:

if they are employed in professional, scientific, technical, managerial, creative or such allied work in such organisations and industries as the National Executive Committee shall from time to time determine; or

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 78

### Bectu Sector Rule 1

This conference resolves to delete in entirety the paragraph under Rule 2.4(3) The paragraph to be deleted is as follows:

Until subscription harmonisation is achieved Rule 2.4 does not apply to members of the BECTU sector, except those within the C&D division. Membership classification for BECTU sector members in all other divisions is determined by BECTU Sector Rule 1.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 79

### Remove reference to transferring union

This conference resolves to amend Rule 2.14 to remove the words “transferring union” and replace with “Bectu Sector”. The amended Rule to read:

The National Executive Committee may determine a subscription rate or rates for members who are members of a sector under Part 6 of these Rules. Subscriptions for Bectu Sector members are set by the NEC and will be as described in BECTU Sector Rules 2, 3, 4 and 5. Future subscription rates will be determined as per paragraph 7 of the Instrument of Transfer (IoT).

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 80

### Timescale for Appeals

This conference resolves to amend Rule 4.3(4) by adding a new final sentence as follows:

The National Appeals Committee must conclude the appeal within 2 months of receiving it.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 81

### Sectors

This conference resolves to replace the current 6.2 with the following:

- 6.2 The Sector Executive Committee shall either:
- (1) be elected at their Sector Conference, by and from the Members employed within the Sector and by and from those who were employed within the Sector but have become unemployed within a period of twenty-six weeks prior to the date of the Sector Conference. Where it appears to the National Executive Committee that there are good reasons for not applying this general principle, the National Executive Committee may use other specified electoral arrangements or;
  - (2) consist of one, or more, representative of each branch that falls within the sector, as selected by that branch in line with their rules. The method for determining the number of representatives per a branch shall be set out in the sector rules and agreed by the NEC.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 83

### Annual Report

This conference resolves to amend Rule 8.16(1) to delete reference to "5 weeks" and replace with "4 weeks". The amended rule to read:

- 8.16 (1) In the year in which a National Conference is held the National Executive Committee shall secure, by no later than 4 weeks prior to the first day of Conference, that a copy of the report and financial statements for the year ended on the 31st day in December in the immediately preceding year, shall be circulated to all Branches and the Retired Members' Group.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 84

### Annual report (non-conference year)

This conference resolves to amend Rule 8.16(4) to delete reference to 1 May and replace with 1 June. The amended rule to read:

- 8.16 (4) In any year when a National Conference does not take place the National Executive Committee shall secure, by no later than 1 June of that year, that a copy of the preceding year(s) Annual Report(s) and Financial Statement(s) be circulated to all Branches and the Retired Members' Group.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 85

### NEC

This conference resolves to delete Rule 9.5 in its entirety.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 86

### Interpretation

This conference resolves to insert a new Rule 16.4 to read:

The terms 'Vote', 'card vote' and 'voting paper' used in these Rules includes the use of electronic or digital forms of voting where these conform to technical standards laid down by the National Executive Committee or external authorities.

The current Rule 16.4 will be renumbered as 16.5.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 87

### Rename of disciplinary appendix

To ensure there is no confusion with Appendix 1 of the political fund, this conference resolves to rename Appendix 1 Disciplinary regulation as Appendix A Disciplinary regulations.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

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## Resolution 88

### SOC elections

Conference resolves to delete rule 8.21 and replace with the following:

## Standing Orders

### 8.21

- (1) There shall be a Standing Orders Committee whose duty it shall be to prepare the agenda and standing orders for each National Conference and Special Conference and to make recommendations as it may think necessary for the efficient and expeditious despatch of business. The Standing Orders Committee shall have such other functions as are conferred upon it by these Rules or as may be so conferred by National Conference.
- (2) The Committee shall consist of four working or unemployed members not being members of the National Executive Committee, each of whom has been elected or otherwise appointed in accordance with the following provisions of this Rule.
- (3) Each National Conference shall elect two members to the Standing Orders Committee and the persons so elected shall take up office at the conclusion of the National Conference at which elected and shall relinquish office at the conclusion of the second National Conference held thereafter.
- (4) The Standing Orders Committee shall elect a Chair from amongst its number at the first meeting following each conference or as otherwise required. In the event of there being a tied election, the tied candidates shall draw lots to determine which of them shall chair the Committee.
- (5) Members of the Standing Orders Committee shall be elected according to the following conditions:
  - (a) they shall be elected by each National Conference from Members of the Union nominated by Branches for election;
  - (b) notice of nomination shall be given to the General Secretary in accordance with the provisions within the conference calling notice and nomination form and be delivered not later than mid-day on the day occurring 13 weeks before the date on which the National Conference is to commence its sittings.
  - (c) Upon receipt of nomination the General Secretary shall obtain confirmation from the individual nominated that they are prepared to stand for election and, if elected, to serve as a member of the Standing Orders Committee.
  - (d) if, before the voting for the election of members of the Standing Orders Committee has taken place, there are insufficient nominees Conference may

permit the nomination, by delegates, of other members for the election.

- (e) election to the Standing Orders Committee shall be by card vote at National Conference.
- (6) (a) In the event of any member of the Committee vacating office other than upon completion of their full term of office, the National Executive Committee shall appoint in their place one of the persons who were candidates at the last foregoing National Conference for election to the Committee, regard being had in the making of the appointment to the number of votes received by each of these persons.
- (b) If it should not be possible so to fill any such vacancy in accord with Rule 8.21 (6) (a), it may be filled by the National Executive Committee by appointment of such a Member, other than a member of the National Executive Committee, as it may determine. The person appointed shall have been a member delegate to the last National Conference.
- (7) Any person appointed to the Committee under Rule 8.21(6) shall be deemed to have taken up office at the date of such appointment and shall serve only for the remainder of the term of the person they are replacing.

Renumber rule 8.21(8) as 8.22 and renumber following rules as required.

The amended rule to read:

### 8.22

In the event of there being any conflict between the Standing Orders and these Rules, the Rules shall prevail. Standing Orders, once agreed by delegates at the beginning of National Conference, may be suspended only by a resolution of the National Conference carried by two thirds of delegates present and voting.

*National Executive Committee*

**This rule change has been incorporated into the 2024 National Rule book.**

# Section N – Organisation, recruitment and resources

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## Resolution 90

### Improved Member Recruitment Incentives

Conference instructs the NEC to consider improving the incentives awarded for member recruitment to encourage greater activity in growing membership across the union all year round.

At present the incentive on offer for a member recruiting another member to Prospect is to select one of the following:

- a £10 Lifestyle voucher
- a £10 donation to one of Prospect's charity partners
- a £10 donation to Prospect's benevolent fund

Whilst appreciated, to the members we represent a £10 incentive is perceived by many as too little to commit to memory, compel any meaningful change in behaviour and instigate additional efforts to recruit new members.

The lack of meaningful incentive for ordinary members consequently leaves Prospect relying heavily on its reps to build membership through recruitment activities. In the absence of an environment of persuasive encouragement from their member colleagues, this can often feel like a cold-calling exercise that means non-members are often not amenable to persuasion to take up membership.

Conference observes that Prospect recognises the power of modern marketing methods to attract valuable long-term membership, as evidenced by introductory offers such as "free membership for 3 months" made available to new members signing up during Heart Unions Week. It is striking to note that for some members Prospect is forgoing almost £60 in fees to secure new membership - a fact not lost on existing members - who with a touch of seriousness joke about not getting the chance to receive such value after years of loyal contributions.

Conference also observes that whilst some members do prefer to donate incentives to charitable causes, the current £10 donation options lack the potential to see their value enhanced through Gift Aid. Currently, members could make a more significant contribution to charity simply by taking a £10 voucher for themselves and contributing £10 plus Gift Aid through their charity's standard donation platform.

Conference does not intend to stipulate the terms of any improved incentive scheme to the NEC, leaving to its good judgement the best design of any incentive scheme and accompanying restrictions as deemed appropriate.

If the NEC needs a starting point to debate the merits and value of any new scheme, it could consider aligning towards

a 1.5x maximum monthly subscription value - initially as a £30 reward - coupled with a suggestion to "share the love" and encourage optional £10 donations to partner charities via links to their Gift Aid platforms.

*BT Networks & Digital Branch*

**CORE set up a working group to consider this motion alongside motion 90.**

**The November 2025 NEC meeting agreed changes to the MRM scheme, including extension of the scheme to the Bectu sector and increasing the value of the voucher to £15. These will be implemented in April 2026.**

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## Resolution 91

### Commitment to Attracting and Retaining Early Career Members

Conference instructs the NEC to commit to actively attracting and retaining membership from individuals in the early stages of their careers. In order to do this, the NEC should put in place a group to look at the viability of offering early career professionals, based on either their duration working in a professional capacity; and/or recent graduation status from university; and/or recent participation in an apprenticeship scheme, a reduced and temporary subscription fee.

Benefits of this initiative include:

1. **Future Sustainability:** Recruiting individuals early in their careers is essential for the long-term sustainability of the union. By engaging them now, we increase the likelihood of them remaining as members throughout their professional lives.
2. **Representation:** Currently, the union lacks proportionate representation in the younger demographic. By actively recruiting early career professionals, we can ensure that the union represents a diverse range of members, including those at the beginning of their professional journey.

By implementing this motion, Prospect Union demonstrates its commitment to fostering inclusivity, supporting the next generation of professionals, and ensuring the longevity of the union's impact.

This motion seeks to address the critical need for Prospect Union to attract and retain early career professionals, highlighting the benefits and rationale behind such an initiative. Such a group should include professional and lay

representatives and should report back, periodically, to the NEC and to Conference 2026.

*AWE Branch*

**CORE set up a working group to consider this motion alongside motion 90. Recommendations from the group were considered at the November 25 NEC meeting. The NEC reviewed the graduate rate options available to branches and agreed that branches may continue to select from these.**

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## Resolution 92

### **Establishment of a more formalised Young Workers' Committee**

**Background** – The current structure of the Young Workers' Committee lacks equal standing within Prospect compared to other advisory committees, failing to report to the National Executive Committee (NEC) akin to other advisory committees like CORE and CCC. This has led to disempowerment and a feeling of performative representation. Additionally, confusion surrounding the eligibility of certain members for committee membership, particularly those affiliated with existing young worker structures within BECTU, has resulted in a lack of representation from the sector.

**Rationale** – Across the sectors that Prospect represents, the challenges faced by members vary immensely, but the challenges that young workers encounter have many common aspects that require a joined-up multi-sector approach to tackle. To foster a forward-thinking and inclusive union, young workers must be heard and empowered to assume leadership positions within their local branches and the broader union that is more than performative but have the potential to influence the changes young workers need to see in not just the union but the workplaces that we represent.

**Resolution** – Therefore, the conference resolves to instruct the NEC to take the following actions:

- Dissolve the existing Young Workers' Committee along with BECTU's Young Workers' arrangements.
- Establish a new committee that operates as an official advisory body of the NEC, reporting to the NEC in a manner consistent with existing advisory committees. This committee should follow structures similar to those of other advisory committees.
- Ensure that membership to this committee is open to all union members, with the caveat that the NEC should consider applicants' age when making selections.

**Conclusion** – By implementing these measures, the union can create a platform that amplifies the voices of young workers and provides them with the support and resources necessary to actively engage in shaping and securing the union's future.

*UKAEA Branch*

**The remit and terms of reference have been agreed and implemented by the NEC.**

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## Resolution 93

### **Inactive branches**

This conference believes that all members should have the opportunity to participate fully in the democratic processes within our union. Many members are currently in inactive branches with no committees, or active lay reps, meaning that they cannot bring motions or send delegates to conferences. There are also a high number of branches with under 21 members - the number that the rules say is the minimum for a branch to be created and to send delegates to conferences. It is recognised that there may be instances where organising in a branch of under 21 members may be appropriate for industrial reasons.

Therefore, this conference instructs the NEC to review and aim to reduce the number of inactive and / or branches under 21 members to allow members to be better represented and participate in the unions democratic processes. The NEC should also create a longer-term plan to manage this in future.

*Scottish Live Events Network*

**A branch audit has been conducted and work is underway to resolve branches under 21 as well as how we can engage members where we have small groups in unrecognised employers.**

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## Resolution 94

### **Prospect Organisers**

This Conference recognises that not all Prospect branches are fortunate to have a Prospect Organiser assigned to them. This is to the detriment of such Branches as Prospect Organisers fulfil an important role in recruitment and retention of members, rep training, member benefits etc. The gap left by not having national coverage of Organisers is being filled by Negotiations Officers who have more than enough on their plates. Many Branches are having their facility time reduced meaning that local Branch Organisers have less time than ever so having Prospect Organisers is essential.

This Conference instructs the NEC to ensure that all Branches have Organisers, or a suitable organising resource assigned as soon as is possible.

*Ordnance Survey Branch*

**We have created the National Organising Unit (NOU) with additional resources to support both new organising opportunities and augment existing support to teams/ branches.**

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## Resolution 95

### Strike Funds

Conference recognises the sacrifices made by members over the past few years to win themselves and their colleagues better conditions. Strike action, and the threat thereof, is the origin of all of our power in the workplace.

Conference believes that the value in strike action lies in its application as an economic instrument against intransigent employers, rather than as a publicity exercise or an appeal to better nature. To maximise its impact, action must be sustainable.

Workers on strike forego pay. This impacts heavily which workers can afford to take prolonged strike action. There are natural EDI implications to this, and there are implications about which workplaces are most able to undertake effective action.

To prevent members going into hardship through industrial action, conference resolves to adopt a policy of using strike funds. These do not need to be funded centrally. Strike funds can be most effective when set-up ad hoc to support upcoming action. Through engagement with trades councils and community groups, as well as donations from within membership, these funds can be grown in preparation for industrial action. The presence of a healthy strike fund in advance of action can itself be an effective bargaining tool with an employer, demonstrating that the workforce are prepared and equipped to disrupt operations for a prolonged period.

Conference instructs the NEC to:

- Develop a standardised procedure for branches to develop strike funds to support staff through periods without pay;
- Inform branch secretaries about these arrangements;
- Encourage the use of these funds through the industrial action preparatory procedures;
- Explore the potential for the creation of a centralised strike fund, opted into by branches with supermajority support for paying a surcharge on subs.

*UKAEA Branch*

**The NEC reviewed this motion in the context of the various affordability motions that were carried at conference 2024. The NEC also considered the relevance of this motion in the context of the new Employment Rights Act (ERA 2025).**

**There were multiple motions asking the NEC to ensure affordability of subscriptions is maintained and where possible reduced. The introduction of a centralised strike fund would require members to make additional contributions. A centralised strike fund as described in the motion with branches opting in would create a two-tier benefit structure within the union and also require significant administration and recoding of the database.**

**The issues of administration and database management were magnified in respect of the proposition that branches could develop their own strike funds. In each of these scenarios there would need to be decisions about the level of strike pay, the process for applying and payment and financial control and reconciliation. In particular what are the consequences if either a central or branch fund becoming drained and whether that meant an obligation fell on national funds in the event of a long dispute.**

**The NEC concluded that on this basis the costs far outweighed the benefits of a central or branch strike fund and added little to the ability of the union to deliver successful industrial action. The NEC conclude that the sentiments of this, motion could not be delivered sustainably.**

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## Resolution 96

### Indicative ballots

Many of our members were surprised that no member ballot was required to decide to end the formal Civil Service and public sector industrial action in June 2023. This left many feeling that their opinions were not properly reflected in this decision-making process.

We note that action following a formal ballot is time limited to 6 months by law (or 9 if agreed by all parties) and hence official action may inevitably end in this fashion, however if action is to be ended before this legal period, we call for the introduction of a policy to ensure that an indicative ballot is arranged to seek members views before the decision is made to end formal action.

Not only will this improve the democratic transparency of Prospect Union, but we propose that having such a policy in place may strengthen the position of negotiators who otherwise might be rushed by employers to accept offers within too short a timeframe.

We recognise that formal ballots cost significant time and money to achieve, but indicative ballots can be delivered quickly and relatively cheaply. We also recognise the NEC are best positioned and informed to create policies that are applicable and represent all Prospect members.

We therefore instruct the NEC to:

- Write and adopt policy to cover how formal disputes should be ended;
- That said policy will require an indicative ballot to be run before formal action can be ended (unless the legal time limit ends the action); and
- That the indicative ballot should cover all members involved in the action and should allow sufficient time for them to respond.

*EFRA Branch*

**It is generally our practice to run indicate ballots ahead of formal industrial action ballots to gauge member appetite to support bargaining objectives. The management of disputes is delegated to branches under overall NEC**

control. It is again normal and best practice to consult members before completing an agreement.

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## Resolution 97

### SLAPP Protection for Members

That conference instructs the NEC to offer legal services to advise and support members who receive strategic lawsuits against public participation (otherwise known as SLAPP). Conference calls for courses to inform members of libel and defamation as well as to support members with legal assistance who are subject to this type of legal action where necessary.

*North West Freelance Branch*

**This motion was remitted on the basis that these kinds of cases often require specialist Counsel and costs can be considerable. Therefore, we asked conference to remit the motion such that the support offered is subject to our established approach to assessment for legal support.**

**Information will be provided on the website explaining what SLAPP's are and that the Solicitors Regulation Authority (SRA) has issued a warning notice making it clear that solicitors and law firms should not bring or threaten unmeritorious claims or engage in tactics that are intimidatory or otherwise oppressive.**

**Members will be advised how they can seek advice should they be concerned that they have been or may be subject to such litigation.**

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## Resolution 98

### Mileage rate when using your personal car

Mileage rates for using your personal car for Prospect Union business have remained the same for many years where the cost of fuel prices have risen quite substantially over time - also maintenance/repair bills of personal cars have also risen over the years.

Conference instructs the National Executive Committee to discuss the mileage rate payable for Union Business travel to gain a reasonable increase in the rate.

*Scottish Government Branch*

**The NEC considered this motion and increased the mileage rate in December 2025 to 45p per mile for cars, 24p per mile for motorcycles and 20p per mile for bikes. The passenger allowance has also been increased to 5p per mile. All rates are now as per HMRC guidelines.**

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## Resolution 99

### Proposed change to Prospect mileage allowance

Conference is aware of the ever-increasing costs of motoring. When travelling on Prospect business, the current travel allowance for petrol & diesel vehicles is 33p per mile, which conference now considers to be far too low, particularly when taking account of the cost-of-living crisis. Conference is also aware that other unions, such as GMB & Unite, adopt the maximum rate permissible by His Majesty's Revenue & Customs (HMRC), of 45p per mile. Conference believes that Prospect members should have parity with members of other unions.

Conference instructs the National Executive Committee (NEC) to increase the current business travel allowance for petrol & diesel vehicles, to 45p per mile, to be implemented as soon as is reasonably practicable, and no later than 2026.

Conference further instructs the National Executive Committee to review the business travel allowance rates for all other personal forms of transport, such as motorcycles & electric cars, to ensure that they are set at the maximum rates permissible by HMRC, with any increases to be implemented as soon as is reasonably practicable, and no later than 2026.

*Sellafield Limited Branch*

**The NEC considered this motion and increased the mileage rate in December 2025 to 45p per mile for cars, 24p per mile for motorcycles and 20p per mile for bikes. The passenger allowance has also been increased to 5p per mile. All rates are now as per HMRC guidelines.**

# Section O – Affiliations

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## **Resolution 100**

### **Affiliate to the Friends of the Durham Miners' Gala**

Conference instructs the Union to seek to affiliate with the Friends of the Durham Miners' Gala

Members of Prospect attended the Durham Miners' Gala under the Prospect banner for the first time on 8th July 2023.

Whilst we now know the impact that fossil fuels have had on the environment, the Durham Miners' Gala commits each year to celebrating the vigour of the people in these communities and the wider Trade Union movement. Respecting and acknowledging our shared history and culture whilst still looking towards the future are the ideals the Gala represents.

It is one of the largest and most beloved Trade Union celebrations in the world, often attracting more than 100,000 people with a procession through Durham city centre, more than 50 bands and banners, skill shares, lectures, live music, poetry, campaign meetings, members' meetings and more.

Conference notes that the Durham Miners Gala attracts people nationally and internationally and efforts should be made for as many members to attend as possible.

Further to this, committing to support the Durham Miners Association as the event organiser will bolster Prospect's place in the Trade Union movement and increase cross branch and cross Union solidarity and cooperation.

Other Trade Unions affiliated to the Friends of the Durham Miners' Gala include, but not confined to ASLEF, CWU RMT, USDAW, UNISON, NEU, GMB, FBU, NASUWT, PCS and UNITE.

Therefore, conference instructs the NEC to seek to affiliate with the Friends of the Durham Miners' Gala.

*National Trust Branch*

**Prospect has affiliated.**

# Other Motions

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## **Lost/Fell**

27, 30, 47, 61, 70, 72, 73 76, 82, 89

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## **Late and withdrawn**

126-129

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## **Out of order**

102-125

# Motions submitted by Branch/ Group/NEC

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AWE Branch .....	16	Environment Agency Branch .....	27	North West Freelance Branch .....	23
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CMD South Branch .....	12	MOD: UKStratCom Branch .....	11	Scottish Freelance Branch .....	35
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EFRA Branch .....	16	National Executive Committee.....	39	UKAEA Branch .....	43
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EFRA Branch .....	25	National Executive Committee.....	39	UK Intellectual Property Office Branch .....	3
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# Motions submitted by title

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Addressing the climate crisis: Integrating Environmental Advocacy in our Campaigning efforts .....	4	Improved Member Recruitment Incentives .....	41	Prospect Organisers .....	42
Affiliate to the Friends of the Durham Miners' Gala .....	45	Improving freelance members' pension provision .....	14	Prospect Policy on Sharing of Member Contact Data .....	11
AI in the workplace .....	20	Improving Regulation to ensure sustainable development and protect and enhance social, environmental, and economic prosperity .....	34	Prospect Subscription Charges .....	19
Annual income requirement for spouse visas .....	31	Inactive branches .....	42	Prospect Training Courses .....	9
Annual Report.....	39	Independence of the Civil Service .....	33	Prospect Website .....	10
Annual report (non-conference year) .....	39	Indicative ballots .....	43	Prospect Website .....	10
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Decoupling Pay from Transformation and promoting Progression .....	27	Motion on the Israel-Palestine Conflicts .....	23	Responsible Implementation of Artificial Intelligence .....	20
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# Action taken

Report of action taken on motions submitted to Prospect national conference, 8-11 June 2024

