



**SECTOR REORGANISATION**

## NATIONAL INDUSTRIAL SECTORS

All Unite members in employment are allocated to a national industrial sector. Rule 7.3 gives the Executive Council the authority to determine these sectors and to “amalgamate existing sectors and to create new sectors as seems expedient on the basis of industrial logic and developing patterns of membership organisation.”

When Unite was established two particular sectors were identified as being in need of review – the general white-collar section APMS (subsequently dissolved with its membership reallocated) and the Servicing & General Industries sector.

In addition, the Executive Council has regularly reviewed the composition and functioning of constitutional committees in the sectors, most recently in December 2012 following the most recent round of regional industrial sector conferences and election of RISCs, with a view to establishing the democratic viability of each sector.

At its December meeting, the Executive Council directed the executive officers to take steps to address evident shortcomings in a number of sectors with regard to the constitution and viability of RISCs in particular, with a view to returning to the issue in the light of these efforts being made.

As a result of those efforts, and a subsequent preliminary review, the following proposals are placed before the Council for consideration. If adopted, they should be referred to the relevant sectors for consultation, with final decisions being taken by the Council at its September meeting. A detailed summary of the position regarding the RISCs in these sectors is appended to this paper. In all cases, the proposals reflect a compelling industrial logic and overlapping membership in terms of industrial organisation, and address clear and sustained weaknesses in lay democratic structures which appear unlikely to be overcome in the foreseeable future.

1. That the Electrical Engineering & Electronics, the IT & Communications and the Servicing and General Industries national industrial sectors be combined in one new sector: General Engineering, Manufacturing and Servicing (GEMS). It is proposed that a small section of the IT & Communications membership working in broadcasting be transferred to the Graphical, Paper & Media sector instead. It should be noted that the same two National Officers presently service all three sectors.
2. That the Vehicle Building & Automotive and the Motor Components national industrial sectors be combined in a new Motor Industry sector. It should be noted that the same two National Officers presently service both sectors.
3. That the Food, Drink & Tobacco and the Rural Agricultural and Allied Workers national industrial sectors be combined in a new Food, Rural and Retail sector.

4. That the position of the Docks, Rails, Ferries & Waterways national industrial sector be reviewed in the light of developments in the union's discussions with the Transport Salaried Staff Association concerning a transfer of their engagements

In responding to these proposals it should be understood that if existing sectors wish to advance counter-proposals, including maintaining the existing position, this can only be done on the basis of realistic suggestions which ensure both proper industrial representation and also robust lay democratic committees and accountability to ensure full compliance with Unite's rules. Maintaining the status quo for the sake of it is not an option.

#### **Safeguards for elected lay members**

If these proposals are adopted at the September meeting of the EC, the following provisions will apply in relation to elected lay members serving on constitutional committees:

No member elected to a RISC for the 2012/15 period will lose his/her place, for the remainder of the 2012/15 the relevant new RISCs will be amalgamations of the RISCs from the previous sectors making up the new sector.

No member holding a previous sector seat on a Regional Committee, an AAC or a National or Regional Equalities Committee will lose his/her place; such delegates may stay in office for the remainder of the 2012/15 electoral period, accountable to the new integrated RISCs.

Delegates elected to attend the National Industrial Sector Conferences in the Autumn in Brighton on the basis of the previous sectors will be the delegates who attend the Conferences. The Conferences will be convened on the basis of the new sectors; motions submitted to the previous sector conference will, after approval by SOC, be tabled at the new sector conference.

The National Officers, in consultation with the lay leaderships of all sectors affected by the proposals, will propose constituencies for new National Industrial Sector Committees for EC consideration, which proposals shall guarantee the effective representation of all sections of the membership covered by the new sectors and ensure that no section of the membership is left marginalised or overlooked in the new structure. Once agreed, delegates to the appropriate NISC constituencies will be elected in the usual way.

## **Summary of position of RISCs in sectors identified here:**

These RISCs are in most cases weak not just because of small membership numbers- there are other Sectors that have low membership level- but because they have small pools of elected lay representatives (Rule 6 compliant) who are eligible to attend the RIS Conference and from there be elected to the RISC.

To deal with the small number elected delegates Regions, either in the Autumn of last year or into 2013, have already started to aggregate these small number into allied groupings or linking with allied Sectors to ensure that there is a critical mass of members present so that the delegates may attend meaningful meetings.

### **Electrical Engineering & Electronics**

Ireland – no RISCs

London & Eastern – 3 delegates, Region to link with another manufacturing RISC

North East, Yorkshire & Humber – 3 delegates, Region to link with Metals

North West – no RISC

Scotland – 2 delegates, Region to link with other manufacturing RISCs

South East – no RISC, Region to link with other manufacturing RISCs

Wales – 5 delegates, meet jointly with other manufacturing RISCs

West Midlands – no RISC, any delegate would meet with Metals

### **IT & Communications**

Ireland – no RISCs

North East, Yorkshire & Humber – 1 delegate, Region to link with Metals

Scotland – no RISC, Region to link with other manufacturing RISCs

South East - no RISC, Region to link with other manufacturing RISCs

South West – 2 delegates, meet with EEE

Wales – no RISC, any delegate would meet with other manufacturing RISCs

West Midlands – no RISC, any delegate would meet with Metals

### **Motor Components**

Ireland – no RISC

North East, Yorkshire & Humber – 6 delegates, Region to link with VBA

North West – no RISC, delegates meet with VBA

Scotland – 4 delegates, Region to link with VBA

South East – 3 delegates, Region to link with VBA

South West - no RISC, delegates meet jointly with VBA

Wales – 5 delegates, Region has linked with VBA

### Rural & Agriculture

East Midlands – no RISC, delegates meet jointly with FDT

North East, Yorkshire & Humber – no RISC, Region to create seats on FDT RISC

Scotland – 5 delegates, Region to link with FDT

South West – no RISC, delegates meet jointly with FDT

Wales - 6 delegates, Region has linked with FDT

West Midlands – no RISC, any delegate would meet with FDT

### Servicing & General Industries

Ireland – no RISC (RoI)

Scotland – 3 delegates, Region to link with other manufacturing RISCs

Wales – 3 delegates, meet jointly with other manufacturing RISCs

Appendix I: Size of RISCs for the remaining part of the 2012/15 period, if amalgamated.

**GEMS (EEE + ITC + SGI)**

East Midlands RISC	$6 + 6 + 9 = 21$
Ireland RISC NI	$0 + 0 + 15 = 15$
Ireland RISC RoI	$0 + 0 + 0 = 0$
London & Eastern RISC	$3 + 10 + 11 = 24$
North East, Yorkshire & Humber RISC	$3 + 1 + 13 = 16$
North West RISC	$0 + 7 + 11 = 18$
Scotland RISC	$2 + 0 + 3 = 5$
South East RISC	$0 + 1 + 8 = 9$
South West RISC	$1 + 2 + 7 = 10$
Wales RISC	$5 + 0 + 3 = 8$
West Midlands RISC	$0 + 0 + 7 = 7$

**Motor Industry (Motor Components + VBA)**

East Midlands RISC	$7 + 11 = 18$
Ireland RISC	$0 + 10 = 10$
London & Eastern RISC	$10 + 20 = 30$
North East, Yorkshire & Humber RISC	$6 + 10 = 16$
North West RISC	22
Scotland RISC	$4 + 9 = 15$
South East RISC	$3 + 14 = 17$
South West RISC	5
Wales RISC	$5 + 8 = 13$
West Midlands RISC	$20 + 19 = 49$

**Food, Rural and Retail (FDT + RAAW)**

East Midlands RISC	17
Ireland RISC	FDT 14 (NI); FDT 7 (RoI); R&A 10
London & Eastern RISC	$12 + 10 = 22$
North East, Yorkshire & Humber RISC	$12 + 0 = 12$
North West RISC	$15 + 5 = 20$
Scotland RISC	$8 + 5 = 13$
South East RISC	$8 + 7 = 15$
South West RISC	15
Wales RISC	$4 + 6 = 10$
West Midlands RISC	$11 + 0 = 11$