

September 2015 EC report

COUNCIL MINUTES

Minutes of June EC meeting matters arising and accuracy (doc 3A)

Question on minute 351 regarding private health care for officers and staff?

£200 payment was offered to replace the arrangement with Nuffield however staff still wanted a health check and this is being allowed on a claim back basis for two years and will be looked at again

Question on allowances and expenses for officers also? Agreement has been reached it was confirmed

Minute 352 question re UCATT

Still being looked at.

UCATT put together a survival package and Unite has offered to help in any way we can.

Probably next May, when they have their conference will be a telling point in the success or otherwise of that survival plan and there may be some discussion around joining with another union

Minute 365 question around review of Education. No update, however this is affected by the Rule decision on Education expenses.

Looking at each region around employment of Tutors

Hope to bring report in December on Education, potentially being transferred to TUC

Page 12, 4th Para, question regarding the constitution of LP – preliminary meetings taking place but nothing yet to report back

Minute 375 question re investigation of Bro Dave Beaumont. It was confirmed that charges are being raised under rule 27 and EC disciplinary committee will consider those charges

Question re rule change on disabled seats on RISC's??

Minute 380 question regarding TUC motions not being agreed by EC. Will be considered elsewhere on agenda

Minute 381 where is severance report? Will be dealt with in finance report

Minutes were agreed

Minutes of special EC meeting on 1st July (doc 3B)

Minutes were agreed

Minutes of special EC meeting on 5th July (doc3C)

Minutes were agreed

F&GPC

Minutes of F&GPC held on 3rd September 2015 (doc 4)

Minute 394 what was question on proportionality? Clarification has been sent out and will be copied to EC members. Not designated seats but additional if required.

Minutes were agreed

REPORT OF GENERAL SECRETARY (doc 5)

Activities of the General Secretary for the period since the Executive Meeting of June 2015

Public Meetings and General Events

- IER Annual General Meeting 2015, Old Square Chambers, London.
- Speaker at Unite Group of MPs, June meeting, Portcullis House, Westminster.
- RMT Cuba Garden Party, Maritime House, Clapham.
- Speaker at the People's Assembly National Demonstration, London, 20th June.
- London Pride, 27th June.
- TULO Labour Party Leader and Deputy Leader Hustings, 30th June, Camden.
- Unite Statutory Rules Conference, 6th – 10th July, Brighton.
- Speaker at Rules Conference fringe, Show Racism the Red Card, Brighton.
- Rules Conference Regional Receptions.
- Speaker at Devonshire House Network Dinner, East India Club, London.
- Speaker at Durham Miners' Gala.
- Speaker at anti-Trade Union Bill Public Rally, 29th July, NUT London.
- Opened Vauxhall Learner Centre, Ellesmere Port.
- Political, International & Inter-Trade Union Matters
- Meetings with Paul Kenny, General Secretary, GMB and Dave Prentis, General Secretary, Unison.
- Meeting with the RMT including Diana Holland, AGS; Bobby Morton, N.O. & Tony Woodhouse, EC Chair.
- Various meetings with Jennie Formby, Political Director, on Labour Party matters.
- Various meetings with Pauline Doyle, Comms Director, on media strategy.
- Various Director-level meetings on Unite's Political Strategy.
- Meeting with Ian Lavery MP, Chair TUG Group, and Ian Murray MP, Shadow Secretary of State for Scotland.

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- TUC Executive Council & General Council.
- Meetings with a number of candidates for Labour Party Leader & Deputy Leader.
- Meeting with Andrew Beard, Liverpool Victoria.
- Meeting with Martin Mayer on environmental matters.
- Meeting with Unite Directors & staff on Unite's response to the Trade Union Bill.
- Meeting with Unite Directors & staff on matters arising from Labour Party Leader & Deputy Leader elections.
- Meeting with Director of International, Simon Dubbins, on Workers Uniting Congress.
- Meeting with Frances O'Grady, TUC General Secretary.
- Meeting with Geoff Shears, and Davy Hopper, NUM General Secretary to discuss issues relating to the Durham Miners' Gala.
- Meeting of the General Secretaries of the 'Big Four'.

Administrative & Organisational Issues

- Various meetings to discuss Unite property matters and developments in Birmingham.
- Meeting to discuss Unite Officers' pay and expenses with Head of HR, Barbara Kielim, Executive Officer, Ed Sabisky and Chief of Staff, Andrew Murray.
- National meeting of Assistant General Secretaries, Regional Secretaries and National Officers, Esher.
- Various meetings with Assistant General Secretaries.
- Meeting with Head of HR, Barbara Kielim, to discuss BAEM initiative.
- Various planning meetings to discuss Unite Rules Conference.
- Meeting with all Regional Secretaries at Unite Rules Conference.
- Various meetings with Chief of Staff, Andrew Murray, and Departmental Directors.
- Meetings with Sharon Graham, Executive Director, on Organising and Leverage matters.
- Meetings with Chief of Staff, Andrew Murray; Director of Education, Jim Mowatt; Director of Legal and Affiliated Services, Howard Beckett; Director of Finance, Ed Sabisky to discuss the Education Department.
- Meeting with Chief of Staff, Andrew Murray, and Head of HR, Barbara Kielim, to discuss Agreements.
- General meeting on Rule changes and financial implications.
- Meeting with John Rowse, South East Regional Secretary.
- Constitutional Committees & Industrial Matters
- Meeting with Sally Kosky, N.O. Community, Youth Workers & Not for Profit.
- Meeting with Bobby Morton, N.O. Transport.
- Meeting with Sharon Graham, Executive Officer, Ed Sabisky, Executive Director and Andrew Murray, Chief of Staff to discuss 100% Campaign resources.
- Meeting with Adrian Jones, N.O. Transport.
- Executive Council, 1st July, following Labour Party Hustings.
- Executive Council, 5th July, to nominate Labour Party Leader & Deputy Leader.
- Attended and spoke to West Midlands Regional Committee, 15th July.
- Attended and spoke to East Midlands Regional Committee, 20th July.
- Attended and spoke to South East Regional Committee, 22nd July.
- Attended and spoke to North East, Yorkshire & Humber Regional Committee, 27th July.

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- Attended and spoke to North West Regional Committee, 28th July.
- Attended and spoke to London & Eastern Regional Committee, 29th July.
- Meeting with Wayne King, Regional Officer, and Pete Kavanagh, Regional Secretary, to discuss Heathrow matters.
- Meeting with Gail Cartmail, AGS, and Jim Kennedy, Construction Development Officer.
- Meeting with Kevin Coyne, N.O. to discuss various matters.
- Meeting with FirstGroup Lifelong Learning Fund and Bobby Morton, N.O. Transport.
- Meeting with Tony Woodhouse, EC Chair, Steve Hibbert, EC, and Adrian Weir, Assistant Chief of Staff.

Principal Media Appearances

- Monthly column for Tribune magazine.
 - Lunch with Jim Pickard, Political Editor, The Financial Times.
 - The Guardian, Saturday Interview by Peter Osborne, 18th July.
 - Financial Times 'Britain's biggest union Unite weighs up campaigning for brexit' 16th July.
 - Financial Times 'Momentum moves left in Labour contest' 17th July.
 - Various interviews for PhD and higher education students.
- Since June's Executive Council Unite and the General Secretary have been mentioned 1,820 times in print and online media, which is double the number of mentions for the RMT and nearly four times more than Unison and six times more than the GMB for the period. Regional and national TV and radio mentioned Unite 500 times, meaning that in total the working population had over 48 opportunities to watch, read or hear about Unite since the last executive. If Unite had paid to secure the equivalent amount of exposure in advertising it would have cost £19.6m.

Comments/Questions from EC members

Peoples assembly – concern that lay activists (EC members) not playing part in this demo

RMT – what are further complications? RMT offered membership of £1.25 a week and pushing hard to recruit; eating in to Unite membership where RMT are not recognised. RMT raising issues where Unite are organising also. An agreement was drawn whereby members would be returned and agreement going forward on recruiting each other's members. However unable to sign since finding situation is not as first thought. Still working on reaching a mutually acceptable understanding with RMT

Concern raised regarding the clash of next year's Policy Conference with that of the Durham Miners Gala. Some thought will be given to how we might overcome this.

A question was raised regarding whether Unite still employ the media unit/Rapid Response Unit? This was until the election only but 3 individuals have been kept on in varied capacities on a temporary basis.

GS Report was agreed

EQUALITIES REPORT (doc 7.4)

Report of Diana Holland AGS Equalities

AFTER THE GENERAL ELECTION – UNITE IS STILL HERE, EQUALITY MAKING A DIFFERENCE

Looking back to the National Equalities Conferences held at the beginning of the year, my speech focused on how angry I am at the ConDem cuts, attacks and undermining of equality achievements. That anger remains, but I recognise too that now is also a time to address the great danger of insecurity, fragmentation, instability and division. As trade unionists, we have to be able to look outwards, with confidence, together. This is how we will be stronger, and this is how equality can continue to make a difference. Our priorities at work: decent jobs, a voice at work and fair pay are right at the heart of Unite's equality strategy. Decent jobs means no discrimination and a fair workplace; a voice at work means diverse union reps and rights for union equality reps; fair pay means equal pay, closing pay gaps on equality and industrial grounds, and ending poverty. The Unite membership figures presented to the last EC showed an overall net decline of 1,200 members, but a net increase of 200 women and of 550 BAEM members.

RECENT UNITE EQUALITY ACTION WE ARE PROUD OF

Too often it is the difficult issues we are facing that dominate. In a recent discussion we therefore focused on recent equality achievements we are proud of, which provide an insight into what can be achieved. Nationally – impact of the BAEM Survey and Political education event; pioneering Women apprentices campaign; in Scotland – development of mental health awareness training across industries, and involving male-dominated work sectors; In Ireland – powerful input at Irish Policy Conference showing how equality committees have evolved; in West Midlands – positive joint course on equality at Argos following a number of harassment grievances and disciplinary; taking equalities to the Great Yorkshire Show linking up suffragette history and agricultural centre; new equality newsletter launched in the North West leading to positive responses already; in London & Eastern positive action workshop “So you think you want to be an officer?” had important impact. (Not all regions in attendance at discussion).

UNITE NATIONAL EQUALITY STRATEGY 2014-2017

In taking forward our agreed strategy, which is being updated to add the decisions from the 2015 National Equalities Conferences, supporting newly elected union equality reps and Branch Equality officers is essential, and materials are being distributed together with credential cards. We are also developing ways of ensuring Unite industrial wins on equality and all wins on equality are more widely promoted, together with key points for a Unite Equality Charter to take to employers in negotiations, short Unite equality briefings to inform members and reps and to promote the union with non-members, and of making committee meetings more action-orientated.

Unite Equalities – implementation of Rules Conference decisions

During the last quarter, I attended the National Equalities Committees in order to update them on Rules Conference decisions on equalities and to confirm next steps. I have also been involved in implementation of the new scheme of representation for Regional Equalities Committees to ensure strengthened relationships with RISCs as agreed at Rules Conference.

Snowy White peaks

I was honoured to be an opening speaker at the very well-attended conference organised by our union jointly between Health and Equalities to take forward action needed to address race inequality in the NHS. A full report follows below.

Women Chainmakers – Cradley Heath

I was also honoured to address the rally at the Women Chainmakers festival in the Midlands this year, remembering the achievements of the women who won the first minimum wage victory, and who paved the way for the National Minimum Wage we have today. I also linked their struggle with women's struggles today in the hotels and hospitality sector, as well as migrant domestic workers. The powerful message from the re-enactment of key events in the dispute and the speeches of Mary Macarthur key union leader at the time, are important for today: "A union is like a bundle of sticks" she said - while a single stick can be broken, if they are bound together, they cannot be broken.
National and Regional Equalities Committee delegates 2012-2015

I would like to take this opportunity to thank and pay tribute to all delegates who have played their part in our Women's, BAEM, Disabled members and LGBT Committees regionally and nationally over the last triennial period. Together with the Regional Women's & Equalities Officers and our National Equalities Officers, secretaries, researcher and tutor, and all who have acted at every level to promote equality on behalf of our union, they have made a difference. Thank you.

Bernie Passingham

"It isn't every day your granddad is played by Bob Hoskins in a film." These words were part of a tribute to Bernie Passingham from his grandson at his funeral – "Made in Dagenham" was the film, and he played a special part in advancing equal pay when it was very hard to do so, supporting the women machinists at Ford in 1968 and 1984. He was remembered by Ford machinists, stewards and officers, as well as his family, and I was proud to be there.

Tribute

<http://www.unitetheunion.org/howwehelp/listofregions/londonandeastern/londoneasternnews/bernie-passingham-1925-to-2015--madein-dagenham/>

Acting BAEM National Officers

As reported to previous ECs, the 3 BAEM Acting National Officers continue in post, and their reports from the final part of their secondment are presented as follows : Colenzo Jarrett-Thorpe Acting National BAEM Officer – report included under BAEM section of Unite Equalities Report which follows; and the rest of his report, together with reports from Harish Patel and Sulinder Singh covering their wider responsibilities are attached to this report and included in relevant industrial sector reports. I would again pay tribute to them for the very positive involvement they have. Interviews for National Officer Equalities – BAEM are due to take place shortly

MANUFACTURING REPORT (doc 7.1)

The strong pound and the ongoing turmoil in the Eurozone have left UK manufacturers facing more gloom as exports are hit. In a poll of 445 companies 26% of manufacturers expect total orders to increase over the coming period but with 18% expecting them to decrease. The resulting net balance of +8% is the lowest since October 2012.

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The big drag on order expectations comes from exports rather than internal demand and is increasingly worrying given that internal demand has remained stagnant for the whole of 2015. In addition to the strong pound which in early July hit a seven and a half year high against a basket of other currencies, manufacturing companies also said that unhelpful economic and political circumstances were also having an impact on their exports.

The latest statistical release from the ONS has shown that there has been a minor change in GDP up to 0.7% in Quarter 2, 2015 from 0.4% in Quarter 1, 2015. Given the increasing government rhetoric about improving conditions in relation to the economy and growth these figures clearly show that what the government is doing in relation to the economy is not working.

Output increased in only two of the main industrial groupings within the economy, with production increasing by 1% and services increased by 0.7%. If the UK is to secure long term, sustainable manufacturing growth this government must tackle the inherent structural problems in manufacturing which are acting as a brake on the UK economy.

We have effectively had seven years of “standing still” and yet the Tory government talks as if the UK economy is the best in the world. Unfortunately the drop in exports will show even more clearly the internal problems with the UK economy which may mean an even gloomier future for manufacturing.

Government Policy on Manufacturing

The new Secretary of State at BIS, Sajid Javed, has commenced his period of office by confirming his Thatcherite credentials in his first public statements, notably, the downgrading of “industrial strategy” to one of an “industrial approach”. This was seized upon by the media, manufacturers and Unite as an indicator of what is anticipated to be a “hands off” policy by the Minister.

His first big announcement was in regard to productivity where he made statements relating to US productivity figures being better than the UK. In regard to Germany he quoted the high productivity achieved in Germany without making any reference to the higher levels of investment in German industry, the involvement of the workforce and Trade Unions in companies, the German skills infrastructure and other key factors and the relationship between the Government, Employers and Trade Unions, this is in marked contrast to the attack on Trade Unions and working people in the form of the Trade Union Bill.

The second announcement from BIS was in regard to the Budget and the proposed apprenticeship levy. At this stage it is unclear as to how the levy would work, at what rate it would be set, and who would have to pay the levy – it is anticipated companies employing more than 250 people, will have to pay the levy with rebates through a voucher scheme.

There is considerable disquiet in manufacturing companies as to how this would operate and whether there would be significant funding available to create the three million apprentices the government is committed to.

At Unites’ request a meeting was held of Union Officials involved in Sector Skills Councils by the TUC with a view to seeking a meeting with the appropriate Minister to discuss how the apprenticeship

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levy would work and to ensure Union involvement at local and national level.

Iain Wright MP, (previously a Shadow Minister at BIS responsible for manufacturing) has now been appointed Chair of the BIS Select Committee and he has agreed that their first Inquiry will be into the Government's policy in regard to productivity. At the time of writing we are preparing documentation and evidence in regard to productivity in manufacturing to present to the Select Committee and will offer to attend to give verbal evidence as well.

In addition a response has been submitted to the BIS survey related to apprenticeships and unauthorised or low quality training and once again we have pointed out again that Unions need to be involved in the structure of apprenticeships at local and national level.

Offshore Contractors Association – North Sea, Southern North Sea

Following lengthy negotiations a proposed agreement with the Offshore Contractors Association was put to a ballot of the membership. Despite extensive work by our Scottish Region to ensure a maximum return, the number of ballot papers returned was disappointingly low and the membership rejected the Agreement by a majority of two to one. The GMB (who had an equally low poll) accepted the Agreement. As a result the AGS and other colleagues met the OCA to see if there was any movement available, however following a Board Meeting of the OCA they have confirmed that they cannot move on their proposals.

The AGS and the Scottish Regional Secretary are in discussion on running a ballot, as appropriate, for industrial action covering members working under the OCA Agreement and also seeing if we can get an improved offer from the OCA. We are also looking to co-ordinate any action with the other Unions (notably helicopter pilots) and our own members and RMT working under the COTA agreement.

Our organising campaign across the whole of the North Sea shows an increase of 1317 members this year. This is an extremely complex situation with members employed by 24 differing Contractors, many of whom have reached an agreement on the substantive issue of Equal Time (three weeks on, three weeks off). The AGS will give a verbal update at the meeting.

Tata Steel Pensions

Following a ballot vote for industrial action (during which only Unite received a legal challenge on some minor details) our members, along with members of Community, the GMB and UCATT voted to accept a deal which kept the British Steel Pension Scheme open along with an early retirement arrangement kept in place.

Unions in the steel industry proved beyond doubt that having a united approach to this issue worked and despite some misgivings by members who argued that we should not have allowed any changes, we can be proud of maintaining what is an excellent pension scheme.

MMP Legal Case

In the GPM&IT Sector, the legal case brought by Unite against MMP (Mayr Melnhof) relating to the company's refusal to fully honour the settlement package agreed following a lockout, related to the 90-day consultation period, finally went to Court. The Judge ruled in our favour and indicated the company must pay the full 90-day consultation period to all of our members as agreed at the

negotiations. No doubt Howard Beckett will comment further on this excellent result and colleagues formerly employed by MMP have expressed their gratitude to the Legal Department, National Officer Ian Tonks and the Executive for their steadfast support in regard to the case.

Automotive Organising

The campaign to increase membership in the Automotive Sector is going well. Since the commencement of the campaign in February 2015 membership has grown by 5235 with 20 Recognition Agreements won in the supply chain. Figures are expected to improve as the industry is largely on shut down at present.

STRATEGY FOR GROWTH

Organising and Leverage report (doc 6.1)

BROAD INDUSTRIAL STRATEGY

In the period following the last Executive Council, the Department has been developing proposals for a broad industrial strategy.

Objectives

1. Introduce a **broad Unite Industrial Programme** - Increase pay and improve conditions
2. **Reposition** the Union - Increased focus on the workplace
3. Establish **Industrial principles and standards** - Set minimum expectations

Towards a Unite Industrial Programme

To create a shared sense of common purpose amongst members, there is a need to advance a broad Unite Industrial Strategy. There are currently a wide variety of approaches being adopted within the Union to industrial matters. This is perhaps inevitable and the result of strong pre-existing cultures being (at least in part) maintained. However, we are yet to consistently adopt a meaningful 'Unite culture' at the place of work. Whilst the Industrial Sector's rightly decide on priorities, workers should expect a broad commitment to certain common standards and principles throughout the Union.

- What do we stand for at work?
- What should workers expect from Unite?

The agreement and delivery of a programme, focussed on workplace priorities such as those outlined by the framework above, would help better define the Union's industrial objectives and approach. This would support and guide not only industrial business but also the Union's wider policy agenda. A key aim should be to raise the expectations and confidence of our membership and embed common values, including meaningful solidarity.

An industrial framework: Work, Voice and Pay

It is suggested that the Union develops a framework that focuses on three broad core areas that are relevant across the Industrial Sectors of the Union, such as:

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Secure work

Secure, permanent jobs for those that want them

No to redundancies

Stopping 'undercutting' and 'exploitation'

- 'Rate for the job' regardless of employment status
- Getting rid of precarious work: Zero hours, agency work, bogus self-employment etc

Delivering a safe working environment

A strong voice

Union voice for non-recognised workers

Negotiation on wider issues that matter (Extending the scope of bargaining – job security; recruitment; agency)

A good deal for all (Company and Sector Combines; National / Sectoral Bargaining) – getting people to look outside their workplace

A stake in the future (Meaningful Trade Union Representation regarding 'future' policy and / or product)

Skills and opportunities for young workers (Quality Apprenticeships)

Decent pay

A decent pay deal that reflects my contribution

A pension that is fit for retirement

Satisfactory leisure time and the right to care (*Hours; Holiday; Flexible Carer Hours etc*)

Repositioning the Union

It is critical that the Union re-establishes its industrial 'brand' both internally and externally.

Internal: Renewed focus on the workplace is critical as we seek to improve bargaining outcomes and the living standards of workers.

External: The need to narrate Unite 'success' in the workplace is self-evident.

We are often drawn to publicising generic demands such as 'Living Wage', which disenfranchise many of our members who do not feel connected to the issue.

Establishing industrial principles and standards

In order to establish a broad but common Unite industrial culture, the Union needs to set deliverable standards which underpin agreed principles.

For example, what does a good Unite Recognition look like? What does a good Facilities Agreement look like? What should the Union's day-to-day response be to the announcement of redundancies?

Roll out at industrial sector conferences and constitutional committees to agree targets and sector plan

100% UNITE

Received comprehensive report on 100% 3 fields paper

1. Agreements
2. Anniversary dates
3. % pay increases.

Update: The 'Three Fields'

Developing our analysis of 100% UNITE which, proved that the vast majority of 100% campaigns are increasing full-time membership - the collection of the 'Three Fields' data has allowed us to make further valuable conclusions.

UNITE LEVERAGE: IN DEFENCE OF OUR NHS

The Executive Officer delivered a full verbal report on all related activity since the last Executive Council. In particular, a comprehensive explanation of outcomes from the meeting on the NHS and TTIP with Government Minister, Francis Maude was given.

As a result, the Union has now engaged the QC Michael Bowcher to work on its behalf. To complement the verbal report below we list the eight areas where TTIP legally threatens our NHS.

Protection against expropriatory takings

- There is more room for manoeuvre in EU law compared to UK law, for companies seeking to sue if any Government took services public.

Fair and equitable treatment

- TTIP gives guarantees for a "stable legal environment" for private investors and this commitment could cause real problems for any Government taking services back public.

Market access

- Would oblige the UK to abstain from quotas or restrictions on the number of private suppliers.

Non-discrimination

- US companies UK subsidiaries could be used to take ISDS cases.

Broad definition of "investment"

- Anyone with a substantial business interest in his home country who holds any interest in a relevant enterprise in the UK could bring claims.

Competition policy

- US investors could argue that the fixing of rates for NHS services on behalf of NHS Commissioners amounts to price fixing and breaks the law.

Respect for local law

- No obligation on foreign investors to adhere to local law as opposed to TTIP provisions.

State immunity

- TTIP negates the immunity of the state. Our Government will be open to paying damages set by secret Courts outside of the jurisdiction of the UK.NHS Leverage campaign and TTIP

FOI submitted by Unite regarding Government legal advice on TTIP which they have declined to provide.

Information commissioner has served notice on Unite that it is under investigation regarding alleged involvement behind the "Peoples NHS" campaign organisation, in the period retrospectively leading up to the General Election.

INTERNATIONAL REPORT (doc 8.2)

The key points to note since the last meeting are:

Broader political context: The Greek financial crisis and the savage imposition of yet more austerity and the implications that this will have for the future of the European Union; continuing humanitarian crisis in the form of mass migration from Syria and Lybia and the political pressures this is creating; sharp deterioration of the political situation in Turkey with an ending of the ceasefire and a return to full conflict between the Turkish government and the Kurdistan Workers Party (PKK), this will have huge implications for the whole region

EU referendum: UNITE officials engaging widely at European level with sister unions, the ETUC, European political leaders and other governments to insist no concessions in the social area.

Global/European Federations and Workers Uniting: Continuing to push for changes in the functioning and operation of IndustriAll, good progress being made in series of political meetings and first UNITE internal coordination meeting held. Successful conferences in the UNI information technology sector and the graphical sector, launch of a new European Citizens Initiative in the ETF and continuing work on the Qatar campaign with the TUC and BWI. Workers Uniting Congress postponed due to major conflict looming in the US steel industry Steering Committee to go ahead in October other activities continuing as normal;

Multinational Companies: Major support for our reps and officers in the GE/Alstom takeover including support for successful campaign against deregulation of UNITE in Rugby site; Other significant support for reps and officials in AEGAS, HSBC, IAG, GKN, Princess Food, Total, Cinram, Goodyear, Siemens and Engie

Solidarity Work: Support for forthcoming conference on future of Cuba organised by CSC; support for work of Justice for Colombia focused on the peace campaign and the campaign to free Huber Ballesterro; participation in the work and activities of Palestine Solidarity Campaign and Labour Friends of Palestine and the Middle East and continued work with the Venezuela Solidarity Campaign; possible future activities in support of Kurdish people's rights

European Union – Greek Crisis, UK Referendum & Turkey

Without doubt the key international issue since the meeting of the June Executive has been the Greek crisis and the outrageous manner in which it has been handled. Despite a referendum in which the Greek people clearly rejected further austerity European leaders imposed an even more

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extreme austerity bailout package which Greece was forced to accept in order to remain in the Eurozone.

The whole situation was handled in an extremely aggressive and punitive manner, and was driven by a political wish to demonstrate clearly that left wing alternatives will not be tolerated and are doomed to fail. In this respect the message for the Spanish electorate for the coming election was crystal clear. At the peak of the crisis the language being used by senior European officials and German leaders to attack the Greek government was scandalous.

UNITE issued a clear statement of solidarity with the Greek people following the referendum, it called for respect for the decision, an alternative to the failed austerity agenda and heavily criticised the words of EU Parliament President Martin Schulz. Concerning the looming UK referendum UNITE officials have already been engaging with sister unions and other European governments and institutions to urge them to not make concessions to the UK government in the social area.

They have been warning that serious concessions in the social area will make it virtually impossible to support a vote to stay in the European Union. Together with TUC GS Francis O'Grady, Steve Turner participated in a meeting with EU parliament president Martin Schulz to impress on him that when meeting David Cameron it should be made clear that no concessions on social Europe should be made. Steve Turner has now also been made the TUC spokesperson on Europe. Although UNITE has not been directly involved in the matter the issue of the migrant crisis is also continuing to have a major effect on Europe with the humanitarian crisis causing huge difficulties in countries such as Italy and Greece as well as rising tensions between the UK and France.

Further afield the situation in Turkey has deteriorated sharply following the breakthrough of the Kurdish Social Democratic Party in the recent election. This election deprived the current President (Erdogan) of the parliamentary majority he needed in order to change the constitution. The reaction has been to use spurious excuses to end the negotiations with the PKK and to launch an all-out assault on the Kurdish forces – the very ones who have been defending Kobane against Islamic State and protecting Kurdish villages in northern Syria. It was agreed to issue an EC statement with regards to the worsening situation in Turkey

Related remits (doc 9.1)

1. East Midlands Regional Committee – Rotterdam Convention Prior Informed Consent - Agreed to remit to EC for further clarification
2. South West Regional Committee – Defend Greece Against Austerity - Support but on the basis that removed reference to support fronts for political party (Unite the Resistance is front for SWP)
4. Building Construction and Allied Trades – Qatar - Agreed

TRANSPORT & FOOD SECTOR (doc 7.3)

Report of Diana Holland AGS Transport

TRANSPORT AND FOOD POLICY – remain high priorities at all levels. In Transport, the Davies commission report has recommended that Heathrow be developed as the country's hub airport; the government has announced there will be a Buses Bill with more devolved authority at the same time as the first Buses Quality Contract continues to be advanced in the North East; rail disputes in network Rail and London Underground involving all rail unions have hit the headlines, along with transport, ports and driver safety, including 'Operation Stack', people trafficking and refugees. In Food, Drink & Agriculture, the issues of exploitation of workers, public health and food safety continue to be widely raised – it is in Unite that we can ensure they are properly addressed together through negotiations which protect our membership, as well as through wider campaigning. These issues are included in a forthcoming report on 'Food and Poverty' from the Fabian Commission in which I have participated as previously reported. The Trade Union Bill specifically refers to transport and food supply.

TRADE UNION BILL – I have ensured all National Officers are informed and that our membership in Transport & Food sectors are involved. I attended a meeting of AGSs called by the General Secretary on the Trade Union Bill, as well as a public meeting organised by the Institute of Employment Rights and others and a TUC meeting on opinion polling around the Trade Union Bill. The importance of industrial implications for all sectors and specifically for transport and food workers will need to continue to be stressed as part of our campaigning around the Bill.

TTIP – I attended a major part of the union's pilot education course on TTIP and the impact of international trade agreements on our members at the workplace. This is an important initiative and has a positive role to play in ensuring our members are fully briefed on the issues and can relate them to specific sector and industrial concerns.

UNITE TRANSPORT SECTORS WORKING GROUP – met during the quarter and discussed key priorities across all transport sectors, including updating the "Transport Matters" Unite transport strategy document, transport integration and the vital role of the Industrial Hubs Project, and of transport Regional Officers. BIS Reports show that the Transportation and Storage sector has higher union membership, and that union members have better pay and conditions than non-members in the sector – Unite specific mapping will follow up this report, together with greater concentrations on agency and temporary workers where union density is lower in the sector, and action on anniversary dates and union facilities. Key additional issues for joint transport sectors campaigning: transport safety, diesel emissions, TUPE, Agency/temporary workers, Labour Management Systems, mental health and stress, devolution/city regions. A full report is available.

PETROLEUM DRIVER PASSPORT – DEVELOPMENTS – 6,495 passports have now been issued, and I am also pleased to report that there have been some positive developments in moving forward in Northern Ireland which were welcomed at the last meeting of the Downstream Oil Distribution Forum (re-established as part of the settlement to the dispute in 2012). Details follow in the attached report.

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GANGMASTERS LICENSING AUTHORITY – WORKERS’ REPRESENTATIVES GROUP – In view of the government’s decision not to appoint any workers’ representatives to the newly reconstituted GLA Board, the re-development of the GLA Workers’ representatives group is now being discussed. As the key union for workers in sectors covered by the GLA, Unite is clearly central to the discussions. It is essential that this is a meaningful group in terms of preventing as well as tackling worker abuse and exploitation in these sectors.

RURAL AND AGRICULTURAL WORKERS FINAL NATIONAL COMMITTEE HELD AT TOLPUDDLE – The final meeting of the Rural and Agricultural Workers NISC was held at Tolpuddle, in tribute to the origins of agricultural trade unionism as well as to the origins of the whole trade union movement through the courageous actions of the workers who became known as the Tolpuddle Martyrs. I attended the meeting and pledged my ongoing support to ensure that rural and agricultural workers continue to have a major role in our union, both in the Food, Drink & Agriculture sector with the Agricultural sub-sector committee, and in the Unite Rural Network which is also to be developed. It was agreed that as part of our campaigning following abolition of the AWB and the development of the workers representatives’ group in the GLA, we would look to build organising with our members and potential members in key regions. As we begin the next chapter in the history of rural and agricultural trade unionism, all at the last committee signed a copy of the latest volume in its history – a powerful and moving moment – and as the Assistant General Secretary for Rural and Agricultural workers at this time, I am taking this opportunity to pay tribute to all rural and agricultural members - workers, activists, officers and staff throughout time who have played, and who we must ensure will continue to play, such a vital role in our movement.

HOTELS HOSPITALITY AND TIPS CAMPAIGN

I was honoured to speak at a Unite public meeting on UN World Tourism Day as part of a large all-women panel on our achievements in the hotels and hospitality sector as well as exploitation faced by our members powerfully exposed by journalist Yvonne Roberts in the Guardian:

<http://www.theguardian.com/business/2015/may/30/hotel-workers-bulliedunderpaid-few-rights-uk>

A tribute to all concerned including very courageous members and organiser Ewa Jasewicz. Campaigning in this sub-sector, which has now moved from FDT to the new Services Industries Sector, continues with huge support for the Fair Tips Campaign. A tribute to all concerned and the RO Dave Turnbull.

TRANSPORT AND FOOD – HEALTH AND SAFETY – a. AEROTOXIC SYNDROME Unite campaign launched, as reported by National Officer for Civil Air Transport below; **TIME FOR A TOILET BREAK** campaign and new leaflet launched covering all sectors and equalities, particularly important to mobile workers in transport & food sectors. A tribute and thanks to Susan Murray.

MENTAL HEALTH AND STRESS MANAGEMENT increasingly the mental health implications of the ‘race to the bottom’ on working practices for drivers and warehouse operatives in transport and food are being raised.

A very helpful education course was initiated in Scotland which is being widely praised and called for. In discussions with DHL, the issues of mental health policies and the importance of union

education have been raised. I also attended a very helpful Unite HR organised briefing on Stress Management.

TRANSPORT AND FOOD – NATIONAL INDUSTRIAL SECTOR CONFERENCES – In preparation for the forthcoming conferences, discussions are being held and plans made.

MIGRANT DOMESTIC WORKERS – “THEY CALL US MAIDS” – CAMPAIGN FOR RATIFICATION OF ILO CONVENTION 189 ON DOMESTIC WORKERS – Following the election of a majority Conservative government, reinstatement of rights for migrant domestic workers must remain a major priority. Labour had pledged to right this shocking wrong. I have met with the J4DW campaign and discussed with the TUC and others the next stages, which will include showing of the video “They call us maids” and campaigning as part of the worldwide campaign for all countries to ratify the ILO Convention.

FAIR TRANSPORT EUROPE CAMPAIGN – CITIZENS COMMITTEE – 1 MILLION SIGN

The European Transport Workers Federation ETF has launched this campaign to denounce increasing abuses on labour and social rights and the impact on transport sectors. NO Bobby Morton is our representative on the Citizens Committee and we are pledged to achieve 100,000 of the 1 million signatures.

SERVICES SECTOR (doc 7.2)

Unite’s **Public Sector Combine** held its second meeting in August and agreed the following Aims and Objectives with the principle purpose of strengthening the public sector industrial strategy:

- **Aims:** To strengthen Unite's coordination between public service sectors; to improve intersector communication on cross cutting issues, where possible present 'one voice'; share information and intelligence, for example relations with other unions.
- **Objective:** Defend and pre-empt attacks on members pay, terms and conditions, job security, access to training and CPD, trade union rights; be a progressive voice in defence of public services delivered with integrity.

The Combine agreed the priority cross cutting issue is building our union’s strength in the workplace irrespective of the attacks inherent in the Trade Union Bill.

The AGS provided a verbal update on the proposals to ban public sector employers and QUANGOS use of check-off. Proposed government interference in industrial relations is not limited to the public sector and has extended ‘important services’ to include nuclear decommissioning and Magnox specifically in proposals to cap ‘exit payments’ to £95,000.

Progress in securing recognition continues and this report highlights new agreements with International Rescue Committee and Lloyds Banking Group.

The Bank of Baroda transfer of undertakings took effect from June 2015 and is a welcome addition to the range of international banks represented by Unite.

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Joint campaigns with UCATT are underway in respect of the Living Wage, London; defence of Red Book craft members pay and conditions and; in disputes with Aspire Housing, Newcastle Under-Lyme and Mears, Manchester.

REPORT OF AGS STEVE TURNER (doc 8.4)

This quarter has been another really busy and productive one for the Service Industries Sector as well as for our Young, Retired and Community Members sections of the union. The sector has welcomed our Hotel and Hospitality members who bring an existing vibrancy and energy to our wider 'Decent Work for All' strategy.

We continue building on our successes with our 'HEAT Team' approach to organising hotel workers and have launched our campaign to end the disgraceful theft of staff tips in restaurants. Our innovative 'Pizza Express' campaign strategy is simple and inclusive, actively engaging hundreds of our members in direct actions across the UK. It has led to not only a growth in membership but has raised the national media profile of our union as the champion for some of the most vulnerable in society, many of whom are exploited young and migrant workers.

Our young members have built positive alliances with community members and industrial activists to join forces on the high street, working with the BFAWU to bring confidence and union organisation to fast food, retail and hospitality workers. Our 'fightfor5' strategy is central to the fight against minimum wage, zero hour work on the High Street where close to 100,000 zero hours contracts are in use within Sports Direct and McDonalds alone...

- 20th June puts 250.000 on the streets in London for the People's Assembly against Austerity National Demonstration.
- Campaign Success - 'Giraffe' becomes the first High Street restaurant chain to drop its 10% 'admin charge' deduction from tips.
- Our first 'Decent Work for All' authority has been established in Dumfries following sign up from Labour and SNP councillors to the initiative.
- 40 actions are planned by our community and young members in a national day of action against Sports Direct to coincide with their AGM. Share actions oppose the re-election of the group chair, Keith Hellowell.
- Our youth membership continues to grow across the union, up 5341 in the last quarter.
- Young members 'Decent Work for All' strategy launch in place across our regions.
- Our Retired member's conference commits to wider union, community engagement.
- TUC Manchester demonstration planned for Sunday 4th October and five days of actions planned by the People's Assembly to coincide with the Conservative Party Conference.
- TUC Lobby of Parliament confirmed for 2nd November against the Trade Union Bill.

This is a really exciting time and our new Service Industries sector is showing our relevance to workers considered to be difficult to organise. In hotels, hospitality, security, cleaning and catering as well as on our High Streets, we're working hard to build an 'alliance of activists' from all sectors and sections of our union to take trade unionism out of its comfort zone.

POLITICAL REPORT (doc 8.1)

The past three months have inevitably been dominated by what has become an increasingly exciting contest for the Labour leadership. Who could have predicted only a few short months ago that what

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was seen by many as a moribund campaign would instead be electrified by the emergence of a late and, some have suggested, somewhat reluctant contender. Only securing the requisite MP nominations within the last two minutes before the deadline, Jeremy Corbyn is now so far ahead in the polls that with the exception of the campaigns of the other three contenders – in public at least – he is widely predicted to win.

But what has been sparking the most vibrant political debate in years and driving thousands to attend rallies up and down the country, is not about personality, although Corbyn's refusal to engage in personal sniping and his consistently positive, honest and courteous demeanour has clearly had an impact. Rather, the excitement is being driven by his vision of rebuilding an inclusive Labour Party informed by socialist values, and based on taking on the Tories' ideologically driven austerity agenda with a platform of modern and credible policies. Corbyn has produced a series of comprehensive policies on the economy, manufacturing, environment, housing and equality that would stimulate jobs and growth, restore fairness and drive out poverty and homelessness. It was inevitable that there would be high profile critics and equally inevitable that the media, with strongly vested interests, would be keen to give saturation coverage to anyone predicting doom and disaster should Jeremy Corbyn be elected. But whatever the outcome on 12th September, the Labour Party will be fundamentally different to the Party that lost the election in May. Indeed, its individual membership has gone up by around 100,000 since then, and it has more than 100,000 registered supporters on top, as well as about 150,000 – and rising – affiliated supporters.

Meantime the Tories continue their attacks on democracy with a series of Bills designed to further suppress worker and trade union rights and oppress the sick and vulnerable, all of which need a robust and coordinated response from the whole Labour and Trade Union movement. At the same time, the relentless cuts driven by an austerity agenda pile on the misery in our communities at the same time as the Government hands over shedloads of cash to their rich friends in the City via ongoing privatisation and the cut-price sale of RBS at a massive loss to the Exchequer. So there is a lot for us to do in a very short period of time. When considering that Unite must also play our part in a raft of important elections in 2016 – Local Government, London Assembly, Welsh and Scottish Parliaments and the London Mayor – there is a huge political programme of political ahead of us, but I have every confidence that Unite will continue to punch above our weight in leading the fight back.

Leadership elections

Your Party Your Voice (YPYV) sign up campaign

YPYV sought to sign up Unite members both as Affiliated Supporters and to our collective affiliation in a variety of ways; through phone-banking, email and text but also via workplace campaigns and manual sign up. It has been extraordinarily successful, with around 110,000 Affiliated Supporters signed up in total, nearly 94,000 of whom were validated by the Labour Party. The drop off is accounted for by a number of reasons, the main one (around 10%) being either that the member could not be found on the electoral register, or that they were already members of the Labour Party and were therefore deleted to ensure they don't get more than one vote. A very small number were excluded because of having no date of birth, a requirement under the rules, and less than 0.5% for political reasons.

Whilst it does not appear that significant numbers have been 'purged' as suggested in some areas,

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we are nonetheless compiling details of those who have been excluded so we can examine in more detail the reason for exclusion and the members' complaints about rejection. There is no appeal other than to apply to join as a full member, where a full appeal process operates for anyone rejected, but the political team has been speaking to Party officials on behalf of members who feel they are unfairly excluded.

Work programme for regions

As reported at the last EC, it is vitally important that we put together a programme of work to engage the many thousands of newly signed-up Affiliated Supporters across Unite. The department is now working to develop the draft strategy that I put together after the General Election which will be discussed at the next National Political Committee on 5th September, and I will report further at the December EC. However, with already over 110,000 people signed up and the campaign ongoing, we must do all we can to mobilise those supporters to join our campaigns as well as encourage as many as possible to take the next step and join the Labour Party as full members.

EU Referendum

We have had initial discussions with other colleagues about the approach and messaging that could be used in the EU Referendum during what will clearly be a difficult and challenging campaign. However, we cannot begin any campaign until we have clarity on Cameron's intentions in relation to workers' rights. In an interview with the FT in July, our General Secretary said:

"My union is a pro-Europe union [but] if Cameron was successful and watered down workers' rights, I believe my union would need to seriously consider its position.

"The whole question about what Cameron does to workers' rights would require us to review fully our position, and that could be anything."

SCOTTISH POLICY CONFERENCE (doc 9.5)

EC received the following proposal for the first Scottish Policy Conference

The procedure for qualifications, election and nomination of representatives to the Scottish Policy Conference shall be determined by the Executive Council in consultation with the Scottish Executive Committee.

The Scottish Executive Committee shall determine the number of policy motions which may be submitted by the Branch; area regional; industrial and equalities structures, and from the Scottish Executive Committee itself.

DATE & VENUE: The conference will take place on Saturday 16th January and Sunday 17th January 2016 at the Beardmore Hotel & Conference Centre, Clydebank.

ELECTION OF DELEGATES: The election of delegates will emanate from the Regional Industrial Sector Committees, Area Activists' Committees and Regional Equality Committees, with each of these committees having a minimum of one delegate and as follows:

- 1 delegate for every 2500 members (or part thereof) per Regional Industrial Sector Committee
- 1 delegate for every 2500 members (or part thereof) per Area Activists' Committee
- 2 delegates from each of the Regional Equality Committees and that the gender and ethnic balance of elected representatives at least reflect proportionality of the membership they represent.

The election of the delegates will take place at the September quarterly meetings of the RISCs/AACS/Regional Equality Committees.

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MOTIONS: Each RISC, AAC and Equality committee may submit 1 motion having previously given priority consideration to motions submitted to them by branches, with each branch entitled to submit one motion for such consideration to either the appropriate RISC, the appropriate AAC or the appropriate Equality Committee

The Retired Members Co-ordinating Committee may submit one motion

The Unite Community member's structure may submit one motion

The Scottish Executive Committee may submit one motion and additional Executive statements

Motions should be on general items of policy only (e.g. covering issues over which the Scottish Parliament/Scottish Government has jurisdiction)

Motions must be limited to one subject only

Motions to amend the rules are not permissible;

Motions which are specific to the business of a particular industrial sector will not be placed on the agenda but may be referred to the relevant Regional Industrial Sector Committee.

AMENDMENTS: It may not be necessary for amendments.

DELEGATES' SOCIAL: Delegates' social evening will take place on Saturday 16th January 2016.

STANDING ORDERS COMMITTEE: The SOC will be elected on the basis of 1 male and 1 female elected by the sectors grouped under AGS areas of responsibility plus one additional delegate elected by the BAEM Committee.

OBSERVERS: The Retired Members Co-ordinating Committee and the Unite Scotland Community membership structure will elect two observers each, who will have speaking rights at conference. Members of the Scottish Executive Committee are also invited to attend as observers to the Conference.

It was highlighted that there is a departure from rule regarding the timing of first policy conference not being in alternate year to main Unite policy conference. This is because we were unable to arrange for this year as the decision was only taken recently at rule conference.

Other sections were found to be out of rule, such as the incorrect inclusion of Community as observers at conference and so these sections were amended

With these changes, the proposals were agreed.

TRADE UNION BILL

Unite political department provided a comprehensive report on the pending Tory Government Trade Union Bill, a summary of these were:

Thresholds

- Minimum 50% turnout across all sectors. In certain 'important public services', as well as the minimum 50% turnout, 40% of all those entitled to vote must vote in favour of industrial action. This essentially treats abstentions as no votes.
- There are no provisions in place to allow secure, workplace balloting or electronic balloting.

Ballot paper requirements

- Ballot papers will have to include a 'reasonably detailed indication of the matters in issue in the trade dispute', 'the type of types of industrial action' contemplated and 'the period or periods within which action is expected to take place'. This would create opportunities for the employer to challenge these details.

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- Must also include statement alerting members that if they take industrial action this may breach their contract of employment, and that they only have limited unfair dismissal rights.

Time limits for strike mandates

- Currently, provided industrial action starts within four weeks of a ballot, the mandate remains valid as long as the dispute continues.
- The TU Bill proposals mean that if the action goes on for more than four months, regardless of whether employers enter into meaningful negotiations, the trade union would have to re-ballot.
- Trade unions will have to give 14 days' notice of any industrial action, not 7 days' as now.

Certification Officer

- The certification officer would be given significant new powers, including the ability to investigate trade unions on their own volition, to seize records from offices/workplace branches, to monitor all political expenditure over £2000, and they would have the ability to fine unions up to £20,000.
- The CO would have to be notified of planned use of social media in support of disputes.
- Trade unions would have to pay for this extended role.

Restricting rights to picket

- Trade unions would have to appoint a picket supervisor, who would have to provide their contact details to the police, have a letter of authority to produce to the police or 'any person who reasonably asks to see it', and must wear an armband, badge or other item to identify them.
- There are wide proposals to restrict picketing under consultation, which could include criminal sanctions and significant financial penalties.

Political fund

- Currently the union must ballot members every 10 years on the continuation of the political fund. Members are automatically signed up to the political fund and must opt-out if they do not want to pay into it.
- The Bill will mean that only those who opt-in will be able to contribute to the political fund.
- Trade unions will have 3 months from the date the Bill becomes law to sign members up to the political fund. This can only be done in person or by post, not electronically.
- The opt-in only remains valid for 5 years, after which it must be renewed by the member.

Facility time

- The government will require public sector employers to publish the annual amount of funds used for trade union facilities, how many employees are trade union officials and a detailed breakdown of how money has been spent on trade union activities e.g. health and safety, grievance and disciplinary procedures etc.
- The government gives itself power to impose regulations on restricting facility time given, which would override any contractual or collective agreements.

Agency workers

- This is not part of the Trade Union Bill, but part of a consultation the government intends to run alongside the Bill's passage through Parliament, which they will use to scrap the ban on using agency workers to replace striking workers

As stated in in Services report there is an intention also to remove the check-off facility in the Public Sector.

This is a major attack on trade union rights and our ability to effectively represent and organise workers, making it almost impossible to take strike action and criminalising trade union activism during times of dispute. However the biggest attack in this Bill is on trade union facility time.

Unite will in the first instance respond to consultation, seeking major amendments to the Bill and to educate members and activists through constitutional committees and workplaces. If the Bill goes through as is; all must recognise the scale of challenge before us.

DRAFT RULE BOOK (doc 9.3.1)

A draft rule book was presented to EC to take into account recent rule changes

Questions were raised regarding the order of rules in the book

A number of specific clarifications are required and in recognition of this EC agreed to finalise the document at December's meeting.

REPORT OF RULES CONFERENCE 9.3.2 AND 9.3.2a

EC received a full report on the progress of business at Unite's 2nd Rules Conference which took place in Brighton on 6th to 9th July 2015

REMITTED MOTIONS PLUS USE OF ENABLING MOTION (doc 9.3.3)

EC received proposals on dealing with remitted motions from rules conference and the use of the enabling motion. With a number of changes to original proposals, the document was agreed

SUPPLEMENTARY GUIDANCE (doc 9.4)

Proposals on Supplementary Guidance regarding Area Activists Committees (AAC's), Young Members and Community Members – The document was agreed with some minor changes

EDUCATION REPORT (doc 8.3)

QUARTERLY STATISTICAL RETURN: APRIL – JUNE 2015

Flowing out of a two way dialogue with Executive Council members, we have fleshed out the Quarterly Statistical Report from the bare bones of the number of courses which were successfully mounted in our regional and country education programmes to describing the actual courses undertaken by our members. As you will appreciate a balance has to be struck between the mere numerical approach adopted previously and the very detailed accounts of our courses which are presented formally to the Education Sub-Committee of the Executive Council on a quarterly basis.

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UNITE IN SCHOOLS

The Unite in Schools (UiS) programme is now becoming well established in a diverse range of schools across the regions. Since Unite Community undertook the programme a year ago, **we have delivered sessions to well over 5,000 school students** with a coherent programme of sessions already planned for autumn 2015 and early 2016.

In the past year, we've approached over 2,500 schools and colleges – with around 200 schools agreeing to run sessions into 2016. In the North West region alone, we have 60 sessions planned, to reach approximately 3,000 students - in half a dozen schools and colleges.

Speaker Training for our reps and activists

About 200 of our members have been through our speaker training sessions and are currently being mentored or mentoring others in the actual school sessions, while further speaker training sessions are planned in several regions for the autumn. We now have enough experienced speakers to develop a network, to drive the mentoring system and to involve the speakers themselves in any materials development. One school has offered to train our speakers in specific methodology for teaching in schools.

Materials and Publicity

As UiS develops and we learn what works best with children, the materials are being regularly revised. We continue to run our hour long Trade Union awareness sessions and speakers respond to the immediate situation in the classroom and use a tried and tested campaigning activity based on the students' own experience.

We now have more requests for large school assemblies, for developing school councils and for rolling sessions on long careers days. We are also running sector specific apprenticeship sessions in one school and campaigning days in others.

Therefore, we are pooling resources and successful techniques across the regions and compiling a range of realistic and relevant young people's workplace scenarios and half a dozen excellent and short YouTube videos for speakers or teachers to choose from.

A student council in the North West has offered to road test any new activities/scenarios we produce.

We will be developing a teaching pack both for our Unite speakers and for teachers themselves to take into schools. The teachers pack will include very detailed teachers' notes.

We have recently established a national Unite in Schools Twitter account.

Broadening our reach and embedding UiS in schools' curriculum

In the NEY&H region there will be a **pilot to focus on FE Colleges** where students are studying vocational courses such as construction, printing, motor vehicle, engineering & manufacturing etc. FE Colleges across the entire region are being contacted and so far we have definite bookings at Barnsley, Bradford and Leeds Colleges and we expect this to grow swiftly as the new academic year begins and we are able to make contact with tutors in colleges across our region. New sector specific materials will be produced highlighting the issues that young people will face, for example, health and safety for the construction sector. It is also the case that over 16s at FE can join Unite on the union's apprenticeship scales.

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Pilot programme in the North West

As certain schools and local councils become committed to Unite in Schools, there is an acknowledgement that we need to extend our reach. Manchester City Council's youth commissioner has offered to support the development of our UiS programme in their youth employment and careers guidance initiatives in the following ways:

- To continue to embed our UiS materials in all high schools in the North West region - with a link into citizenship and careers sessions. UiS will also provide training for all teachers – in how to run our basic sessions in schools, which then frees up our speakers for more targeted, sectoral UiS sessions for post 16 - 6th form colleges/Apprenticeships/FE Colleges.
- To continue to develop our political education (organising) strand of UiS; working with Youth Councils, Assemblies and Parliaments – and schools - on campaigning sessions, finding a collective voice, etc. 'Youthforia' (all youth councils in NW) will be encouraged by Manchester Council to organise their next residential conference on 'Entitlement: young workers having a say'. UiS will be integral to this conference. The Council have offered to fund, host and monitor.
- September: a UiS training session for career education leads in all Manchester high schools to get the UiS materials out to all schools.
- November (and monthly meetings): Monitoring subsequent uptake /plans for schools to run UiS sessions. Manchester Council will ensure schools and teachers have responsibility for making our materials 'work'. They are sending us LMI to support our targeted sectoral approach in Sixth Form and FE Colleges and to guarantee we cover those particular sectors where we need to reach young people such as health, public sector, engineering, and finance. The Council also acknowledge that only 54% of young people in Manchester get 5 GCSEs – the rest will work (if at all) in the service industry which presents a new challenge to UiS in an organising capacity.

The Citizenship Foundation

UiS are involved in an ongoing discussion with the Director of the Citizenship Foundation about including UiS in a national offer to schools - to buy in a citizenship teaching programme; with the potential to reach 600 secondary schools and including our materials in schools' citizenship curriculum.

Monitoring feedback

Feedback has been extremely positive throughout the past 12 months.

Derby University "I'm very pleased to say the students found Dave's presentation useful. Having spoken to some of them yesterday, they said the talk was pitched just right, was inspiring, and - crucially – galvanised them to seek out their own workplace union. All in all Dave provided a much-needed corrective to the neoliberal employability agenda all courses are required to push."

Spalding Grammar School "I enjoyed your session at Spalding High School - it was obvious when you began that the students had little idea of what a Union is or how they function. I'm sure they left the session much more informed! The 'votes' and mini-debates were especially effective and the student's confidence in answering was growing as the session went on."

The biggest evidence of positive feedback is that we have been invited back to deliver an even wider range of sessions in all of the schools, colleges and universities for the 2015/16 academic year. Relationship building and speaker development are key aspects to ensure that UiS continues to be a success.

CENTRAL OFFICE DEPARTMENTS AND ADMINISTRATION REPORT (doc 9.2)

The following documents dealt with separately on the agenda:

- The report of the 2nd Unite Rules Conference
- Report of rules amendments remitted to the Executive Council
- Draft New Rule Book
- Scottish Policy Conference

Membership of Executive Council

In accordance with rule change, an invitation was sent to Gibraltar, asking them to send an observer

Ratification of Officer Appointment

The following Officer appointments were ratified: Allan Cameron and Eddie Duffy, Regional Officers, Scotland; Alyson Read, Regional Officer, London and Eastern and Cathy Rudderforth, RCO, North West

Complaints to Certification Officer

Bro Davy Brocket – A Unite members has complained to the CO regarding EC's decision regarding the Council membership of Davy Brocket. The union has defended the EC position that it would be inappropriate to remove Bro Brocket from Council and call a by-election – This case is ongoing

Complaints by David Beaumont – Chief of Staff stated, with reference to complaints against Adrian Smith, Lizanne Malone and Professor Keith Ewing; regarding alleged breaches of rule 27, that there was no investigations required. Executive Council endorsed this position

National Industrial Conferences 2015

National Industrial Sector Conferences will be taking place over 3 days: 23-25 November in the Brighton Centre

Previously agreed allocation of delegates to RISC's and NISC's will be elected to at their next meetings. Each RISC and NISC is entitled to submit 2 motions and the deadlines are 2nd October for RISC's and 30th October for NISC's

The following table shows the schedule of Conferences on each day and the maximum delegates to be elected and the responsible National Officer(s)

EC members (Regional or Sectoral) who are not delegates to their Sector Conference will be invited to attend as an observer

Monday 23 rd November	Number of delegates	National Officer(s)
Finance and Legal	82	Dominic Hook/Rob MacGregor
MoD and Government Departments	30	Mike McCartney
Community, Youth Workers and Not for Profit	43	Sally Kosky
Building Construction and Allied Trades	43	Bernard McCauley/John Allott (KC oversight)
Education	30	Mike McCartney
Health	93	Barrie Brown
Local Authorities	69	Fiona Farmer
Tuesday 24 th November	Number of delegates	National Officer(s)
GPM and IT	47	Ian Tonks
Chemicals, Pharmaceuticals, Process and Textiles	50	Appointment Pending
Metals (Including Foundry)	30	Appointment Pending
Automotive Industry	83	Roger Maddison/Tony Murphy
GEMS	59	Linda McCulloch
Aerospace and Shipbuilding	66	Ian Waddell
Energies and Utilities	32	Kevin Coyne
Wednesday 25 th November	Number of delegates	National Officer(s)
Docks, Rail, Ferries and Waterways	30	Bobby Morton
Passenger Transport	84	Bobby Morton
RTC, Logistics and Retail Distribution	67	Adrian Jones/Matt Draper
Food, Drink and Agriculture	72 + 30	Julia Long
Civil Air Transport	57	Oliver Richardson
Service Industries	30	Appointment Pending

CMA NATIONAL BRANCH (doc 9.7)

A paper requesting the formation of a national CMA Branch was not agreed at the recommendation of Steve Turner AGS

REGIONAL EQUALITIES COMMITTEES (doc 9.6)

Executive agreed proposals on each Regional Equalities Committee to elect representatives to RISC's

[A copy of the full report is available to read here??](#)

FINANCE REPORT (doc 10.1)

The financial results for Unite in the 2nd Quarter and 1st Half of 2015 are satisfactory, although

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worse than last year, primarily related to the extra spending on political activity this year (General Election, Labour Leadership and London Mayoral).

More specifically, Total Income amounted to £82.4 million in the 1st Half of 2015, up £2.8 million versus the same period a year ago. Contribution Income increased by £3.8 million as the increase in membership subscriptions implemented 1st September 2014 more than offset the loss of paying membership. However, as anticipated, due to the Jackson legislation, Legal Income has continued to fall, down £0.9 million year on year.

A breakdown of Unite's total Income in the 1st Half of 2015 is as follows:

- Contribution Income excluding Driver Care £77.5
 - Driver Care 1.4
 - Legal Income 3.5
 - Affinity/sundry income 0.0
- Total Income £82.4 million

Total Recurring Expenditure totalled £74.0 million in the 1st half of 2015 which was £5.0 million higher than last year. This increase was primarily due to the increased spending on political activity noted above, a £1.7 million increase in Employer Dispute costs and a £1.5 million increase in property costs (£1.0 million of which relates to the change in depreciation policy approved by the EC in September 2014). Employment Costs excluding Organising were virtually static year on year (meaning the general wage increase implemented 1st January 2015 has been offset by non-replaced personnel attrition), while National Organising Department costs are up £0.4 million. As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £8.4 million in the 1st Half of 2015 – a deterioration of £2.2 million versus the 1st Half of 2014.

Investment Income amounted to £1.8 million in the 1st Half of 2015 – up £0.5 million versus last year due to the higher level of the global stock markets. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £2.3 million in the 1st half of 2015 comprised principally of severance costs (£0.8 million) and the write-off of VAT on property refurbishment (£1.2 million).

Pension deficit recovery contributions totalled £6.2 million in the 1st Half of 2015 (50% of the £12.3 million scheduled for the year) – up slightly compared with last year owing to the inclusion of the ROI pension deficit recovery payments.

Taking everything into account, Unite posted an overall surplus of £1.7 million for the 1st Half of 2015 – a result which was £2.5 million worse than last year.

Dispute Fund

The status of Unite's Dispute Fund is summarised in the table below:

	£
Opening Balance – 1.1.15	32,007,504
Add: 2.5% from Branch Admin	1,895,435
Less: Dispute Benefits Paid	1,464,656
Expenses/Costs -	
Closing Balance – 30.6.15	32,438,283

As indicated, from a balance of £32.0 million at the beginning of the year, the balance of the Dispute Fund has risen to £32.4 million as at 30th June 2015. This reflects inflows of £1,895,435 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £1,464,656 (detailed in Appendix 2). Note that there has been no deduction of expenses/costs reflecting the EC's previous endorsement of the General Secretary's recommendation to this effect.

EXPENSES RULE 21 (doc 10.2)

The document proposes the split the loss of pay from main expenses policy and to implement rule on incidental expenses. EC will need to look at how this will be afforded (around £300,000 increase in Education expenditure) after a full review of education within Unite already taking place, a report on which will be provided at the December EC meeting – This was agreed

EU PRESENTATION/DEBATE

EC received a presentation from John Foster and Will Hutton giving both sides of the argument with regards to the EU referendum

Unite will need to consider its position prior to the EU referendum which is thought to be scheduled to take place in July 2016.

LEGAL REPORT (doc 11.1)

Audit of Panel Solicitors' files

For the past 4 years the Unite Legal Department has been identifying cases to review from panel solicitors. The cases selected have been personal injury claims where the union has paid out (or are being asked to pay out) Defendant costs on lost and discontinued cases.

To date a sum of over £720,000 has been saved as a result of the audit process.

Ongoing reviews are taking place to identify suitable cases for audit when requests are received for Defendant costs.

At present there are a number of unsuccessful cases from panel solicitors on which Unite have requested repayment of Defendants costs.

Within those cases issues with the case handling have been identified. Failures on the part of solicitors appear to have led to Defendants costs ultimately being incurred.

Audits of employment files are continuing. These audits are unlikely to have a financial penalty for the firms concerned (other than in the most extreme of circumstances) but they will assess and improve standards throughout the regions. We intend to progress to reports as to the performance of panel firms.

Regional Audits

(a) General audits

With a view to assessing the standards of service provided by panel solicitors, arrangements have previously been made to visit various panel law firms. The visits take place at their offices.

A number of personal injury and employment files have been audited and discussions have taken

place with the relevant heads of department to discuss the files and to explain what is expected of panel law firms.

To date, 11 panel law firms have been audited. These are as follows: Archers; Bates Wells & Braithwaite; Bridge McFarland; Hough, Halton & Soal; Lamport Bassitt; Leo Abse; Morrish; Pattinson & Brewer; Walker Smith Way; Ward Gethin Archer and Thompsons (Wales).

The audit process identified areas of concern in case handling and recommendations have been made to help improve the standards of service to members. The need to contact members as soon as possible to avoid cases being lost to 'no win no fee' lawyers has been emphasised.

Unite's requirements for panel solicitors to attend branches, provide training to union officials and to support the Union on local/national campaigns has been highlighted.

In regard to firms being removed or resigning from the panel we have taken steps to have members files moved to panel firms. We have asked the Regions to ensure Branch Secretaries, Officials and activists are made aware. Lamport Bassitt, Archers and Bridge McFarland have seen such transfers take place.

(a) Asbestos, Serious Injury and Clinical Negligence Audit

More recently audits have been arranged with panel firms in England and Wales to specifically assess the case handling of Serious Injury, Asbestos and Clinical negligence cases which are of particular importance to Unite and its members. The audit of all 8 panel firms has been completed.

A report has been prepared to outline the findings of the audit. The report has highlighted massive differences in the standard of service being provided to some of our most vulnerable members.

Meetings have been taking place with panel solicitors to discuss the findings in the audit.

Howard Beckett now has to make strategic decisions as to how personal injury work in respect of asbestos, serious injury and clinical negligence cases should proceed going forward.

PERSONAL INJURY AND IT UPDATE

The new Unite legal system

This has been live and used by our panel solicitors since 2 April 2013 and is now used by all panel firms.

The new system is far more comprehensive than the old system, now managing the conduct of our 3 main areas of legal service to members - Personal Injury, Employment Law and Unite's 'free' services (half hour advice and wills). A section recording criminal cases has also been added to the system.

Settlement Agreements are also recorded in the system.

Comprehensive Claims reporting is available via the membership reporting tool "Informer".

New Cases registered and concluded through the system since April can be seen in the tables overleaf.

A **Direct Instruction system** which allows Unite to comply with legislation and maintain a referral fee for PI cases is operating successfully and achieving a 97.3% success rate.

	All Calls	Successful Transfer	Unsuccessful Transfer	% Success
Calls Taken	24,938	24,263	674	97.3%

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The new system requires panel firms to more comprehensively record and report the progress of claims.

HOLIDAY PAY

We have since the last Council meeting attempted to ascertain the position across the UK in respect of Holiday Pay negotiations with employers. All officers have been asked to update the Department in respect of progress on negotiations within their allocations and we are presently seeing a mixed picture across the UK.

No discernible trends can be identified beyond the fact that some employers are waking up to the fact that things have to change whilst others are steadfastly refusing to move on the issue.

Complicating matters were a small number of appeals which have been used by employers to stall negotiations. We reported previously on the Lock v British Gas appeal however a more definitive position in respect of voluntary overtime has been issued by the Northern Irish Court of Appeal. We enclose the text of the update issued to Officers at the beginning of the summer.

It is inevitable that legal cases will have to be taken at some point however it remains our position presently that industrial negotiations are the quickest and most cost effective method of resolving an issue which makes a real difference to our members pay.

HOLIDAY PAY UPDATE: 29 JUNE 2015

PATTERSON V CASTLEREAGH COUNCIL: VOLUNTARY OVERTIME

The Court of Appeal in Northern Ireland has now released its official judgement in the above case confirming last week's update that voluntary overtime should be included in the calculation of holiday pay.

What the Court said

Mr Patterson worked purely voluntary overtime – that is overtime which he had no obligation to do if asked and his employer had no obligation to provide him with. Mr Patterson's case was therefore different to the UNITE workers who took the cases last November in the cases known as Bear Scotland. In that case the workers were not guaranteed to receive overtime but they were required to work it if asked.

In the Patterson case, the employer conceded the principle that voluntary overtime should be included in holiday pay calculation and the Court of Appeal said that this was the correct decision and that they could see no reason in principle why voluntary overtime should not be included.

Where the argument will go now

You will be aware from a previous update that there is still an appeal pending in Lock v British Gas which relates to Commission payments. However for the time being the position on voluntary overtime is clear and this case should be brought to the attention of employers who are holding out and refusing to include this in holiday pay packets.

Where employers are likely to turn their objections to now is into the regularity of the overtime. Returning back to the basic principles set out in Williams v British Airways, what the law says is that normal remuneration should be paid when on holiday

What the Court of Appeal (NI) said in Patterson is that it is up to Tribunals to decide on the facts whether the overtime is normally carried out and is frequent enough to be included.

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The practical effect

We remain of the view that it is easier and fairer for all voluntary overtime to be included in the calculation. The only alternative will be never ending Tribunal cases looking at individual overtime patterns and when and why overtime was worked on each and every occasion. This is costly, time consuming and is a recipe for confusion.

However, equally the very occasional or 'odd' working of overtime is unlikely under the current law to be regarded as 'normal'. Consequently, Officers should be aware when concluding negotiations with employers that to hold up a potential agreement on the basis that all voluntary should be included may not always be in all of the membership's interest as it is unlikely that these cases would be successful at Tribunal.

What to do next

If an employer has either stalled or refused to include voluntary overtime, then immediate correspondence should be sent to them pointing out that the picture is now much clearer post 'Patterson'.

A word of caution

Some employers are attempting to deal with the issue of occasional overtime by implementing schemes which require overtime to be worked in a certain number of months (e.g. 9 out of 12) in a holiday year. Such schemes are potentially agreeable but have a number of flaws of which you should be aware:

- (i) They take no account of absence through sickness, disability, child care, shutdowns or even holiday itself
- (ii) They can be easily manipulated to deny members their payments
- (iii) They take no account of seasonal variations in work e.g. overtime may be normal for a 6 month period in certain industries
- (iv) They take no account of people who leave or arrive part way through the year

Whilst we are not opposed to attempts to deal with this issue properly and indeed imaginatively, our position remains the same that it would simply be easier and reduce the risk of litigation if all overtime was included. If the overtime is as occasional as an employer may suggest to you, the consequent effect of adding it into the holiday pay calculation would be negligible.

Northern Irish case law

It is true that Northern Irish case law is not binding on Employment Tribunals and Courts in the rest of the United Kingdom, but this is the highest level judgement we have to date on this issue and is very persuasive. The law and legislation at issue is exactly the same. Employers have used this case to stall negotiations to date and should not be allowed to disown it when it doesn't say what they want it to!

AFFILIATED SERVICES (doc 11.2)

Credit Unions

Two new Credit Unions have joined the panel:

Solent Credit Union (South East) Derbyshire Community Bank (East Midlands)

We have also been contacted by a number of other Credit Unions who would like to become part of UCUS:

SaveEasy Credit Union (Wales)

Solway and Stranrae Credit Unions (Scotland)

Smart Money Cymru (Wales)

Wirral Credit Union

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At present UCUS does not cover the ROI but we hope to be able to set up arrangements in the next quarter so that Irish members can benefit from the service.

The UCUS administration system has now been updated to allocate members to a credit union by industry type. This will allow members to join credit unions appropriate to the industry they work in. A good example of this is the introduction of a cab purchase scheme for the Unite Cab sector which will be launched shortly in conjunction with the Plane Saver Credit Union. This will provide loans secured on the taxi at the very competitive rate of 8%.

Unite Home Insurance

The guarantee to beat the members' current premium has significantly boosted conversion rates to 60% (43% in 2014 was 43%). In the first half of the year a total of 2,276 new policies have been sold generating additional income of £95,277. This is on top of the advance payment which is worth around £285,000 per annum when it is spread over the term of the agreement.

We are also offering travel insurance as a cross-sell product and so far this year a total of 261 policies have been sold.

Unite Life Insurance

Between 1st April and 31st July a total of 622 new policies were sold. This will generate commission of around £37,000 for Unite – an important revenue stream. The majority of these policies were Level term Assurance plans which offer high levels of cover at a competitive rate for a fixed period.

Unite Prepaid Debit Card & Unite Rewards

1,534 cards have now been issued and £183,649 was loaded in the second quarter of 2015; this demonstrates that members who have applied for the card are actively using it. There have been a number of special offers in the last quarter which have enhanced the cash back benefits of the card. These included a 7% cash back from Boots and 6% for Homebase.

The Unite Rewards website now has 10,927 members registered.

Unite Debt Advice

To the end of July a total of 305 members have contacted the service. Of these enquiries, 63 have resulted in the implementation of a formal debt solution (Debt Management Plan or IVA).

We are working to increase awareness of the service in the regions. Recent activity has included:

- **South East:** full site visit to Swissport at Gatwick. The service also attended Reps Meetings at Eaton Aerospace, GKN, and Vector where it was well-received
- **East Midlands:** Continuing development in a Region generating more referrals in 2015 versus last year. The first of 2 staff training sessions has been held with a further session scheduled
- **Scotland:** Unite Debt Advice visited the Ayr office and is working with the RLAC to introduce a bespoke service for members living in Scotland
- **Other Activities:** Unite Debt Advice presented at a Reps Meeting for Greenwich Council as a result of a contact made at the Rules Conference

Apprentices

Demand for the toolkits continues to be high and 1037 have been ordered since the scheme started in August 2014. So far major orders have been despatched to:

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Sellafield	59
JTL & Coleg	41
Cambria (Flint)	
Western	36
Power	
Distribution	
Marshall ADG	39
Airbus	33
Plaxtons	30
(Scarborough)	
Brackmills	19
Mactaggart	17
Scott	
Messier	17
Bugatti-Dowty	
Rolls Royce	15
Tata Steel	14

This scheme is cost neutral for Unite because panel solicitors are being invoiced for the kits sent out in their allocated workplaces.

Financial Advice

The service is proving to be very popular and providing important support for Unite members. In the first half of 2015, 20 surgeries and 48 seminars have been conducted and these have led to 1,200 individual consultations. The surgeries and seminars covered matters such as pension scheme changes, retirement planning and redundancy. This activity generates a useful income stream for Unite with £8,906 being received so far this year.

In addition to the general financial services advice offered, we are now able to provide members with specialist mortgage advice. This is provided through a team of 80 qualified consultants who can provide advice on the whole of the mortgage market – not just a panel of lenders. Members can opt for telephone help or a one to one appointment at their home or place of work.

Motor Insurance

We are looking to set up a new scheme to provide motor insurance for Unite members. This market is extremely competitive so we are looking to find a partner who can compete with the aggregator sites and offer members a first class claims service. It is also important that the partner is able to commit a significant marketing budget to promote the scheme.

We consider this to be a core member services offering so have produced a tender document which we will be sending to providers who have expressed an interest in partnering with Unite.

We plan to have made an appointment by the end of the year.

UNITE MEMBER GET MEMBER SCHEME – AGREED NEW ARRANGEMENTS

Current Situation

Scheme has been running since August 2012 and during this period a total of 36,512 members have been recruited.

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The reward structure for recruiters in the UK is:

Membership Category

	Reward Value	Payable after
Full Time Member	£25.00	After 3 months
Part Time	£12.50	After 3 months
Apprentice/Community/Back2Work	£10.00	After 6 months

The reward is given in the form of a Love2Shop shopping card. These are accepted at a large number of High Street stores.

Similar arrangements exist in the ROI.

Unite receives a 5% discount on the face value of the cards and fulfilment costs are £3.00 per pack.

Proposed New Arrangements

There is little doubt that the scheme has been a great success but it still involves a considerable outlay for Unite in terms of the purchase of the shopping cards and the fulfilment.

We have been investigating the possibility of using the Unite Prepaid Debit Card as the reward vehicle instead of a shopping card.

The main benefit of this is that the card comes with up to £15 already loaded so the cost to Unite is substantially reduced. Also, the cost of fulfilment is borne by the card issuer.

The new reward structure will look like this:

Membership Category	Reward Value	Cost to Unite	Payable after
Full Time	£25.00	£10.00	3 months
Part Time	£12.50	£6.25	3 months
Apprentice/Community/Back2Work	£10.00	£5.00	6 months

The scheme in the ROI will continue in its present form.

Benefits to Unite

Initial Cost Savings

The new scheme will save £15 for each full time member recruited. The scheme is currently recruiting around 1,000 new members per month so this means a monthly saving of around £15,000 (£180,000 per annum).

No Fulfilment Costs

The card will be sent out by the card issuer. This will save £3 per pack - £36,000 per annum.

Ongoing Revenue Stream

It is hoped that members who receive the cards will use them going forwards. Each active card generates a royalty payment of 50p per month for Unite so potentially this could amount to £6,000 per month after the first year.

How the New Scheme will work

The scheme will only work if both the recruiter and the new member take out a prepaid debit card.

Recruiter must take out a Prepaid Card

Because of the money laundering and 'Know your Customer' regulations the recruiter must

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physically apply for the card. We have a minimum of 3 months to ensure this happens so will need to develop an effective communication strategy to make sure this happens. In the event that they will not apply for the card, we can send out a Love2Shop card as an alternative.

New member must take out a Prepaid Card

We will encourage the new member to take out a card. Again there is a 3-month window in which to promote the benefits of the card and we would expect the recruiter to be instrumental in encouraging the new member to apply.

Should the new member not take up the prepaid card, but the recruiter has a prepaid card, recruiter's card can still be loaded with their Member get Member reward (£25.00 or £12.50 or £10.00 depending on membership category). This will help reduce postage and fulfilment costs. However, in this scenario funds loaded will be fully funded by Unite.

Systems

We already track new members through the current recruitment scheme and a monthly file is triggered so that eligible recruiters are rewarded. An additional check would be needed for the new scheme, this would be to verify if:

1. The recruiter has a prepaid card
2. The new member on the Member get Member scheme has a prepaid card

In order for this validation process to occur, UI will supply to Unite a monthly data feed of members with a prepaid card, the information will include:

Membership Number | First Name | Surname | DOB | Prepaid Application date

This will allow Unite to match recruiters and new member with a prepaid card. In order for UI to top up eligible prepaid cards, a monthly file from Unite showing recruiters and the amount to be topped up is required (the file should also show new members recruited by the recruiter).

Web call service

Currently a data feed of new members is supplied every month, as a result new members wait for up to a month to apply for the prepaid card. A web call service will allow new members to apply for the Unite Prepaid Plus card immediately following their Unite membership application.

Website

Requires additional page - following the recruitment page with a link to the Unite Prepaid website and Downloadable PDF Application Pack.

MEMBERSHIP REPORT (doc 11.3)

Further to the last EC report, we now have all workplaces identified with the region that they belong to; we have 'locked down' these workplaces to ensure that this information is not changed without proper consideration and authority. There are currently 107,925 workplaces, all allocated to a region.

We are now making progress on allocating the correct sector and branch to these workplaces; this will allow us, once completed to more correctly allocate the members to both a sector and branch, thereby cutting down on some of the inconsistencies of where the members are allocated.

The workplace will be able to have 1 or more sectors recorded against it, then when a member is added or changed, that member will be allocated to the workplace sector if there is only 1 (which will be the norm) and if there is more than 1, the user will need to select which of the workplace sectors is most appropriate (this copes with those workplaces that have RTC as well as another sector).

To assist in identifying which workplaces should be audited / mapped to bring the members data up to scratch, there is now a new portal in Stratum, similar to the one used for Campaigns, this shows a summary and status of all workplaces in an officers allocation. The data for this report will be built

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daily as part of the overnight procedures.

This will have a region and sector summary, from there, it will be possible to select either a region or a sector and gain further information. The next level will be the officer breakdown for the region / sector selected, this will show all the workplaces for that officer and detail the number of current members and then the joiners and leavers, in total and for the current year, month and week.

It will also show the number of shop stewards, other reps, then members with invalid addresses, no telephones, no emails, those over 26 weeks arrears and any members falling into the retention category. It will be possible to display and report upon the members in each of the above categories so the officer responsible can chase up the members included and take appropriate action to correct what is amiss.

Below shows a representation of the starting page of this summary, links then allow the user to navigate to greater detail.

Find...	Add...	Member Assist	Education	Confirmation	Legal	Legal Call Ctr	Campaigns	Notifications	System						
Region	WPL Cnt	Curr Mem	Pay Mem	Join TM	Join LM	Join TY	Left TM	Left LM	Left TY	ISA	No Phone	In Arrears	Retain	SS Count	Rep Count
LE	27934	286298	253940	1109	2189	27988	1508	1492	27719	17645	72087	28663	18985	4907	90
HR	14832	203706	182602	528	1371	16363	822	902	16515	10407	56523	17367	12122	3994	57
HE	15699	172126	154677	574	1024	14211	759	810	13904	7320	44701	14892	10753	3223	37
WM	10103	144584	127709	346	886	16334	385	708	12033	7380	39492	13803	10781	1447	35
SC	9178	135835	127517	495	833	12377	977	604	12307	7091	32870	6206	5798	1593	41
SE	13311	154210	101563	426	790	10524	746	1211	13542	5726	29019	10428	7530	1919	26
SW	11173	98666	94813	351	734	8094	551	734	10967	4177	25743	2428	2947	1609	25
EW	7648	92501	82516	343	702	8741	421	588	9686	5144	23161	8253	6119	1390	28
WA	6110	85834	77161	193	429	6227	201	356	6395	3727	23048	7196	5466	902	19
NI	2667	44405	38981	126	316	4095	95	121	4324	2502	14173	4260	3129	686	15
E	1280	33467	23306	88	206	2144	19	71	3349	4650	21588	9186	5937	522	10
Total	116235	1411632	1264665	4579	9480	127398	6504	7927	128741	75769	582706	120682	89967	21152	381

By Sector

Ongoing Work

Workplace Updates

The list that the NDC use to update the checkoff members often contains more than just a member reference and amount, we are implementing a plan to work through these checkoff lists to extract the useful information and update the members records, this can include members addresses, bargaining groups and vitally their occupation, all of which will make our balloting process much easier and less open to challenges.

We are also considering a proposal to 'market' the reps at the smaller workplaces, not currently part of any 100% campaign, to encourage them to recruit new members and take advantage of the Member gets Member scheme, which in itself is proving very successful.

Branch Portal

The branch portal contains a list of those members that have been included in the retention process, the branch secretary of any branch that has members in this process will receive a regular email

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advising them of the fact and encouraging them to take action to bring those members back into compliance.

Retention Letters

As part of the retention process and also under recommendation from the Certification Officer, a new letter is to be produced for this purpose (previously known as SP3 letter); this will not just be a simple statement that the member has now been excluded, but will include advice on the important benefits that the member will be missing out on by losing their membership, it will also include a questionnaire asking for feedback on the reason for leaving the union.

Employer Project

This ongoing project is rationalising the details we hold about the employers of our members; of the 48,055 employer records we hold, approximately 98% have now been reviewed to confirm they have the correct details for their address and workplaces. This leaves us with 2% still to do which accounts for 1% of the members.

Union Total	48,055	1,425,105
Reviewed E	47,108	1,413,159
Codes		
Not	947	11.944
Reviewed		
%age Left	2	1

The department continues to work on other projects, recently the update of member's details regarding the Labour Party leadership election and the ongoing maintenance of member records for ballots.

The department is now answering incoming calls on a permanent basis, whereby they can assist members directly, join them up to the union or pass the call on where appropriate.

The department will also continue to assist the regions in bringing the workplace data up to the necessary standard as this will aid all regions/users in better use of the system because of tighter controls on the data recorded against the workplaces and therefore the members and provide better information about our members from a statistical and balloting viewpoint.

Outstanding remit (doc 91)

3. CYW&NFP NISC – Transparency of Lobbying – To undertake various actions to challenge lobbying legislation – Agreed

Election of vacant position on F&GPC

An election took place to fill a vacancy on the F&GP.

Simon Rosenthal and Dick Banks were nominated and Dick Banks was elected after a vote of those EC members present

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