



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 7TH, 8TH, 9TH & 10TH SEPTEMBER 2015

PRESENT:

MEMBERS: Sis. L ADAMS, Bros. K AGYEMANG-PREMPEH, J ALLAM, R ALLDAY, Sis. T ASHWORTH, Bros. D BANKS, D BOWYER, Sis. P BURR, Bros. C CADMAN, D COLEMAN, G DEMPSEY, Sis. J DOUGLAS, J ELLIOT, Bros. P ENTWISTLE, M FORBES, J GILL, Sis. W GILLIGAN, Bros. A GREEN, S HIBBERT, G HILLIER, B HOLMES, A KHALIQ, B KNOWLES, M LYON, Sis. D McALLISTER, Bro. S McGOVERN, Sis. J McLEOD, Bros. S MILLER, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, F MORRIS, Sis. S MUNA, Bros. T MURPHY, J NEILL, Sis. B PLEASANTS, Bro. S ROSENTHAL, Sis. M RYAN, J SHEPHERD, Bro. K SMITH, Sis. J STEWART, J STILL, Bros. J STOREY, N STOTT, Sis. F SULLIVAN, J SURAYA, Bro. M TAJ, Sis. J TAYLOR, Bro. M THOMAS, Sis. A TOLMIE, Bros. H TURNER, P WELSH, D WHITNALL, D WILLIAMS, D WILSON, F WOOD, M WOOD, T WOODHOUSE

EX OFFICIO: Bro. L McCLUSKEY (General Secretary)
Bro. T BURKE (Assistant General Secretary)
Sis. G CARTMAIL (Assistant General Secretary)
Sis. I DYKES (Head of Constitutional Administration)
Sis. D HOLLAND (Assistant General Secretary)
Bro. A MURRAY (Chief of Staff)
Bro. E SABISKY (Director of Finance & Operations)
Bro. S TURNER (Assistant General Secretary)
Bro. A WEIR (Assistant Chief of Staff)
Sis. M BRAMBLE (Observer, Gibraltar)
Bro. B SIMPSON (Young Members' Observer)
Bro. P WISEMAN (Retired Members' Observer)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 7TH SEPTEMBER 2015

Minute
No.429

1. APOLOGIES AND LEAVE OF ABSENCE

Formal permission was requested to be absent from the sessions referred to for the reasons stated:

Name	Session	Circumstances
Lindsey Adams	Monday pm	TU Business
Julian Allam	Weds & Thurs am	TU Business
Tracey Ashworth	Wednesday pm	TU Business
Davy Brockett	All sessions	Illness
Paula Burr	Tuesday pm	TU Business
Chris Cadman	Weds pm & Thursday	TU Business
John Cooper	All sessions	TU Business
Jenny Douglas	Thursday	TU Business
Jennifer Elliot	Thursday pm	TU Business
Steve Hibbert	Tuesday am	TU Business
Dawn McAllister	Thursday pm	TU Business
Sean McGovern	Thursday am	TU Business
Jackie McLeod	Monday pm	TU Business
Steve Miller	Weds pm & Thursday	Holiday
Tam Mitchell	Monday pm	Travel problems
Kate Osborne	All sessions	TU Business
Sharon Owens	All sessions	TU Business
Maggie Ryan	Tuesday am	TU Business
Jane Stewart	Tues, Weds & Thursday	TU Business
Joyce Still	Tuesday pm	Hospital Appt.
John Storey	Wednesday	TU Business
Nigel Stott	Tuesday pm	TU Business
Jayne Taylor	Weds pm & Thursday	TU Business
Mark Thomas	Monday pm	TU Business
Dennis Wilson	Monday pm & Tues pm	TU Business

Having full appreciation of the circumstances as reported, the Council

RESOLVED: "That necessary leave of absence be facilitated."

2. ANNOUNCEMENTS

Minute
No.430

2.1 Obituary

The Chair announced with a feeling of deep sorrow and regret that the undermentioned had died on the date stated:

<u>Name</u>	<u>Designation</u>	<u>Date</u>
Bro. I Cummings	Former GPMU SE Regional Secretary	Aug.2015

The Council were grieved to hear the sad news and, tributes having been voiced, the Council stood silent in their places for a period as a token of their respect and esteem.

It was thereupon

RESOLVED: "That a vote of condolence be recorded in the Minutes."

3. EXECUTIVE COUNCIL MINUTES**Minute
No.431****3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 8th, 9th, 10th & 11th June 2015 were duly submitted.

The following decisions were recorded by the Council arising from their consideration.

3.1.1 Matters Arising out of the Minutes**Minute
No.432****3.1.1.1 Min.351 Officers 2015 Pay Offer**

In response to a question from a member of the Council, the General Secretary outlined the final resolution of the Officers' 2015 pay settlement which included continued provision of previous healthcare arrangements until a further review in the course of 2016. He also advised that agreement had been reached with Officers' representatives on mileage arrangements.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.433****3.1.1.2 Min.352 General Secretary's Report**

A member of the Council requested an update on the situation with UCATT. In response, the General Secretary advised that a survival package had been put together in the hope that UCATT can retain their independence and their conference in May next year would take a decision on the union's future.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.434****3.1.1.3 Min.365 Education Report**

A member of the Council enquired if the examination of the Education Department had been concluded. In response, the General Secretary advised this had not yet concluded but it was anticipated that a report would be brought to the December meeting of the Executive Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.435****3.1.1.4 Min.368 Political Report**

A member of the Council requested an update on looking at the rules and constitution of the Labour Party. In response, the General Secretary advised there currently was nothing to report back to the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.436****3.1.1.5 Min.375 Complaints to the Certification Officer**

A member of the Council enquired if there had been any developments in the investigation relating to Brother Beaumont. In response, the Chief of Staff advised that following the conclusion of the investigation, the General Secretary determined

that Brother Beaumont should be charged under Rule 27. The EC Disciplinary Sub-Committee will be convened but probably not until November.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Meeting of the Executive Council held on 8th, 9th, 10th & 11th June 2015 be adopted."

**Minute
No.437**

3.2 Receipt of Minutes

The Minutes of the Special Meeting of the Executive Council held on 1st July 2015 were duly submitted.

The following decisions were recorded by the Council arising from their consideration.

RESOLVED: "That the Minutes of the Special Meeting of the Executive Council held on 1st July 2015 be adopted."

**Minute
No.438**

3.3 Receipt of Minutes

The Minutes of the Special Meeting of the Executive Council held on 5th July 2015 were duly submitted.

The following decisions were recorded by the Council arising from their consideration.

RESOLVED: "That the Minutes of the Special Meeting of the Executive Council held on 5th July 2015 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.439**

4.1 Receipt of Minutes

The Council were advised that the July meeting of the Committee had been inquorate.

The Minutes of the Finance & General Purposes Committee held on 3rd September 2015 were duly submitted.

4.1.1 Matters Arising out of the Minutes

**Minute
No.440**

4.1.1.1 Min.394 General Secretary's Update

A member of the Council referred to minimum proportionality and an issue that had arisen regarding the election of women on to RISCs where there is no designated seats. In response, Assistant Chief of Staff, Adrian Weir advised that guidance would be circulated indicating the procedure to be followed.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

5. REPORT OF THE GENERAL SECRETARY

Minute
No.441

5.1 Report

A document detailing the General Secretary's activities since the previous meeting had been circulated to the Council and was verbally supplemented.

The General Secretary referred to the General Election and reported that he had met with the Unite Group of MPs in Westminster and was looking forward to working with them in the coming period.

The General Secretary highlighted his speaking engagements at the People's Assembly demonstration in London, the Durham Miners' Gala and Tolpuddle, all of which had very large numbers of people in attendance.

Reference was made to the fringe meetings at the Rules Conference and the General Secretary highlighted the work of Show Racism the Red Card.

The General Secretary referred to the first rally against the Trade Union Bill and a number of meetings that have taken place relating to strategies and how to respond to the Bill.

Reference was made to an issue with RMT and the General Secretary reported that it is anticipated that a resolution to the differences would soon be forthcoming.

The General Secretary referred to a meeting with the only Labour MP in Scotland who is Shadow Secretary for Scotland. It had been an interesting discussion and an important issue as to what kind of strategies need to be pursued.

The Council were advised that the Workers Uniting Congress due to take place later this year had been cancelled as the USW are engaged in a serious dispute. The Steering Committee meeting has also been postponed.

The General Secretary highlighted meetings that had taken place with the AGSs, Regional Secretaries and National Officers in Esher, the Head of HR and the Chief of Staff to discuss the BAEM initiative.

The General Secretary reported that he had visited six Regional Committee meetings and would be visiting the other four in October. He is also planning to visit some of the National Committees in order to allay any fears people may have about various issues in the political arena.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

7. INDUSTRIAL / EQUALITIES REPORTS

Minute
No.442

7.4 Equalities Report

A written report for the Equalities Sector had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Diana Holland.

The Assistant General Secretary referred to the positive equality achievements and the insight they provide to what can be achieved.

The Equality Strategy has now been updated to add the decisions from the 2015 National Equalities Conferences.

A number of discussions have taken place with the National Equalities Committees in order to update them on Rules Conference decisions and to confirm the next steps. A scheme of representation for Regional Equalities Committees that link to Regional Industrial Sector Committees is being worked on. Minimum proportionality needs further discussion as RISCs do not have designated seats for equality.

The Assistant General Secretary referred to the Snowy White Peaks campaign and the Women Chainmakers festival.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.443**

7.1 Industrial Report – Manufacturing Sector

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Tony Burke.

The Assistant General Secretary referred to the government policy on manufacturing, Offshore Contractors, Tata Steel Pensions, Automotive Industry and MMP legal case.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

6. STRATEGY FOR GROWTH

**Minute
No.444**

6.1 Organising Report

A written report on the work of the department had been circulated to the Council and was verbally supplemented by the Executive Officer, Sharon Graham.

Following the review of the 100% campaign and the agreement to link it to the Industrial Strategy, the 3 fields: Anniversary Date of Pay; Last % Pay Increase and Agreements have been added to the system.

Currently 76.68% of the pay anniversary and last percentage pay rise information has been uploaded for the 100% workplaces. The input received already shows the potential of the Union having this information for the workplaces where Unite is recognised.

The second phase of the upload will be to add agreement information for workplaces in 100% campaign. The final phase of data collection will be companies where there is no Unite recognition and the deadline for this is March 2016.

A detailed progress report of the upload of the 3 additional 100% fields had been circulated to the Council and the Executive Officer verbally supplemented this.

A further detailed document ‘Towards a Unite Industrial Strategy’ had also been circulated to the Council and was verbally supplemented by the Executive Officer.

The Executive Officer highlighted the objectives of a broad Unite industrial programme, the framework based on three broad core areas: secure work; a strong voice; and decent pay. She further outlined the repositioning of the Union,

establishing industrial principles and standards and the suggested next steps: development and roll out.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.445**

6.2 Leverage Report

The Executive Officer updated the Council on the NHS and TTIP campaigns.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

SECOND DAY, 8TH SEPTEMBER 2015

IN THE CHAIR: Bro. T WOODHOUSE

The Chair introduced and welcomed the Observer from Gibraltar, Marilyn Bramble.

8. DEPARTMENTAL REPORTS

**Minute
No.446**

8.2 International Report

A detailed written report had previously been circulated to the Council and was verbally supplemented by the International Director, Simon Dubbins.

The International Director referred to the refugee crisis which is currently the lead story in all news reports.

The key international issue since the last meeting of the Council has been the Greek crisis and the 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 extreme austerity bailout package which Greece was forced to accept in order to remain in the Eurozone. Syriza is facing a new election in Greece.

With reference to the UK EU referendum which is like to be held in July next year, Unite officials have already been engaging with sister unions and other European governments and institutions to urge them not to 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.

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 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.

Unite's work in European and Global Federations has continued with participation in significant activities in virtually all organisations including IndustriALL, ITF/EF and UNI/UNI-Europa.

Workers Uniting activities have continued including the Workers Uniting Building Power course, the second leg of this course took place in Canada during July; Workers Uniting Global Youth Exchange which was held in Esher in August.

As reported earlier, the Workers Uniting Congress has been cancelled and the Steering Committee has been postponed.

Work in relation to multinational companies has also continued with significant activities in relation to GE/Alstom, Goodyear, IAG, Hewlett Packard, Engie and Siemens.

Since the last Council meeting, the historic step of reopening both the Cuban embassy in the US and the US embassy in Cuba has taken place. There remains concerns about the security of Cuba given that the US blockade is still in place. The Cuba Solidarity Campaign is holding a conference called 'Cuban Futures' to address the issues in October.

A lobby of Parliament for the rights of Palestinians was held in June where hundreds of MPs, many of which newly elected, were lobbied with the main requests for action centred on the illegal Israeli settlements, an arms embargo and the siege of Gaza.

Despite difficulties in June, there is again a more positive atmosphere surrounding the peace talks. The sixth FARC ceasefire began in late July with the government responding by suspending airstrikes.

The campaign to get the release of FENSUAGRO Vice-President Huber Ballestero continues and plans are in place to bring a FENSUAGRO speaker to the TUC Congress and freed activist Lilly Obando to the Labour Party conference.

Questions and comments from members of the Council were responded to.

In response to a request from a Council member for ideas on how to support the refugees in Calais, a discussion ensued. The General Secretary advised that the Union would give whatever assistance it could and discussions would take place regarding the linkages with unions in Europe and to try and influence the Labour Party and the Government to take a pro-active part.

The following resolutions were considered by the Council and the responses verbally amplified.

Rotterdam Convention Prior Informed Consent (PIC) – The resolution was submitted by the East Midlands Regional Committee and called on the Union to campaign to bring about a change to the voting system for any future Rotterdam Convention meetings by lobbying the Government, the TUC, ETUC and industrial trade secretariats. In response, the Council agreed to refer the resolution to the Executive Officers to get further information and clarification before a decision was taken.

Defend Greece against Austerity – The resolution was submitted by the South West Regional Committee and called on the Union to campaign and support various actions to defend Greece against austerity. In response, after comments by the General Secretary, the Council supported the resolution with the clarification that Unite would not commit to supporting events organised by Unite the Resistance.

Qatar – The resolution was submitted by the Building, Construction and Allied Trades NISC and called on the Union to call on FIFA to adopt principles of ILO core conventions. In response, the Council supported the resolution and agreed that Unite should issue a robust public statement on this issue.

At the close of consideration, the Council

RESOLVED: “That the report be accepted in line with the preamble to this Minute.”

7. INDUSTRIAL / EQUALITIES REPORTS continued/...

**Minute
No.447**

7.3 Industrial Report – Transport & Food

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Diana Holland.

The Assistant General Secretary referred to the transport & food policy; Trade Union Bill; TTIP; Unite Transport Sectors Working Group; Petroleum Driver Passport; Gangmasters Licensing Authority; Rural & Agricultural Workers final national committee held at Tolpuddle; hotels, hospitality and tips campaign; transport & food – health & safety; migrant domestic workers and Fair Transport Europe campaign.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.448**

7.2 Industrial Report – Services Sector

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Gail Cartmail.

The Assistant General Secretary referred to the Public Sector Combine; government interference; recognition; Bank of Baroda; joint campaigns with UCATT; withdrawal of check-off in public services; Scotland and Construction Combine Committee.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. DEPARTMENTAL REPORTS continued/.....

**Minute
No.449**

8.4 Report of AGS Steve Turner

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Steve Turner.

The Assistant General Secretary referred to hotels & hospitality; Pizza Express – Fair Tips campaign; Young Members; Sports Direct; Community membership; Unite in Schools and Industrial Hubs.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.450**

8.1 Political Report

A separate written report on political activities had been circulated to the Council and was verbally supplemented by the Political Director, Jennie Formby.

The Political Director covered the following areas:

- Labour Party Leadership
- Your Party, Your Voice
- Pilot programme in regions to engage with affiliate supporters
- Durham political school
- Councillor network
- Gibraltar

The General Secretary referred to the e-mail sent out by the Andy Burnham campaign promoting his candidacy ostensibly in the name of two members of the Unite Executive Council. He said he had sought and received explanations and apologies from all concerned and reminded Council members of the importance of upholding agreed decisions of the Council unless clearly acting in a personal capacity.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

9. CONSTITUTION & ADMINISTRATION

**Minute
No.451**

9.5 Scottish Policy Conference

The Chief of Staff advised that following the approval of the Rules Conference that the Scottish region should have a policy conference, the Council were required to authorise the proceedings for the conference. The proposed date for the Scottish Policy Conference is 16/17 January 2016 in Clydebank.

A document detailing the procedures for the conference was considered by the Council and various amendments were raised.

At the close of consideration, the Council

RESOLVED: "That the report be accepted with the necessary amendments."

THIRD DAY, 9TH SEPTEMBER 2015

IN THE CHAIR: Bro. T WOODHOUSE

8. DEPARTMENTAL REPORTS continued/....**8.1 Political Report continued/....****Minute
No.452****8.1.1 Trade Union Bill**

Amy Jackson from the Political Department gave the Council a full presentation concerning the contents of the Trade Union Bill.

The General Secretary advised the Council of discussions he had had within the Union, with the TUC and others about developing the most effective campaign against the passage of the Trade Union Bill. He also indicated that the Union was giving consideration as to how to deal with the various provisions of the Bill should it pass into law.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

9. CONSTITUTION & ADMINISTRATION continued/.....**9.3 Rules Conference 2015****Minute
No.453****9.3.1 Draft Rule Book**

The Chief of Staff introduced the draft rule book incorporating the decisions of the Rules Conference.

Attention was drawn to the need to amend the Rule Book further in relation to a small number of items. It was agreed that proposals in relation to these and amendments remitted to the Council would be brought to the December meeting for final approval. With these exceptions, the Rule Book was approved by the Council.

At the close of consideration, the Council

RESOLVED: "That the Rule Book be approved in line with the preamble to this Minute."

**Minute
No.454****9.3.2 Report of the Rules Conference 2015**

The report of the proceedings of the Rules Conference was presented to the Council. The Chief of Staff drew attention to the poor turn-out of delegates and low level of participation in recorded votes and said this was a matter to which the Council would need to return in the future.

The General Secretary drew the attention of the Council to an e-mail sent by Unite NOW to, amongst others, Unite employees attacking the conduct and decisions of the Executive Council and Union management. He made it clear that while members and groups have every right to criticise the leadership of the Union, he would in future take firm action if any attempt was made to embroil Unite employees in such criticisms.

At the close of consideration, the Council

RESOLVED: "That the report be adopted."

**Minute
No.455**

9.3.3 Rule Amendments Remitted to the Executive Council

A document detailing Rule Amendments remitted to the Executive Council outlining proposed action had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

The decisions taken by the Council are shown in the appendix to these Minutes.

At the close of consideration, the Council

RESOLVED: “That the report be adopted with the amendments agreed.”

**Minute
No.456**

9.4 Supplementary Guidance

A document outlining supplementary guidance for Area Activists’ Committees, Young Members and Community Members had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. DEPARTMENTAL REPORTS continued/....

**Minute
No.457**

8.3 Education Report

A written report had previously been circulated to the Council and was verbally supplemented by the Director of Education, Jim Mowatt.

The Director of Education introduced his report and drew attention to the work the department had undertaken, highlighting the political school in Durham, Ineos, hub project and the pilot seminar on TTIP.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.458**

8.3.1 Minutes of the EC Education Sub-Committee

The Minutes of the EC Education Sub-Committee held on 12th August 2015 had previously been circulated to the Council.

Questions and comments from members of the Council were responded to and the General Secretary advised that the review is continuing and a report will be brought to the Council when it has been concluded.

At the close of consideration, the Council

RESOLVED: “That the Minutes be noted.”

9. CONSTITUTION & ADMINISTRATION continued/...**9.2 Central Office Departments and Administration Report****Minute
No.459****9.2.1 Ratification of Officer Appointment**

The EC Appointment Panel had met to consider applications for the appointment of the National Officer BAEM and recommended the appointment of Bro. Harish Patel.

At the close of consideration, the Council

RESOLVED: "That the appointment of Bro. Harish Patel as National Officer BAEM be endorsed."

**Minute
No.460****9.2.2 Complaints to the Certification Officer**

The Chief of Staff advised the Council that a complaint had been made to the Certification Officer regarding the EC's decision regarding the Council membership of Davy Brockett but there would probably not now be a public hearing but a decision based on submissions by the Union and complainant. The Council will be kept advised.

The Chief of Staff further advised the Council regarding complaints made by David Beaumont and copies of the complaints and the responses had been circulated to the Council. The Council were asked to endorse the decision that under Rule 27 no investigations are required to which the Council agreed.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted in line with the preamble to this Minute."

**Minute
No.461****9.7 National Branch – CMA**

The Chief of Staff reported that an application had been received for a national branch for the CMA Section from the CMA National Chairman. The application was not supported by Assistant General Secretary, Steve Turner.

Following questions and comments from members of the Council it was agreed that further discussions should take place and the application be left on the table until the December meeting of the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted in line with the preamble to this Minute."

**Minute
No.462****9.6 Regional Equalities Committees**

A document detailing the proposals for the new structures of the four Equality Committees in the regions had previously been circulated to the Council and was verbally supplemented by the Assistant Chief of Staff, Adrian Weir and Assistant General Secretary, Diana Holland.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

10. FINANCE**Minute
No.463****10.1 Finance Report**

The preliminary financial results for Unite overall in the second quarter of 2015 had been circulated to the Council and were verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

The financial results for Unite in the second quarter and first half of 2015 are satisfactory, although worse than last year, primarily related to the extra spending on political activity this year (General Election, Labour Leadership and London Mayoral).

Total Income amounted to £82.4 million in the first 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.

Total Recurring Expenditure totalled £74.0 million in the first 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 first half of 2015 – a deterioration of £2.2 million versus the first half of 2014.

Investment Income amounted to £1.8 million in the first half of 2015 – up £0.5 million versus last year due to the higher level of global stock markets. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £2.3 million in the first 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 first 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 first half of 2015 – a result which was £2.5 million worse than last year.

Unite's liquid assets totalled £103.0 million as at 30th June 2015 up £1.9 million from year end 2014. This increase was attributable to the slight increase in the market value of the Union's Marketable Securities and property cash receipts (principally Hayes Court) were offset by property refurbishment (principally Stoke, Coventry, Preston, Edinburgh, Eastbourne and Birmingham).

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. 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.

The Director of Finance & Operations updated the Council on the National Conference/Education Centre in Birmingham where full planning permission has been

received for the project. The Union has decided to build and own the entire facility itself without partnering with an outside party as this would have delayed the completion of the project for only very limited financial input on behalf of the partner.

The report on the new arrangements for Driver Care members was verbally supplemented by the Director of Finance & Operations.

Following the decision at the recent Rules Conference to amend Rule 4.4, the Director of Finance & Operations outlined considerations in determining how to implement the amendment. It was proposed that the Executive Council adopt the following wording as the end of Rule 4.4.1 to which the Council overwhelmingly agreed. The amended Rule 4.4 would read as follows:

“4.4 The Executive Council shall determine the scope and level of benefits.

4.4.1 Such benefits may include such things as: Driver Care, funeral, incapacity, personal accident (death, loss of limb/eye, permanent disability), maternity/adoption, paternity, convalescence, professional liability insurance, etc.

Without interference to the overriding authority granted by this rule to the Executive Council (to determine the scope and level of benefits), funeral benefit shall be paid to all non-retired working members as at the 1st Day of September 2009 at the same rate.”

Questions and comments from members of the Council were responded to.

At the close of consideration, with the exception of the Driver Care report, the Council

RESOLVED: “That the report be accepted in line with the preamble to this Minute.”

**Minute
No.464**

10.2 Rule 21 Expenses

Following a decision at the recent Rules Conference that “All expenses should be paid at the same rate and in the same manner across all disciplines (i.e. constitutional committees, branches, education, etc)”, which would have a significant impact on the finances of the Union, the General Secretary directed the Council’s attention to three options for consideration.

Questions and comments from members of the Council were responded to and the Council agreed to split the Loss of Earnings procedures from the expense procedures with two resulting policies – Lay Member Expense Policy and Lay Member Loss of Earnings Policy. It was also agreed to increase the Education allowance from £5 per day to £10 per day.

At the close of consideration, the Council

RESOLVED: “That the report be adopted in line with the preamble to this Minute.”

FOURTH DAY, 10TH SEPTEMBER 2015

IN THE CHAIR: Bro. T WOODHOUSE

8.2 International Report continued/....**Minute
No.465****8.2.1 EU Referendum**

Arising from the motions on the European Union carried at the Policy Conferences in 2012 and 2014, the International Director, Simon Dubbins introduced the debate on the EU Referendum. Two guest speakers were introduced to the Council – Professor John Foster, International Secretary of the British Communist Party who put the arguments for exiting the EU and Will Hutton, columnist and author who is also associated with the Work Foundation in favour of staying in the EU.

Questions and comments from members of the Council were responded to and, in closing the debate, the General Secretary thanked the guest speakers who then left the chamber.

The Council had previously requested that a statement be issued in relation to the Turkish-Kurdish situation . A copy of the statement “Free Ocalan and Resume Peace Talks Immediately” was circulated to the Council for which agreement was received.

At the close of consideration, the Council

RESOLVED: “That the statement be agreed in line with the preamble to this Minute.”

11. LEGAL**Minute
No.466****11.1 Legal Report**

A detailed report was submitted to the Council including updates on recent developments in various areas of the law. The report was verbally supplemented by the Director of Legal & Affiliated Services, Howard Beckett.

The Legal Director updated the Council on the following areas:

- Personal Injury and IT Update
- Unite Legal Services Website
- Holiday Pay
- Update on Blacklisting Cases
- Update on Legislation
- Unite Legal Department Accounts 2015
- Legal Cases of Significance
- Personal Injury, Employment and Tribunal Case Statistics
- CAC Applications
- Industrial Dispute Report
- Repudiation and Challenge Report

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.467****11.2 Affiliated Services Report**

A written report had previously been circulated to the Council and was verbally supplemented by the Director of Legal & Affiliated Services, Howard Beckett.

The Council were updated on the following areas:

- Retired Members Plus
- Back to Work
- Short-term Lapsed Members
- Member gets Member
- Pre-Paid Card Scheme
- Unite Home Insurance
- Life Insurance
- Financial Advice
- Apprenticeship Scheme

The Legal Director highlighted the proposed new arrangements for the Unite Member Get Member Scheme for which the Council's agreement was sought.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the proposal and report be accepted in line with the preamble to this Minute."

**Minute
No.468**

11.3 Membership Report

A membership report had previously been circulated to the Council and was verbally supplemented by the Legal Director, Howard Beckett.

The Legal Director reported on work being undertaken in relation to workplaces and regions, retention project, Hardy Evans/membership audit, ongoing work and statistical trends.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

7. INDUSTRIAL / EQUALITIES REPORTS continued/...

**Minute
No.469**

7.4 Equalities Report continued/...

The General Secretary advised the Council that Harish Patel, the newly appointed National Officer BAEM would also be taking charge of the Metals Sector.

A member of the Council drew attention to problems in implementing the procedure for minimum proportionality at the present round of Regional Industrial Sector Conferences. The Chief of Staff circulated the existing procedure being followed but acknowledged that there was a difficulty and proposed that while the procedure could not be changed mid-way through the current round of elections, he would review it with the AGS for Equalities and others with a view to amending it for the future. Any changes would be brought to the Council for their consideration.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

9. CONSTITUTION & ADMINISTRATION continued/...**Minute
No.470****9.8 F&GPC Replacement**

As a consequence of EC Member, Steve Miller standing down from the Finance & General Purposes Committee, it was necessary for the Council to elect a replacement and following nominations, this was put to the vote:

Dick Banks

Lindsey Adams
Kwasi Agyemang-Prempeh
Julian Allam
Richard Allday
Tracey Ashworth
Dick Banks
Ged Dempsey
Phil Entwistle
Jas Gill
Wendy Gilligan
Andy Green
Garry Hillier
Brian Holmes
Ansaar Khaliq
Barry Knowles
Mark Lyon
Sean McGovern
James Mitchell
Therese Moloney
Ivan Monckton
Frank Morris
Suzanne Muna
Tommy Murphy
Maggie Ryan
Ken Smith
John Storey
Nigel Stott
Francesca Sullivan
Jasmin Suraya
Mohammed Taj
Dave Whitnall
Dave Williams
Dennis Wilson
Frank Wood
Tony Woodhouse

35**Simon Rosenthal**

David Bowyer
Paula Burr
Danny Coleman
Mick Forbes
Steve Hibbert
Jackie McLeod
Jimmy Neill
Simon Rosenthal
Joyce Still
Mark Thomas
Howard Turner
Paul Welsh

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At the close of consideration, the Council

RESOLVED: "That Dick Banks be elected to the Finance & General Purposes Committee."

**Minute
No.471****9.9 TUC Motions**

A member of the Council referred to the 3 motions to the TUC Congress and felt these had been dealt with in an unsatisfactory manner and was proposing to work with the Chair to draw up a protocol to guide the process of lay decisions.

Questions and comments from members of the Council were responded to and the Chief of Staff reminded the Council of the procedure in relation to motions to the TUC

and Labour Party Conference, highlighting the delegated authority of the General Secretary.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.472**

9.1 Correspondence including Resolutions

The following resolution was considered by the Council and the response verbally amplified.

Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Action 2014 – The resolution was submitted by the CYW&NfP NISC and called on the Union to undertake various actions. In response the Council supported the resolution.

RESOLVED: “That the report be accepted in line with the preamble to this Minute.”

12. ANY OTHER BUSINESS

**Minute
No.473**

12.1 Pizza Express Campaign

A member of the Council enquired if the Pizza Express campaign had brought about an increase in membership. In response, the General Secretary advised that the campaign had resulted in additional membership not only in Pizza Express but also in other restaurants and the people involved in the campaign should be congratulated on the work that was put in.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.474**

12.2 Incident on Runway in Las Vegas

A member of the Council requested that a letter of solidarity be sent to the BA members in Gatwick following an incident on the runway in Las Vegas. In response, the General Secretary highlighted a situation that is on-going with members at Gatwick, giving assurances that they will get full support from the Union.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.475**

Documentation

The Executive Council noted that all documents specified within the Minutes had been circulated to all members of the Council and were filed on the records of the Council.

**The Meeting of the Council
thereupon terminated**

**REPORT OF AMENDMENTS FROM RULES CONFERENCE 2015 –REMITTED TO THE EXECUTIVE COUNCIL
PLUS USE OF ENABLING AMENDMENT**

1) AMENDMENTS REMITTED TO THE EC

Rule/Amendment	Amendment	EC Decision
Rule 7:	Industrial/Occupational/Professional Sectors	
7/5 REMITTED	Clause 7.4 Line 2: after “elected” insert “or substituted”	The EC issued guidance at its March meeting concerning substitution of delegates. In the circumstances it is proposed that no further action is taken at this stage. Agreed not to amend Rule.
Rule 11:	Equalities	
11/3 REMITTED	Clause 11.2 Line 1: after “All constitutional conferences and committees of the Union” insert “and delegations approved by the Executive Council”	Agreed not to bring forward proposals to amend Rule at this stage. However, EOs are charged with ensuring proportionality applies to all delegations approved by the EC.
11/6 REMITTED	Clause 11.2 Line 4: after “represent” insert “where possible. Where this is not possible, officers shall report the reasons to the relevant National Officer. Black, Asian and ethnic minority and female representatives shall always have first preference in elections for equalities designated seats, any remaining unfilled seats to be provisionally filled by any representatives who are available. If a Black, Asian or ethnic minority or female representative comes forward at a later date to fill a provisionally held seat, they shall duly take the seat, or an election held where there are more eligible representatives than provisionally held seats.”	Agreed not to amend Rule.

	Continue with Rule as printed.	
11/7 REMITTED	<p>Clause 11.2 Line 3: after “Black Asians and ethnic minority” insert “including Latin Americans and any Eastern Europeans”</p> <p>Clause 11.3 Line 2: after “Black Asians and ethnic minority” insert “including Latin Americans and any Eastern Europeans”</p> <p>Clause 11.4 Line 1/2: after “Black Asians and ethnic minority” insert “including Latin Americans and any Eastern Europeans”</p> <p>Clause 11.5 Line 2: after “Black Asians and ethnic minority” insert “including Latin Americans and any Eastern Europeans”</p> <p>Clause 11.6 Line 1/2: after “Black Asians and ethnic minority” insert “including Latin Americans and any Eastern Europeans”</p>	Awaiting recommendations from AGS (Equalities)
11/8 REMITTED	<p>Clause 11.5 Add at end: “Each separate conference will be staggered throughout the year to ensure delegates with multiple equality characteristics can participate.”</p>	<p>Amendments 11/8 and 11/9. It is proposed that the AGS for Equalities/National officers for Equalities include these matters in discussions at National Equalities Committees in preparation for 2017 National Equalities Conferences. Agreed not to amend Rule.</p>
11/9 REMITTED	<p>Clause 11.6 Add at end of clause: “The National Equalities Conferences shall not run concurrently to enable members with multiple identities the opportunity to attend all appropriate conferences, National Women’s Conference, National BAEM Conference, National Disabled Members’ Conference and National LGBT Conference.”</p>	

Rule 12 & 13	Policy Conference & Rules Conference	
12/9 REMITTED	Clause 12.4.1 After “directly” add “and each National Equality Committee shall elect one delegate directly.”	Amendments 12/9, 12/10 and 13/6 - all raise the same concerns about direct representation of equalities committees at Policy and Rules Conference.
12/10 REMITTED	Clause 12.4.1 After “directly” add “and each Regional Equality Committee i.e. BAEM, LGBT and Disability shall elect one delegate directly to Policy Conference.”	Noted that there does appear to be a discrepancy at the regional level where delegates are drawn from the RISCs but not from the regional equalities committees. Agreed to bring forward proposals for consideration to amend Rule.
13/6 REMITTED	New sub-clause 13.6.1 In addition, the National Equalities Committee, set out in Rule 11.6 shall elect one delegate to Rules Conference directly	
Rule 12 & 13	Policy Conference & Rules Conference	
12/13 REMITTED	Clause 12.8 Amend to read: “The Policy Conference shall be chaired by the Chair of the Executive Council. Confidential electronic voting will be used as the method of voting at Policy Conference.”	Amendments 12/13 and 13/8 would amend the rule to require the use of electronic voting at policy and rules conference. Agreed not to amend Rule, but to include in Conference Standing Orders that on close votes to use electronic voting for both Policy & Rules Conferences.
13/8 REMITTED	Clause 13.10 After “Executive Council” insert “Confidential Electronic voting will be used as the method of voting at Rules Conference.”	
Rule 16:	Election of Executive Council Members and the General Secretary	
16/4 REMITTED	Clause 16.1 Line 4: after “Council” add new sentence “These directions shall include both printed hard copy and electronic balloting options for members.”	Agreed not to amend Rule. This is not to say that this form of balloting should be ruled out but that it cannot be put into the rule book at this stage because of current legislation
NR/5 REMITTED	Lay Member Grievance Procedure z.1 Where a member feels that the union, its employees or its agents (eg solicitors) have not provided a service, they have	Both NR/5 and NR6 require a grievance procedure to be included in the rule book. Agreed not to amend Rule. Proposal will be brought forward

	<p>the right to register a grievance. Where member’s grievance concerns advice from our lawyers, or conduct of our lawyers, the union shall use its normal procedures for legal review, which may include the solicitors’ own internal complaints procedure. The decision shall be final.</p> <p>z.2 Members in the first instance are to seek to resolve their grievance informally, either with the officer/employee concerned, or with the Regional Secretary. The officer/employee should have the opportunity to address the grievance.</p> <p>z.3 If the informal process fails to reach a resolution, a formal grievance should be submitted. All formal grievances are to be submitted in writing to the office of the General Secretary. The aim is to acknowledge receipt within a week and allocate a senior officer to investigate.</p> <p>z.4 An assessment will be made as to the most appropriate person to investigate the grievance. In respect of officers & staff in the regions, this will normally be the regional secretary but may be a national officer or other official. For head office staff, a decision will be taken in the General Secretary’s office. In cases where the grievance is against the Regional Secretary, another senior officer will be asked to consider the grievance.</p> <p>z.5 Any investigation will be conducted fairly and with no initial presumption of fault on either side. Once completed, the investigating officer shall arrange a formal grievance hearing with the member as quickly as possible and no more than one month after receipt of the grievance by the investigating officer. Grievance Hearings shall be organised and conducted</p>	<p>for a new Lay Member Complaints Procedure.</p>
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	<p>under directions issued by the Executive Council. These directions ensure that the process is fair and conducted in accordance with the principles of natural justice.</p> <p>z.6 The member may appeal the decision. Any request for an appeal should be submitted to the Executive council via the General Secretary office within one week of the grievance hearing and should specify the grounds on which the member is disputing and appealing against the findings of the investigation.</p> <p>z.7 On receipt of the appeal, the Executive Council will form an Executive Council Grievance Appeal Panel which shall include the General Secretary or delegated Assistant General Secretary to conduct a review of the case and adjudicate an appeal hearing. Grievance Appeal Hearings shall be organised and conducted under directions issued by the Executive Council. These directions ensure that the process is fair and conducted in accordance with the principles of natural justice.</p> <p>The decision of the Executive Council Grievance Appeal Panel is final.</p>	
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NR/6	Lay Member Grievance Procedure	
<p>REMITTED</p>	<p>x.1 Where a member or lay representative has a grievance against the union, its employees or another member of the union, they have the right to register a grievance in accordance with this rule directly to the Chief of Staff.</p> <p>x.1.1 The Chief of Staff will review or appoint an officer to review the evidence provided and if deemed necessary, convene a panel comprising of The Chief of staff, Executive Council Chair, one Regional and one Industrial sector Executive council members covering the affected workplace branch. If they by the process of simple majority believe it appropriate to do so, a formal grievance process will be undertaken in accordance with the procedures specified under this rulebook.</p> <p>x.1.2 If the Chief of Staff believes the grievance complaint itself or the content of the complaint could be of a vexatious or malicious nature, or involves a breach of Member discipline, the matter may instead be investigated under rule 27.</p> <p>x.1.3 A grievance cannot be raised over any workplace agreement reached by Unite, its employees, branch of unite or individual representatives.</p> <p>x. 2 Members/lay representatives in the first instance must seek to resolve their grievance informally, directly with either the officer/employee or member/lay representative concerned, or with the Regional Secretary. The officer/employee or member/lay representative should have the opportunity to address the grievance.</p> <p>x.3 If the informal process fails to reach a resolution, a formal</p>	

	<p>grievance should be submitted. All formal grievances are to be submitted in writing to the office of the General Secretary. The aim is to acknowledge receipt and allocate a senior officer to investigate within a week.</p> <p>x.4 An assessment will be made as to the most appropriate person to investigate the grievance. In respect of officers/staff or members/lay representatives in the regions this will normally be the regional secretary but may be a national officer or other official. For head office staff, a decision will be taken in the General Secretary’s office. In cases where the grievance is against the Regional Secretary, another senior officer will be asked to consider the grievance.</p> <p>x.5 Any investigation will be conducted in an impartial manner and with no initial presumption of fault on either side. Once completed, the investigating officer shall arrange a formal grievance hearing with the member/lay representative as quickly as possible and no more than one month after receipt of the grievance by the investigating officer. Grievance Hearings shall be organised and conducted under directions issued by the Executive Council. These directions ensure that the process is fair and conducted in accordance with the principles of natural justice.</p> <p>x.6 The member/lay representative may appeal the decision. Any request for an appeal should be submitted to the Executive council via the General Secretary office within one week of receipt of the outcome of the grievance hearing and should specify the grounds on which the member is disputing and appealing against the findings of the investigation.</p>	
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	<p>x.7 On receipt of the appeal, the Executive Council will form an Executive Council Grievance Appeal Panel which shall include the General Secretary or delegated Assistant General Secretary to conduct a review of the case and adjudicate an appeal hearing. Grievance Appeal Hearings shall be organised and conducted under directions issued by the Executive Council. These directions should ensure that the process is fair and conducted in accordance with the principles of natural justice.</p> <p>x.8 Any grievance considered by the Executive Council Grievance panel to be of a vexatious nature may be dismissed and instead referred to a discipline committee for consideration as covered by rule 27.3.1</p> <p>The decision of the Executive Council Grievance Appeal Panel is final.</p> <p>Where members’/lay representatives’ grievance concerns advice from our lawyers, or conduct of our lawyers, the union shall use its normal procedures for legal review, which may include the solicitors’ own internal complaints procedure. The decision shall be final.</p>	
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2) Use of enabling amendment in the Draft Rule Book.		EC Decision
Rule 9 – Young Members	We have made use of the provisions of the administrative enabling amendment in the following rules. We have added a note to clarify that the qualifying age for a young member remains at 30 until the 2018/21 electoral cycle.	Agreed
Rules 14 and 16 Executive Council	<p>The following two amendments which have an identical effect were carried at the conference. Because Rule 16 deals with the election of the Executive Council we have included the amendment in that rule rather than Rule 14.</p> <p>14/13 CARRIED – Clause 14.2.4 Add new sentence at end: If an Executive council seat becomes vacant within the first two years of the electoral period a by-election shall be held. If the vacancy occurs during the third year of the term of the electoral period there shall be no by-election but an Observer may be appointed for the remainder of the term by the relevant Regional or National Committee.</p> <p>16/32 CARRIED – New clause 16.32 Any casual vacancies on the Executive Council that occur within the first two years for the electoral term shall be filled by a by-election for a replacement delegate. If that casual vacancy occurs in the final year of the electoral term, there shall not be a by-election but that an observer may be elected to represent the section's interests from the relevant constituency, i.e. NISC, Regional Committee, and National Equalities Committee.</p>	Agreed
17/8 CARRIED – Clause 17.7	<p>Rule 17 Branches and Rule 18 Workplace Representatives Line 4, delete the words “and be completed not later than June 30”, and replace with “at a Branch meeting held between 1st January and 31st March”.</p> <p>Line 5, delete the words, “and the elected candidates shall take office the following July for three years” The second paragraph removes the term of office of branch officers and this isn't mentioned elsewhere we have therefore added the words: “and the elected candidates shall take office for three years.” For consistency, and because many workplace representatives also hold branch office we have made an amendment to the final paragraph in Rule 18, Clause 1 which has the same affect.</p>	Agreed
Rule 4 Membership Contributions &	The amendment to 4.4.1 agreed by the conference concerned the payment of funeral benefit to members. Legal opinion stated that the amendment was contrary to 4.4 and would either be overruled by the first sentence of 4.4 or could potentially render the whole clause void for reasons of uncertainty.	Agreed

<p>Benefits</p>	<p>Clause 4.4 is specific that the discretion about levels of benefit lies with the EC whereas the amendment to Clause 4.4.1 seeks to override this objective. It was therefore proposed that clause 4.4.1 be amended as follows: 4.4.1 “Without interference to the overriding authority granted by this rule to the Executive Council (to determine the scope and level of benefits), funeral benefit shall be paid to all non-retired working members as at the 1st Day of September 2009 at the same rate.”</p>	
<p>Rule 29 Scotland</p>	<p>The Executive Council in reviewing the new Rule 29 Scotland noted that it had been read across from the Rule 24 Ireland but that while the restriction this rule imposed that members of the Irish Executive Committee shall be resident in Ireland this could not be read across because in accordance with the remainder of the Rule Book the ability to sit on the Scottish Regional Executive should be concerned with a member’s workplace not their place of residence.</p> <p>The EC therefore agreed to: 1) Amend Clause 29.1 to delete the final sentence. 2) Delete existing clause 29.2 and re-number the remaining clauses in the rule.</p>	<p>Agreed</p>