



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 7TH, 8TH & 9TH DECEMBER 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, J COOPER, 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, 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. K OSBORNE, S OWENS, 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 (Executive Director Finance, Property & Pensions)
Bro. S TURNER (Assistant General Secretary)
Bro. A WEIR (Assistant Chief of Staff)
Sis. M BRAMBLE (Observer, Gibraltar)
Bro. P WISEMAN (Retired Members' Observer)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 7TH DECEMBER 2015

Minute
No.502**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	Tuesday	Illness
Dick Banks	Wednesday	TU business
Dave Bowyer	Tues pm & Weds	TU business
Paula Burr	Monday pm	TU business
Chris Cadman	Wednesday am	TU business
John Cooper	Wednesday am	TU business
Jenny Douglas	Wednesday	TU business
Jas Gill	Wednesday pm	TU business
Steve Hibbert	Tuesday am	TU business
Ansaar Khaliq	All sessions	Holiday
Jackie McLeod	Wednesday pm	TU business
Jimmy Neill	Tues & Weds	Bereavement
Sharon Owens	Wednesday pm	TU business
Maggie Ryan	Tuesday am	Illness
Bryan Simpson	All sessions	TU business
Ken Smith	Monday pm	TU business
Jane Stewart	Monday pm	TU business
Nigel Stott	Tues & Weds pm	TU business
Mohammed Taj	Wednesday	TU business
Mark Thomas	Wednesday am	Illness
Agnes Tolmie	Tues pm & Weds	TU business
Dave Whitnall	Monday pm & Tues	TU business
Dennis Wilson	Monday pm	Funeral
Mark Wood	Wednesday am	TU business
Tony Woodhouse	Tuesday	Medical
Marilyn Bramble	Monday pm	Holiday
Phil Wiseman	Tues & Weds	Illness

Having full appreciation of the circumstances as reported, the Council

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

2. ANNOUNCEMENTSMinute
No.503**2.1 Obituaries**

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. R Marston	Retired Officer West Midlands	16.11.15
Bro. E Blackwell	Retired Officer North West	18.11.15
Bro. C Lomas	Retired Officer North West	15.11.15
Bro. R Lamb	Retired Officer North West	8.11.15

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.504**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 7th, 8th, 9th & 10th September 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.505**

3.1.1.1 Min.441 Report of the General Secretary

A member of the Council requested an update on the situation with RMT. In response, the General Secretary reported that following discussions with RMT at the TUC, the memorandum of agreement has now been signed and a copy will be circulated to the members of the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.506**

3.1.1.2 Min.451 Scottish Policy Conference

A member of the Council enquired if the Council would be considering the motions for the Scottish Policy Conference. In response, the Chief of Staff advised that he had examined the motions received and had advised the Regional Secretary that two of the motions were in conflict with Union policy and should be withdrawn. The General Secretary advised that Executive Council members were able to view the motions should they wish to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.507**

3.1.1.3 Min.460 Complaints to the Certification Officer

A member of the Council requested an update following the Certification Officer's decision in relation to Davy Brockett. In response, the Chief of Staff advised that a by-election is in process in which Davy Brockett has been nominated.

The Chief of Staff further advised that the disciplinary procedure in relation to David Beaumont had been postponed following advice from the Legal Director.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Executive Council held on 7th, 8th, 9th & 10th September 2015 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEE**Minute
No.508****4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 15th October 2015 were duly submitted.

4.1.1 Matters Arising**Minute
No.509****4.1.1.1 Min.480 Finance Update**

A member of the Council sought further information in relation to the situation regarding reduced contributions and sick pay. In response, the Executive Director Finance, Property & Pensions reported that an automatic procedure has been put in place with the regions that should both retain the member and allow them to reduce their subscriptions as long as they produce a sick note. If a member is receiving less than 50% of their pay, they can pay reduced contributions but if they are still receiving full pay, the full rate of contribution will still be paid.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Finance & General Purposes Committee held on 15th October 2015 be adopted."

**Minute
No.510****4.2 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 12th November 2015 were duly submitted.

4.2.1 Matters Arising**Minute
No.511****4.2.1.1 Min.497 Union Solidarity International (USi)**

A member of the Council referred to a discussion earlier in the year regarding USi and asked for clarity on whether the recent donation agreed by the F&GPC was in addition to a previous sum endorsed by the Committee. The General Secretary provided background to Unite's total support for USi and the context in which this new support was being sought.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Finance & General Purposes Committee held on 12th November 2015 be noted."

5. REPORT OF THE GENERAL SECRETARY**Minute
No.512****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 TUC and Labour Party Conferences and recorded his appreciation of both delegations for their discipline both in terms of attending conference and the contributions made from the rostrum. He also recorded his appreciation for the success of the TUC march and rally in Manchester at the Tory Party conference.

In referring to the Trade Union Bill, the General Secretary highlighted the discussions and activities that have been taking place. The Bill is likely to have its second reading before Christmas and will then be in the Committee stage with every amendment discussed and voted on by the House of Lords.

The General Secretary referred in detail to the situation in the steel industry and highlighted the campaign and rally that had taken place in Sheffield and advised that the full resources of the Union would be put at the disposal for the members in the steel industry.

The General Secretary made reference to the conflict in Syria and the decision of the House of Commons, and highlighted an article he had written which was covered in the national press.

The General Secretary had attended the Workers Uniting Steering Committee in Pittsburgh and referred to speaking to the New York Labour Party Branch and a meeting with the Deputy General Secretary of the United Nations.

The General Secretary recorded his appreciation for the recent National Industrial Sector Conferences in Brighton where there was a feeling of a more focused attention and feedback will be sought from the National Committees.

The General Secretary referred to a dispute at Gatwick Airport which would have caused a Christmas shutdown and reported that with the input of the BASSA team, a satisfactory resolution to the problem has been found.

The General Secretary referred to a number of other meetings including the inaugural Scottish Executive, Vauxhalls and the Aerospace & Shipbuilding NISC.

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

6.1 Organising Report

**Minute
No.513**

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.

The Executive Officer gave a very detailed report on the Union's workplace strategy to deal with the withdrawal of check-off from the public sector with detailed materials highlighting the activities being undertaken circulated to the Council.

In referring to the Union's Broad Industrial Strategy (BIS), the Executive Officer verbally supplemented the summary of regional progress on 3 fields which had also been circulated to the Council. In addition to the Industrial Sector Conferences, the BIS presentation is being rolled out to all Regional Committees and all National Industrial Sector Committees.

The Executive Officer reported that 100% Unite has achieved significant milestones: every Region has now surpassed their agreed annual target and over 18,000 new members recruited since the last EC. These results continue to prove the success and sustainability of 100% Unite.

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.514**

6.2 Leverage Report

The Executive Officer updated the Council on the TTIP/NHS 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.”

8. DEPARTMENTAL REPORTS

**Minute
No.515**

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 the Fair Tips campaign; National Officer appointment for Services Sector; Sports Direct; Community and Unite in Schools; Housing campaign 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.”

9. CONSTITUTION & ADMINISTRATION

**Minute
No.516**

9.6 Ratification of Officer Appointments

EC Appointment Panels had met to consider applications for the appointment of the following Officers for which the endorsement of the Council was sought:

National Officer

- | | |
|--|-----------------------|
| • Health | Colenzo Jarret-Thorpe |
| • Services Sector | Rhys McCarthy |
| • Chemical, Pharmaceuticals,
Process and Textiles (including
oil distribution) | Tony Devlin |

South West

- | | |
|----------------------------------|----------------|
| • Regional Co-ordinating Officer | Matthew Tipper |
| • Regional Officer | Tony Hulbert |

At the close of consideration, the Council

RESOLVED: “That the appointments be endorsed in line with the preamble to this Minute.”

SECOND DAY, 8TH DECEMBER 2015

IN THE CHAIR: Bro. M LYON

8. DEPARTMENTAL REPORTS continued/.....**Minute
No.517****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 recent attack by Islamic extremists in Paris in which 130 people were killed and over 300 were left seriously injured. Unite issued an immediate statement condemning the attack in the strongest language while calling on governments not to turn their backs on the refugees. French unions are concerned about the civil rights implications of the state of emergency that will be in force until February 2016.

In referring to the Syria situation, the Council were advised that the Union had issued a statement rejecting the UK Prime Minister's claim that there is a clear case for UK involvement in bombing.

The refugee crisis has thrown the EU into a turbulent period and any agreement on EU negotiations will not be reached until the summit early next year.

The International Director referred to the steel crisis and highlighted the international efforts that have been considerable with special delegations organised to Italy to learn first-hand about the rescue plan for the Ilva steel works that saved 16,000 jobs, and a special demonstration organised in Belgium to coincide with the extraordinary ministers meeting to discuss the situation. Part of the solution to the crisis lies in preventing Chinese dumping of subsidised steel in the EU and the rest of the world, and Unite with the USW has issued strong statements to this effect.

Work in the European and Global Federations continues with progress to reposition IndustriALL in the run up to the congresses, significant successes in UNI-Europa Graphical in Eastern Europe, participation in the congresses of UNI-Finance and significant other activities in the BWI, ITF/ETF and Workers Uniting.

The Workers Uniting Steering Committee had taken place in Pittsburgh at the end of November. An interesting political exchange with the countries involved took place and also a visit to ATI steel works which has 12 sites that are locked out due to renewal of contracts.

The International Director also referred to attendance at the IG Metall Congress and the GPA Congress.

In referring to multinational companies, the International Director highlighted the activities relating to Goodyear, GE/Alstom and Siemens.

The International Director referred to the Turkish General Election and, prior to the election, a terrible attack on a trade union organised demonstration that killed over 100 people. The demonstration had been called in order to protest against the government's war against the Kurds and to call for a return to the negotiating table. Unite issued an immediate statement.

In relation to Cuba, embassies opened in Havana and Washington in July and August for the first time in over 50 years and regular talks are taking place between both countries to further build diplomatic relations.

The situation in Palestine is currently deteriorating but a delegation from the GPM & IT Sector went ahead with a successful visit there. The International Director also referred to a situation with Barclays regarding protests by pro-Palestinian activists.

There have been major developments in Colombia, in particular an historic meeting in September saw agreement on transitional justice between the Colombian Government and the FARC guerrilla group announced. Huber Ballesteros, the vice-president of sister union Fensuagro remains in prison and his trial has now officially begun. Unite will continue to support the campaign for his release.

The situation in Venezuela remains very tense in the run up to the December parliamentary elections, despite the fact that President Maduro gave a commitment to respect the outcome of the election results whatever they are, the leader of the opposition party refused to reciprocate. Given the recent setback in the Argentinian election, it is essential that the governing party retain a majority in the parliament.

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

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

Marikana Massacre and the release of the Farlam Report – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to support the call for an independent inquiry. Following a debate in which different views were expressed, it was agreed to seek clarification on the position taken on the issue by the various organisations of the South African trade union movement. In response, the resolution was left on the table pending further investigation by the representatives from the London & Eastern Region.

The General Secretary explained the decision of the Finance & General Purposes Committee to support USi for a further year and the Council accepted the General Secretary's report.

At the close of consideration, the Council

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

**Minute
No.518**

8.2.1 Minutes of the EC International Sub-Committee Meeting

The Minutes of the EC International Sub-Committee held on 13th May 2015 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the Minutes be noted."

7. INDUSTRIAL / EQUALITIES REPORTS

**Minute
No.519**

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 serious situation in the steel industry, automotive components and automotive industry and national agreements on the North Sea.

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

The General Secretary voiced his comments and concern about the state of the manufacturing sector and the challenges facing the Union.

The General Secretary also referred to USW and the 2,500 members locked out at ATI. He sought permission from the Council, as a gesture of goodwill, for a donation of \$25,000 to be made on behalf of Unite to the ATI strike fund to which the Council agreed. He further highlighted the difference in strike pay between USW and Unite.

At the close of consideration, the Council

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

10. FINANCE

Minute
No.520

10.1 Finance Report

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

The financial results for Unite in the first three quarters of 2015 are satisfactory and more or less on par with last year.

Total Income amounted to £123.2 million in the first nine months of 2015, up £2.9 million versus the same period a year ago. Contribution Income increased by nearly £5.0 million as the increase in membership subscriptions implemented 1st September 2014 and 1st September 2015 more than offset the loss of paying membership. However, as anticipated, due to the Jackson legislation, Legal Income has continued to fall, down £1.8 million year on year.

Total Recurring Expenditure totalled £108.1 million in the first nine months of 2015 which was £2.9 million more than last year. This adverse variance is almost entirely accounted for by a £2.8 million increase in political affiliations and grant owing to the General Election and the subsequent Labour Party leadership contest. The costs of Employer Disputes and Irrecoverable VAT are both up by over £1 million versus last year while spending in other areas has fallen – the £0.9 million decline in Employment Costs excluding Organising is worth noting. Despite an £0.6 million increase in depreciation relating to the change in depreciation method approved by the EC in September 2014, Property Costs were only up £0.2 million as spending on repairs and maintenance was lower than last year.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £15.1 million in the first nine months of 2015 – exactly the same as last year.

Investment Income amounted to £2.1 million in the first nine months of 2015 - £0.5 million more than a year ago. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net £3.4 million in the first nine months of 2015. This was comprised of severance costs of £1.1 million and the write-off of VAT on property purchase/refurbishment of £2.2 million. The net £3.4 million cost of Non-Recurring Items was £1.0 million higher than last year which was almost exclusively Irrecoverable VAT reflecting relatively high property spending as a number of projects are nearing completion – Preston, Stoke, Edinburgh, Coventry and Eastbourne among them.

Pension Deficit Recovery contributions totalled £9.3 million in the first nine months of 2015 – a decrease of £0.6 million compared with the same time last year. The decrease was due to the upfront £0.9 million payment to the Republic of Ireland Scheme in 2014 offset by £0.2 million ongoing deficit reduction payments to the ROI Scheme.

Taking everything into account, Unite posted an overall surplus of £4.5 million for the first nine months of 2015 – a result which was £0.1 million better than last year.

Unite's liquid assets totalled £106.2 million as at 30th September 2015, down £0.4 million from the end of June but up £1.5 million from year end 2014. The reason for the decrease in the quarter being the fall in the global stock markets which led to a £3.0 million decline in the value of the Union's marketable securities.

From a balance of £32.0 million at the beginning of the year, the balance of the Dispute Fund has risen to £33.3 million as at 30th September 2015. This reflects inflows of £2,877,299 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £1,631,252. 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, Property & Pensions verbally supplemented the detailed written report on Unite's Driver Care scheme for professional drivers, highlighting the proposed enhancements and new arrangements for Driver Care members.

Following discussions at previous Council meetings, approval was sought for proposed amendments to the Union's Lay Member Expense Policy:

1. To increase reimbursement by 5p per mile for use of a member's personal vehicle while on Union business for each additional member transported (names required). In line with this, members who live nearby each other will be asked to travel together where practicable where journeys exceed 100 miles (return).
2. For overnight stays, amend the policy to make clear that members, when in London, can claim dinner up to a reasonable cost with receipts in lieu of the £15 evening meal allowance. For avoidance of doubt, this would not apply outside of London. For London overnights, £20 is viewed as reasonable.

If approved, the proposed changes would apply from 1st January 2016.

After further discussion, the Council agreed that for London overnights, this should stay at £15.

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."

7. INDUSTRIAL / EQUALITIES REPORTS continued/....

7.3 Industrial Report – Transport & Food Sector

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: Respect Transport & Food Workers; Unite Transport strategy; Food, Drink & Agriculture strategy; rural network; Trade Union Bill; Petroleum Driver Passport; Reregulation of Buses; Let Britain Fly

campaign; Rail Supply Group; DP World; Gangmasters Licencing Authority; Hungry for Change; Migrant Domestic Workers and Fair Transport Europe.

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.522**

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: Equality Survey of Unite Workplace Reps and Branch Officers; Regional Equalities Conferences; National Industrial Sector Conferences; Low Pay Commission; Royal Sun Alliance and Coop Banking Group Joint Conference; Trade Union Bill and Equality; Immigration Bill 2015; Black History Month and Equal Pay Day.

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

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

Female Genital Mutilation – The resolution was submitted by the West Midlands Regional Committee and called on the Union to share and publicise the website and app created by Coventry University against FGM. In response, the Council supported the resolution.

At the close of consideration, the Council

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

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.523**

9.2 Correspondence received from National & Regional Committees including Resolutions

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

EC Guidance on the Election of Equality Committees under Rule 11 – The resolution was submitted by the Wales Regional Committee and called on the Union to amend the EC Guidance. In response, the Council agreed to leave this on the table pending discussions on implementation.

Union Property (Wrexham) – The resolution was submitted by the Building, Construction & Allied Trades NISC and called on the Union to provide a full report on working conditions on site. In response, the Council supported the resolution.

Retired Members' Funeral Benefit – The resolution was submitted by the West Midlands Regional Committee and called on the Union to unify the amount of death benefit for all retired members plus. The resolution was withdrawn.

Pertemps – The resolution was submitted by the NEY&H Regional Committee and called on the Union to terminate the lease with Pertemps. In response, the Council agreed to leave this on the table until the March 2016 Council meeting and it was agreed that assistance be given to the Regional Administration to resolve the situation in the meantime.

Lay Member Expenses – The resolution was submitted by the East Midlands Regional Committee and called on the Union to incorporate all lay members expenses on a single claim form. In response, the Council agreed to remit the resolution to the Director of Finance, Property & Pensions to produce a simple composite form.

At the close of consideration, the Council

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

8. DEPARTMENTAL REPORTS continued/....

**Minute
No.524**

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 Unite’s education provision; Rebel Road activities; national political school in Durham and Workers Uniting.

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

The General Secretary advised that a review of the education service will be brought to the March meeting of the Council.

THIRD DAY, 9TH DECEMBER 2015

IN THE CHAIR: Bro. T WOODHOUSE

8.3 Education Report continued/.....

Further questions and comments from members of the Council were responded to.

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

Retention of in-house Education Courses – The resolution was submitted by the Health NISC and called on the Union to support the retention of in-house education courses. In response, the Council agreed to leave the resolution on the table.

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.525**

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: Health Sector membership; recognition and pension negotiations; pay in the Public Sector; Local Government; Construction; Finance & Legal Sector; On-line reps training; campaign against Trade Union Bill; industrial campaign around blacklisting; Met Police and Comprehensive Spending Review.

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

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

Junior Doctors' Dispute – The resolution was submitted by the Health NISC and called on the Union to give full support to the Junior Doctors. In response, the Council supported the resolution.

Devolved Countries – The resolution was submitted by the Health NISC and called on the Union to strengthen the role of the Devolved Countries Committee to lead and coordinate on the political strategy, organising and professional plans within their countries. In response, the Council agreed to refer the resolution back to the NISC for further consideration.

At the close of consideration, the Council

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

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.526**

9.1 Central Office Departments and Administration Report

A detailed written report had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

The Chief of Staff referred to Lay Member Discipline and advised that following representations from David Beaumont, his disciplinary hearing had been postponed and will be rearranged as soon as possible. The report regarding allegations concerning Vicky Grandon is concluded and will be discussed with the General Secretary. An investigation by AGS Gail Cartmail into allegations regarding the conduct of Maninder Saini has been concluded and authority was sought to charge Mr Saini under Rule 27.

With reference to Rule 6, two appeals against regional decisions that a member is not an accountable representative of workers under Rule 6 have been received. The appropriate EC Sub-Committee will be convened in the New Year to consider them.

In referring to the 4th Policy Conference 2016, the Chief of Staff reported in relation to election of delegates to conference, in accordance with Rule 12, the Regions have been advised of the number of delegates that they are entitled to broken down by Sector (1 per 2,000 members) with clear instructions on the Rule 11 requirements – gender and ethnic minimum proportionality. The Council's attention was drawn to a variation of this for 4 sectors in order to meet minimum proportionality.

With reference to HR & Development, a report is being prepared for the General Secretary on the Officer Assessment Centre and this will be presented to the Council at the March meeting.

Amendments to the shortlisting criteria for Officer recruitment are proposed and in order to assist panels in selecting prospective candidates to be shortlisted, the HR department has developed a matrix which is to be used in all shortlisting exercises. A

full review of the whole process will be undertaken and presented for agreement in due course.

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.”

8. DEPARTMENTAL REPORTS continued/....

**Minute
No.527**

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:

- Syria
- Oldham By-Election
- Affiliated Supporter events, campaign activities
- Parliamentary activities – Trade Union Bill
- National Executive Committee (NEC)
- Young Labour and Youth Committee
- Candidate Development Programme
- Elections
- Gibraltar General Election

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

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

Support for Jeremy Corbyn – The resolution was submitted by the GPM & IT NISC and called on the Union to ensure it does everything it can to mobilise and unite the growing movement of support behind Jeremy Corbyn’s leadership. In response, the Council agreed to leave the resolution on the table following remarks from the General Secretary as it would be necessary to gather more information on Momentum before a decision could be taken.

At the close of consideration, the Council

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

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.528**

9.1 Central Office Departments & Administration Report continued/....

Further questions and comments from members of the Council were responded to.

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

Unite Research Department – The resolution had been submitted by the Aerospace & Shipbuilding NISC and called on the Union to ensure the Research Department is adequately staffed to provide vital support to all sectors. In response, the Council supported the sentiments of the resolution as the Research Department is committed to give a full service.

At the close of consideration, the Council

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

11. LEGAL

**Minute
No.529**

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 Executive Director of Legal & Affiliated Services and Membership, Howard Beckett.

The Executive Director updated the Council on the following areas:

- Personal Injury and IT Update
- Asbestos Report
- Aerotoxic Syndrome
- Holiday Pay (& Working Time)
- Update on Blacklisting cases
- Update on Legislation
- Regional Legal Officers' Report
- Regional Legal & Affiliated Coordinators' Activities
- Unite Legal Department Accounts 2015
- Member Relations Officer's 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.530**

11.2 Affiliated Services Report

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

The Council were updated on the following areas:

- Short term lapsed members
- Unite House Insurance
- Unite Life Insurance
- Vauxhall Partners car purchase scheme
- Credit Unions
- Benevolent Fund

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.531**

11.3 Membership Report

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

The Executive Director reported on workplaces and regions, reintroduction of membership lists, protocol for transfer of bulk changes to member's sector, retention project, Section 24 duty and membership audit, certificate, branch portal 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."

9. CONSTITUTION & ADMINISTRATION continued/.....

**Minute
No.532**

9.3 Revised EC Guidance, Standing Orders etc.

A written document detailing all the EC Guidance passed since the first Rules Conference and Standing Orders for various committees of the Union that have been brought up to date as a consequence of the second Rules Conference 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."

**Minute
No.533**

9.3.1 Revised EC Directions – Rule 27: Membership Discipline

A document detailing the revised EC Directions: Rule 27 Discipline of Members had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff Adrian Weir.

The Assistant Chief of Staff highlighted the textual changes and the reduction in time limits.

Questions and comments from members of the Council were responded to and the Council agreed to amend the reference to social media.

At the close of consideration, the Council

RESOLVED: "That the report be accepted with the amendment agreed."

**Minute
No.534**

9.4 Regional Industrial Sector Conferences/Committees Report 2015/18

A document detailing by Sector and Region the Regional Industrial Sector Conferences that had failed to be constituted 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."

**Minute
No.535**

9.5 Amendments Remitted from 2nd Rules Conference

A document detailing proposed EC Guidance on two amendments remitted from the Rules Conference had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

The Assistant Chief of Staff advised, with reference to Lay Office – Right of Recall, due to issues that have arisen, a paragraph has been included referring to officials not elected directly by membership.

Questions and comments from members of the Council were responded to and it was agreed that a motion of “no confidence” would be deemed valid if signed by 25% of the membership of the branch.

With reference to the Lay Member Complaints Procedure, following discussion, the Council agreed branch officials and workplace reps should be included for complaints and the panel be comprised of an AGS and EC Chair or nominated EC member if Chair unavailable and the decision of the panel is final.

At the close of consideration, the Council

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

8. DEPARTMENTAL REPORTS continued/...

**Minute
No.536**

8.2 International Report

Further to earlier discussions in relation to the resolution from the London & Eastern Regional Committee regarding the Marikana massacre, the Council members from the Region requested to return to the discussion. The General Secretary reiterated the concerns previously expressed and the resolution was then put to the vote of the Council.

For

Kwasi Agyemang-Prempeh
Richard Allday
John Cooper
Ged Dempsey
Phil Entwistle
Andy Green
Garry Hillier
Brian Holmes
Barry Knowles
Dawn McAllister
Sean McGovern
Steve Miller
James Mitchell
Therese Moloney
Ivan Monckton
Frank Morris
Suzanne Muna
Tom Murphy
Simon Rosenthal
Maggie Ryan
June Shepherd
Ken Smith
Jane Stewart
John Storey
Francesca Sullivan
Jasmin Suraya
Mark Thomas
Dennis Wilson
Frank Wood

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Against

Chris Cadman
Danny Coleman
Mick Forbes
Steve Hibbert
Howard Turner
Paul Welsh
Dave Whitnall

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Abstain

Lindsey Adams
Julian Allam
Tracey Ashworth
Paula Burr
Jennifer Elliot
Wendy Gilligan
Mark Lyon
Jackie McLeod
Tam Mitchell
Kate Osborne
Brenda Pleasants
Joyce Still
Jayne Taylor
Dave Williams
Mark Wood
Tony Woodhouse

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At the close of consideration, the Council

RESOLVED: “That the resolution be supported.”

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.537**

9.7 F&GPC Replacement

As a consequence of the by-election for the Scottish Territorial Regional seat on the Executive Council, it was necessary for the Council to elect a replacement and following nominations, this was put to the vote:

Julian Allam

June Shepherd
Therese Moloney
Kate Osborne
Barry Knowles
Francesca Sullivan
Wendy Gilligan
Sean McGovern
Lindsey Adams
Kwasi Agyemang-Prempeh
Julian Allam
Richard Allday
Tracey Ashworth
John Cooper
Ged Dempsey
Jennifer Elliot
Andy Green
Garry Hillier
Brian Holmes
Mark Lyon
Dawn McAllister
Steve Miller
James Mitchell
Ivan Monckton
Frank Morris
Suzanne Muna
Tom Murphy
Brenda Pleasants
Maggie Ryan
Ken Smith
Jane Stewart
John Storey
Jasmin Suraya
Jayne Taylor
Dave Whitnall
Dave Williams
Dennis Wilson
Tony Woodhouse

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Simon Rosenthal

Steve Hibbert
Mark Thomas
Mark Wood
Simon Rosenthal
Jackie McLeod
Paula Burr
Paul Welsh
Joyce Still

8

Tam Mitchell

Danny Coleman
Howard Turner
Phil Entwistle
Frank Wood
Tam Mitchell
Chris Cadman
Mick Forbes

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At the close of consideration, the Council

RESOLVED: “That Julian Allam be elected to the Finance & General Purposes Committee.”

12. ANY OTHER BUSINESS

**Minute
No.538**

12.1 Honorarium

The General Secretary sought the endorsement of the Council for the payment of an honorarium to the Chair of the Council.

At the close of consideration, the Council

RESOLVED: “That the honorarium payment to the Chair be endorsed.”

**Minute
No.539**

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 Chair thanked the Executive Council and Administration Staff for their support and work throughout the year and wished everyone a Merry Christmas and Happy New Year.

**The Meeting of the Council
thereupon terminated**