



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 5TH, 6TH & 7TH MARCH 2018

PRESENT:

MEMBERS: Sis. S ABACHOR, L ADAMS, Bros. K AGYEMANG-PREMPEH, J ALLAM, R ALLDAY, Sis. T ASHWORTH, Bros. D BANKS, R BENTHAM, C BOWEN, C CADMAN, M CASEY, E CASSIDY, J COOPER, Sis. J DOUGLAS, Bro. N DURKIN, Sis. J ELLIOT, Bros. P ENTWISTLE, J GAMBLE, J GILL, Sis. K GILLESPIE, W GILLIGAN, Bro. A GREEN, Sis. A HAYWORTH, R HAYES, Bro. S HIBBERT, Sis. D JACKSON, Bros. A JONES, B KNOWLES, Sis. T LANIGAN, P MARSDEN, S MATTHEWS, Bros. S McGOVERN, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bro. F MORRIS, Sis. S MUNA, Bro. T MURPHY, Sis. K OSBORNE, Bros. T PEARSON, H PERCIVAL, J PISANI, S ROSENTHAL, S RUDDOCK, Sis. M RYAN, Bro. T SEAMAN, Sis. J SHEPHERD, Bro. D SMITH, K SMITH, Sis. J STEWART, J STILL, Bro. N STOTT, Sis. J SURAYA, F TATEM, J TAYLOR, Bro. S THOMPSON, H TURNER, P WELSH, D WILLIAMS, M WOOD, T WOODHOUSE

EX OFFICIO: Bro. L McCLUSKEY (General Secretary)
Bro. H BECKETT (Assistant 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)
Bro. C DUO (Observer, Gibraltar)
Bro. P WISEMAN (Observer, Retired Members)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 5TH MARCH 2018

Minute
No.217**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
Kwasi Agyemang-Prempeh	Mon pm & Weds am	TU Business
Roy Bentham	Tues & Weds	Work commitments
Chris Cadman	Wednesday pm	TU Business
John Cooper	Wednesday pm	TU Business
Ann Crozier	All sessions	Family bereavement
Tim Davison	All sessions	Holiday
Jenny Douglas	Mon pm & Tues pm	TU Business
Michael Farrell	All sessions	Illness
Noel Gibson	All sessions	Illness
Jas Gill	Monday pm	TU Business
Wendy Gilligan	Tuesday am	TU Business
Ruth Hayes	Tues am & Weds am	TU Business
Barry Knowles	Tuesday	TU Business
Trudy Lanigan	Tuesday am	TU Business
Philippa Marsden	Wednesday	TU Business
Sean McGovern	Wednesday am	Hospital Appt
Frank Morris	Monday pm	Family business
Kate Osborne	Wednesday	TU Business
Howard Percival	Wednesday	TU Business
Joe Pisani	Wednesday am	TU Business
Alan Reilly	All sessions	TU Business
Tony Seaman	Wednesday am	TU Business
Dave Smith	Wednesday	TU Business
Ken Smith	Mon pm & Wednesday	TU Business
Alan Stansfield	All sessions	TU Business
Jane Stewart	Tues pm & Weds pm	TU Business
Joyce Still	Wednesday	TU Business
Nigel Stott	Tuesday am	TU Business
Fran Sullivan	All sessions	Work commitments
Jayne Taylor	Monday pm	Travel problems
Mark Thomas	All sessions	Family business
Neelam Verma	All sessions	Family business

Having full appreciation of the circumstances, as reported, the Council

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

2. ANNOUNCEMENTSMinute
No.218**2.1 Obitary**

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

Name	Designation	Date
Bro. B Moss	Retired Regional Officer London & Eastern Region	21.2.18
Sis. M Scott	Retired Regional Officer London & Eastern Region	12.2.18
Sis. M Turner	Former AGS of ASTMS	26.2.18

Bro. J James
Former EC Member
Wales Region

29.1.18

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.219**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 4th, 5th & 6th December 2017 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.220**

3.1.1.1 Min.166 Industrial Report – Transport & Food Sector

A member of the Council referred to previous comments from the General Secretary that Unite should be affiliated to the International Dockworkers Council (IDC) and that a discussion should be held amongst the transport sector.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.221**

3.1.1.2 Min.175 Central Office Departments & Administration

A member of the Council queried the accuracy of Minute No.175 and urged that Community members should be allowed to attend constitutional committees as observers when such was the wish of the committee concerned. In response, the Chief of Staff upheld the accuracy of the Minute and explained the position in Rule emphasising that it was up to the Executive Council to vary this if it wished. In discussion, other suggestions were made as to how this issue could be addressed to everyone's satisfaction while remaining within rule.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Executive Council held on 4th, 5th, & 6th December 2017 be adopted."

**Minute
No.222**

3.2 Receipt of Minutes

The Minutes of the Special Meeting of the Executive Council held on 10th January 2018 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 10th January 2018 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEE**Minute
No.223****4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 18th January 2018 were duly submitted.

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

4.1.1 Matters Arising out of the Minutes**Minute
No.224****4.1.1.1 Min.191 General Secretary's Update**

A member of the Council enquired if a report would be received in relation to the process of appointments of Officers. In response, the General Secretary advised that following the request for thoughts and ideas on improving the process, a paper detailing these points would be put to the Council for consideration during the course of this meeting.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.225****4.1.1.2 Min.191 General Secretary's Update**

A member of the Council requested an update on the gender pay gap. In response, the General Secretary gave a detailed outline of the legislation and the formula that is to be used by employers to demonstrate whether there is a gender pay gap. The legislation has to be complied with by 4th April 2018.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.226****4.1.1.3 Min.197 Shrewsbury Pickets**

A member of the Council enquired if the £100,000 would be paid out of the Political Fund. In response, the Chief of Staff advised that anything about public elections would come out of the political fund but not campaigning. The General Secretary further advised the Council that AGS Howard Beckett would be raising questions of concern with the solicitors acting on behalf of Shrewsbury 24.

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 18th January 2018 be adopted."

**Minute
No.227****4.2 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 15th February 2018 were duly submitted.

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

4.2.1 Matters Arising out of the Minutes

**Minute
No.228**

4.2.1.1 Min.212 General Secretary's Update

A member of the Council requested an update on the discussions that had taken place with CWU. In response, the General Secretary advised there was nothing of any importance to report on as they had been general discussions.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.229**

4.2.1.2 Min.212 General Secretary's Update

A member of the Council requested an update on the discussions with AWE. In response, the General Secretary advised that as a consequence of the discussions with the Government, Defence & Prison Contractors Sector regarding being moved into a different sector, discussions had taken place to ascertain if the AWE membership would wish to consider a move into the Aerospace & Shipbuilding Sector. A detailed report back is still awaited.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.230**

4.2.1.3 Min.212 General Secretary's Update

A member of the Council enquired if the proceedings with the Certification Officer in relation to Gerard Coyne were now at an end. In response, Chief of Staff, Andrew Murray advised that the first hearing regarding one of the complaints made by Gerard Coyne would be heard at the end of March and further progress will depend on how that complaint is ruled on.

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 February 2018 be noted."

5. GENERAL SECRETARY'S REPORT

**Minute
No.231**

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 reported on his attendance at the 'Licence for London' announcement with Sadiq Khan, Mayor of London, at the Merton bus garage. He paid tribute to the London & Eastern Region and the shop stewards for the long-running campaign and working with Labour politicians who are prepared to honour their pledges.

The General Secretary reported that he had spoken at the Resolution Foundation which is an organisation that does not often ask trade unions to speak on their platforms. He had joined the platform to talk about reflecting on the last twelve months in the Labour Party and the future twelve months.

The General Secretary referred to a variety of meetings that had taken place including with Secretary of State, Greg Clark in relation to Carillion, Bombardier and GKN; and with various people over Labour Party business.

Discussions had also taken place with AGS Steve Turner and Liane Groves in relation to the Community Sector which is now the responsibility of the Regions.

A number of meetings had taken place with Regional Secretaries and also AGSs and National Officers regarding the 5% net growth target. All Officers had been brought together in Birmingham to hear the General Secretary's presentation on what was expected of them in this project.

The General Secretary reported on an objection that had been raised by the Executive Council member for Ireland in relation to the appointment of a National Officer for the Republic of Ireland specifically to drive forward a new political initiative. After consideration it was decided not to proceed with the appointment of a National Officer but the current Officer dealing with these matters, Brendan Ogle, will now be the Political, Community & Education Officer for the Republic of Ireland. He has been given the fullest authority to act on behalf of the General Secretary and the Executive Council in pursuing our objectives.

The General Secretary reported that he had had an opportunity to speak to the Officers appointed in a temporary role for the Automotive Sector and the Food, Drink & Agriculture Sector with regard to on-going strategies. He reminded the Council of their decision to appoint 3 Officers, two women and one man, for a 12 month period, 6 months each with an overlap.

The General Secretary made brief reference to discussions that had taken place with the Director of Education, the Head of ULF and AGS Howard Beckett in relation to the action plan on the ULF project, Learning with Unite.

The General Secretary referred to the discussions that had taken place in relation to the Metals Sector and it has now been agreed that it should be merged into the Engineering & Manufacturing Sector which will be called Engineering, Manufacturing & Steel. Although it had been hoped that the Government, Defence and Prison Contractors Sector would also be dissolved and moved into different sectors, they have asked for a 12 month period to try and concentrate on extending the membership in certain parts.

The General Secretary advised that a number of meetings have taken place in relation to digital projects and also with the senior management team with a view to merging some of the departments in Central Officer together and bringing about a digital department. The Stratum Hawk system will be coming in which will be of huge benefit to the Union.

The General Secretary referred to the resolution challenging Whitbread's anti-union position that had been discussed at the December meeting of the Council and the concerns that were raised about certain elements of the resolution that called for a boycott of a range of items. Following discussions with AGS Howard Beckett and the National Officer, it was agreed that Premier Inn would no longer be used by the Union.

The General Secretary welcomed the newly elected observer from Gibraltar, Christian Duo. He also referred to his recent meeting with the two Officers from Gibraltar together with the Regional Secretary when a frank and open discussion had taken place.

The General Secretary advised the Council that he is in the process of arranging meetings with Jewish Voice for Labour and Jewish Labour Movement.

The General Secretary updated the Council on the progress of the dispute at Fujitsu and reported that there was presently strike action being undertaken at the Manchester site where one of the Union's representatives was claiming victimisation.

The General Secretary referred to further meetings with BA regarding Mixed Fleet issues which are slowly coming to completion.

The General Secretary referred to the Automotive Sector and a number of issues of concern. He updated the Council on the current situation at Vauxhalls in Ellesmere Port and his meeting with the CEO of Peugeot in Paris where a frank discussion took place. He had addressed a series of mass meetings in Ellesmere Port which were difficult meetings and had also met with shop stewards both at Ellesmere Port and Luton which is a different situation.

The General Secretary further referred to his meeting with the CEO and senior convenors in JLR and also his visit to Nissan in Sunderland to sign a new agreement.

The General Secretary made brief reference to a meeting he had attended with AGS Gail Cartmail with the British Veterinary Union.

The General Secretary referred to his meeting with the Grocery Retail Logistics Combine in relation to agency workers and a motion that had been passed at Policy Conference in regard to a designated Officer to co-ordinate agency workers across the union.

The General Secretary highlighted his visit to Babcock's at Devonport Royal Dockyards, Plymouth where he had met with the reps and company MD.

The General Secretary referred to his discussions with EDF along with shop stewards and National Officers regarding the Sizewell C project in Norfolk which could create thousands of jobs.

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

The General Secretary drew the Council's attention to the mental health taskforce that has been set up to enable a co-ordinated approach to this issue.

The General Secretary highlighted his visit to a picket line where oil tanker drivers had been on strike for four weeks with a 24/7 picket. The dispute has now been concluded but he referred to the issues that occurred and that the Union had been trying to establish a disputes unit in each of the regions. He had recently met with the Regional Secretaries to discuss the development of these units.

Further 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

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: Transport and Food and 5% Growth; Food, Drink & Agriculture Sector – Two Sisters; Cutting Emissions Campaign and Unite Emissions Register; Mental Health Unite Support and Action; GLAA and NMW

and Agricultural Wages; Industrial Developments; Migrant Domestic Workers Campaign; Petroleum Driver Passport; Inter-union Issues; Brian Revell.

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.233**

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: Centenary of Women getting the right to vote; International Women’s Day; National Equalities Conferences; Dealing with all forms of harassment; Migrant Workers Campaign “Our Industrial Voice”; Unite Women’s Week; TUC and Labour Party; Gender Pay Gap.

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

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

Universal Credit – The resolution was submitted by the North West Regional Committee and called for Universal Credit to be abolished at the earliest political opportunity. In response, the Council supported the resolution.

Migrant Workers – The resolution was submitted by the National Young Members Committee and called on the Union to look into recognising migrant workers within the constitutional structures of Unite. In response, the resolution was rejected as it would require a rule change.

Disability Confident Employer Scheme – The resolution was submitted by the West Midlands Regional Committee and called on the Union to sign up to the Disability Confident Employer Scheme. In response, the Council agreed to remit the resolution to the HR Department for investigation.

At the close of consideration, the Council

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

**Minute
No.234**

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: GKN, Bombardier, Steel Industry; USW; Automotive Industry.

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.235****9.3 Merger of Engineering & Manufacturing and Metals (inc Foundries)
Sectors**

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 reported that the merger has the support of both sectors. A Base Metals Advisory Committee will be set up involving representatives from Iron, Steel and Aluminium with an ability to remit the NISC.

At the close of consideration, the Council

RESOLVED: "That the report be adopted."

SECOND DAY, 6TH MARCH 2018

IN THE CHAIR: Bro. T WOODHOUSE

6. STRATEGY FOR GROWTH**Minute
No.236****6.1 Organising & Leverage 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.

The Executive Officer gave a detailed update on the Broad Industrial Strategy and the development of Work, Voice & Pay. A range of new bargaining tools for Shop Stewards/Reps have been launched which are consistent, relevant and easily accessible support for bargaining and will underpin the Broad Industrial Strategy and the push for growth. The new Work, Voice, Pay tools have been positively received and the popularity of the bargaining portal continues to be proven. As of 14th February, the WVP section of the Unite site had received 51,436 page views and 39,322 unique page views.

Following the introduction of the WVP database in 2017, the WVP Pay Claim Generator was launched in January 2018. This has been developed to provide practical support to Shop Stewards/Reps engaged in pay campaigns and it is believed to be the first of its kind in the world. Employees and activists can now produce a professional pay claim in less than 10 minutes. The Executive Officer explained how to use the Pay Claim Generator together with an example pay claim and how it was produced. Less than 5 weeks after the live launch, the Pay Claim Generator has exceeded expectations with 10,778 shop stewards/Reps and Officers having logged onto the PCG and 1,700 pay claims generated. The Department has further development plans, including the addition of new content and pay claim items and this will be done on an on-going basis, continuous release. Following feedback, a new facility has been added that allows the user to include a bespoke claim item and made it possible to request login details directly from the PCG page.

The Executive Officer reported that she has met with each Regional Secretary and delivered planning sessions with every Regional Senior Management Team. For 2018 plans have been set and results monitored based on real year end data.

Progress can now be effectively benchmarked against previous years and albeit at an early state, 2018 has seen the Union grow its paying membership by almost 3,000. The UCATT merger has inflated the paying membership figures outside of any workplace campaigns for 2017. As part of the membership monitoring system, results by each allocation are available and Officials can now find individuals who left the Union. It is important to note that some Regions/allocations that are in decline may be due to the almost daily job losses/closures being experienced.

With reference to Automation, following the Sector Conferences in 2017, dissemination and consultation on the Union's proposed response to automation continues at a fast pace. Over 1,000 activists have now been addressed. In addition to formal consultation with the major constitutional committees of the Union, an in-depth survey has been used to consult Unite activists in the workplace. The interim Automation Consultation Report provides the results of what is likely to have been the most comprehensive consultation to have ever taken place within Unite over a workplace issue. Within the first week almost 1,500 workplace activists completed the whole survey, providing the Union with meaningful feedback from representatives responsible for thousands of Unite members. A full report with all the findings as well as bespoke sectoral, regional and equalities papers will be ready later in the year.

The Executive Officer referred to sector organising and reported that 2,300 new members in 2018 have been recruited. In addition to focussing on sector organising campaigns in Construction and Energy, the department is also resourcing specific Broad Industrial Strategy campaigns in the Regions to maximise the Organiser assistance with the drive for growth.

A report is being prepared looking into the scale of casualization in the British economy and its likely impact on Unite sectors. The report will look into all areas of non-permanent work, rather than limit the focus to what is a comparatively small area of activity known as the 'gig' economy.

With reference to Leverage, the department has prepared Threat papers for Crane Drivers in Ireland and Fujitsu and the Executive Officer has provided strategic advice in support of both disputes.

The Executive Officer and senior departmental colleagues have provided organising/leverage advice and support to sister trade unions throughout the world. Following further meetings this year, the total number of international trade unions with which dialogue has taken place stands at 23 from 12 countries providing evidence that Unite is recognised globally as a world leader in the fields of organising and leverage.

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.237**

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: Construction Industry – employers paying union contributions; Mental Health Taskforce; Carillion collapse; Public Sector Pay; Unite Scotland and RBS branch closures; Oxfam; Industrial Action on Woolwich Station; Local Government combines of contractors.

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.238**

10.1 Finance Report

The preliminary financial results for Unite overall in 2017 had been circulated to the Council and were verbally supplemented by the Executive Director, Finance, Property and Pensions, Ed Sabisky.

The preliminary financial picture for Unite for 2017 was satisfactory, on track with the financial plan but £0.2 million worse than 2016.

Total Income amounted to £171.7 million on a preliminary basis in 2017, an improvement of £3.7 million versus 2016. Contribution Income increased by £4.2 million year on year principally due to the inclusion in 2017 of the contributions of former UCATT members, coupled with the increase in Enhanced and Part-time member subscription rates implemented 1st September 2016. However, as anticipated, Legal Income has continued to fall, down £1.7 million.

Total Recurring Expenditure totalled £153.1 million on a preliminary basis in 2017, representing an increased expenditure of £12.6 million versus last year.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £18.7 million on a preliminary basis in 2017 – a deterioration of £8.8 million versus 2016.

Investment Income amounted to £3.2 million in 2017, a significant improvement of £2.4 million compared with a year ago. Non-Recurring Items excluding Pension Deficit Reduction Contributions amounted to £3.3 million on a preliminary basis in 2017, a massive £6.3 million better than 2016. Included within the Non-Recurring Items were £2.2 million of employee severance and £2.0 million of VAT write-offs on property purchase and refurbishment.

As a consequence of the very positive year to year movements in Investment Income on Non-Recurring Items, Unite achieved a surplus prior to Pension Deficit Reduction Contributions of £18.6 million in 2017, a result which was only £0.1 million worse than the year before.

Pension Deficit Reduction Contributions totalled £12.7 million in 2017, £0.1 million more than 2016 due to the inclusion of deficit payments to the (now defunct) UCATT scheme.

Taking everything into account, Unite posted an overall surplus of £5.9 million on a preliminary basis in 2017, a result which was £0.2 million worse than 2016, although the year to year comparison is significantly flattered by the significant movements in both the Investment Income and Non-Recurring Item areas. The result means that the Union remains on track with its financial plan.

Unite's liquid assets amounted to £137.5 million as at 31st December 2017, up by £7.8 million versus year end 2016. This is a strong position and a clear sign of Unite's financial strength. The increase was the result of a combination of (1) the positive operating results of the Union during the year; (2) growth in value of the Union's marketable securities (of which about £15 million were sold in December 2017); (3) offset by net capital spending on property purchase and refurbishment.

From a starting balance of £37.184 million at the beginning of 2017, the balance of the Dispute Fund has fallen to £32.110 million as at 31st December 2017. This reflects inflows of £3,780,228 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £8,854,598. 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 Executive Council had previously requested an update on developments at Eastbourne from a financial perspective and, as previously reported, prior to the implementation of the transformation plan, the Eastbourne Centre (now The View Hotel at Eastbourne) had two basic problems – occupancy and revenues were too low and costs were too high. Progress has been made on both fronts. Occupancy has improved to 78.6% in 2017 from 54.3% in 2013 driving an increase in revenues from £2.5 million in 2013 to £4.5 million in 2017. At the same time, costs, including £155,000 for the external management firm which has assisted with the transformation, have increased but much less than the increase in revenue. Employment costs are now less than 40% of revenues (39.8%) down from over 70% in 2013 despite the fact that we are employing 40 additional staff. Eastbourne posted a surplus for the year of £231,000 and is budgeted to improve further in 2018. Even given the eventual loss of revenue to Birmingham, the facility is on track to absorb that loss to still be in surplus.

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

The General Secretary drew the Council's attention to a situation that has arisen from the success of the Dispute Fund and the payment of double strike pay. He advised that discussions are taking place with the Executive Director, Finance, Property & Pensions, to enable the Union to introduce an element of tighter consistency without taking away the effectiveness of the fund. It is proposed that a document will be brought to the September meeting of the Council for further discussion.

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

The Chair reported that he had met with the Assistant General Secretaries and Regional Secretaries to discuss the payment of members' expenses. He advised that Officers should spend 5 or 10 minutes at the beginning of a meeting to get the expense forms filled in and once the form has been signed by the Officer, the amount on the form will be paid and any queries will be dealt with afterwards. With reference to loss of earnings, a letter from the company will only need to be provided once a year, not every time unless the wages change regularly.

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

The Executive Director, Finance, Property & Pensions referred to the reference in the F&GPC Minutes in relation to the General Secretary's flat. He advised that the Minutes are accurate and the General Secretary has paid seven times what the interest accrual would have been.

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

The General Secretary supplemented the report, giving the background on the shared equity scheme and the personal circumstances that had allowed him to make the appropriate arrangements to bring the purchase of the flat to a conclusion.

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

The Executive Director, Finance, Property & Pensions gave a brief update on the Birmingham project which is on schedule. He reported that demand for hotel space in Birmingham is very strong and following advice, it had been decided that the top floor

of the hotel would be fitted out now rather than at a later date. Discussions to finalise the contracts on the pub are also taking place.

At the close of consideration, the Council

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

8. DEPARTMENTAL REPORTS

**Minute
No.239**

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: Apprenticeships; Unite Education for You; and the Mental Health Taskforce.

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.240**

9.1 Central Office Departments & Administration

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

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

London & Eastern

- Regional Officer Stephen O'Donnell
- Regional Officer Ruth Hydon

West Midlands

- Regional Officer Darren Hall

North West

- Regional Officer Tracey Ashworth
- Regional Officer Andrena Clarke
- Regional Officer Steven Gerrard
- Regional Officer Ian McCluskey

As a consequence of EC member, Tracey Ashworth's appointment, it was necessary for replacements to be elected to the Education Sub-Committee and the Disciplinary & Appeals Panel. Following nominations, the Council agreed that Wendy Gilligan be elected to the Education Sub-Committee and Philippa Marsden be elected to the Disciplinary & Appeals Panel.

The Chief of Staff further advised that there is a vacancy on the Finance & General Purposes Committee following the resignation of Joe Pisani due to work commitments. Following nominations, the Council agreed that Kate Osborne be elected to the Finance & General Purposes Committee.

The Chief of Staff referred to an amendment to change Rule to allow for direct representation of the four national equality committees at the Policy Conference

which had been remitted to the EC in 2015. It is proposed that the EC make the same arrangement as in 2016 for the 4 delegate places to be created to allow the Chair or, if unavailable, a young member of the 4 national equality committees, to attend Conference as full delegates.

The Chief of Staff advised that it was necessary for the Council to elect its representatives to the National Labour Party Liaison Committee. In addition to the Chair and Vice-Chair, the Council is entitled to 3 representatives, one of which must be a woman. At the close of nominations, Kate Osborne, Joyce Still and Andy Jones were elected to the National Labour Party Liaison Committee.

The Council were further advised that it was necessary to elect 3 of its own delegates to the Annual Labour Party Conference in Liverpool. At the close of nominations, James Mitchell, Suzanne Abachor and Roy Bentham were elected to attend the Annual Labour Party Conference.

The Chief of Staff sought the authority of the Executive Council to open an investigation into an incident of alleged sexual harassment of an employee by a lay member under Rule 27, and convene an EC panel to hear the case if there is a decision to lay charges. He also drew the Council's attention to a disciplinary investigation into a case involving a member in Ireland which has resulted in a decision that charges be heard under Rule 27. The region has requested that this case be heard before a panel of the Executive Council under rule. Authority was sought to convene such a panel to which the Council agreed.

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

The General Secretary reported to the Council that the Labour Party had requested the assistance of Andrew Murray with some of the issues developing in the Labour Party. As Unite is always happy to help, Andrew will be assisting for a day or day and a half each week. The Council congratulated Andrew Murray.

At the close of consideration, the Council

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

**Minute
No.241**

9.1.1 Amendment to Standing Orders

The Assistant Chief of Staff, Adrian Weir sought endorsement of the Council for an amendment to Standing Orders that a committee will be quorate with 50% + 1 of those elected to the committee.

Amendment to RIS Conference / Committee Standing Orders

2.5 RISCs will usually consist of not less than 10 delegates and not more than 20. The RISC shall be quorate when at least 50% + 1 of the members elected to the RISC are present. If during the electoral cycle membership of the RISC should fall below 5 members, the Regional Secretary shall recommend to the EC that this RISC should be linked with an allied Sector's RISC to continue to provide a forum for the activists who wish to continue to play a part in the affairs of Unite.

Amendment to Area Activist Meeting / Committee Standing Orders

Any variation from a 24 member AAC will be by application to the Executive Council. The AAC shall be quorate when at least 50% + 1 of the members elected to the AAC are present. If during the electoral cycle membership of the AAC should fall below 5 members, the Regional Secretary shall recommend to the EC that this AAC should be linked with a neighbouring AAC to continue to provide a forum for the activists who wish to continue to play a part in the affairs of Unite.

The phrase “ the Committee shall be quorate when at least 50% + 1 of the members elected to the Committee are present.” shall, if absent from existing Standing Orders, be read across to other constitutional committees of the union including NISCs, National Equalities Committees, National Young Members’ Committee, National Retired Members’ Committee, National Labour Party Liaison Committee, Regional Committees, Regional Equalities Committees, Regional Young Members’ Committees, Regional Retired Members’ Committees and Regional Labour Party Liaison Committees.

At the close of consideration, the Council

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

**Minute
No.242**

9.1.2 Officer Appointments

The General Secretary referred to a number of issues that had been raised by Council members in relation to the Officer appointment process. Council members had previously been asked to submit ideas and suggestions in order to alter the way in which the interview process was conducted and these would be circulated to the Council. He further advised that whilst he was supportive of the suggestions, the question of references would need further discussion.

A discussion ensued and questions and comments were responded to and the General Secretary advised that there would be further discussion before the end of the meeting.

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

Reverse the Young Members Age Change – The resolution was submitted by the National Young Members Committee and called on the Union to reverse the age change. In response, as this would require a rule change, the Council agreed to remit the resolution to the National Officer to address some of the problems.

Representative Elections – The resolution was submitted by the CAT NISC and called on the Union to update all branches and representative on such changes and the reasons behind them. 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.”

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

7.2 Industrial Report – Service Sector continued/...

**Minute
No.243**

7.2.1 Briefing Note – Transfer of Engagements BSU

A document detailing the proposed Transfer of Engagements of the Britannia Staff Union had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Gail Cartmail.

The Assistant General Secretary reported that the current assets and a clear business plan agreed between the parties will cover the costs associated with transfer of engagements. It is not proposed that there will be any permanent directly employed Unite staff as a result of this transfer. Instead, staff will be employed on fixed term contracts, with their agreement, and all costs associated with the transferred union contained within the BSU’s former assets.

The report was amplified by the General Secretary and questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

8. DEPARTMENTAL REPORTS continued/....

**Minute
No.244**

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 European and International Federations and reported that Unite has continued its input and activities in all of the major federations to which Unite is affiliated. This has focused around building trade union power in multinationals, supporting solidarity actions and improving focus and activity in organising. The federations have also been assisting in major disputes such as GKN.

With reference to Workers Uniting, the USW has been assisting Unite in a number of disputes including Bombardier, Carrillion and GKN. They also participated actively in the Unite equality conferences. The global youth exchange was again a success and took place this year in Cuba while preparations for the next Steering Committee and following phase of the Building Power Internationally course are underway.

Support for Unite reps and Officers in multinational companies has continued with support and assistance given in companies such as GE, Siemens, GKN, IAG, Engie, Leonardo, HP Enterprise, HP Inc, DXC and TI Automotive.

Active solidarity has been provided to the Kurds and civil society in Turkey including letters to the Foreign Secretary condemning the Turkish invasion of Afrin and participating in a solidarity conference for Turkey. In addition, Unite has been active in the Palestine Solidarity AGM and a number of other initiatives, including a forthcoming regional delegation to Palestine. Further actions in support of the peace process in Colombia are planned as well as ongoing actions in relation to Cuba with the deteriorating situation since the arrival of Donald Trump.

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.245**

8.2.1 Brexit Report

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

Since the last Executive Council meeting, the key points to note in relation to Brexit have been:

- Continuing chaos and lack of clarity in government approach
- Initial Phase 1 deal reached in December 2017 but enormous amount of issues still to resolve and EU negotiators’ frustrations remain
- Leaked regional impact assessments
- EU Withdrawal Bill, Trade Remedies & Taxation and Revenue (Customs) Bills

Unite has continued to have a strong political input in its attempts to shape the Brexit process:

- Input into Scrutiny Committees: AGS Tony Burke and the International Department appeared before parliamentary committee hearings on the Trade Bill and the Taxation (cross border trade) Bill making clear the deficiencies and problems that still exist with the Bills, particularly in relation to trade defence instruments.
- Continued working with Labour Front Bench: Various meetings in relation to Brexit have taken place between Unite officials and senior members of the Labour Party front bench team including Keir Starmer, Barry Gardiner and Rebecca Long Bailey. Unite is in continuous contact to make sure that our voice and position concerning the process and proposed legislation is heard.
- Unite Regional Brexit Conferences: The planned Unite regional conferences on Brexit have now begun with conferences having taken place in the East Midlands, Irish and Welsh regions and more scheduled to take place in Scotland, the North East, South West, London and Eastern and South East during the coming 10 days. Those that have taken place have proved to be very successful with turnouts ranging between 60 and 80 people with useful and lively discussions.

Dealing with Brexit as an industrial issue was identified as a key matter and important actions and issues in this respect have continued.

- Brexit check survey
- Sister Unions and European Federations
- Joint positions with Employers' Organisations

The Unite Brexit check website continues to be updated regularly and is functioning well in providing relevant information to activists and members as well as key news items. This communications tool will become increasingly important as the process of Brexit enters its critical phase in the coming months. A twitter account has also been set up in association with the Brexit check website. Unite is the only union to have established a dedicated website to deal with the issue.

New additions to the Brexit documents include a Public Sector strategy as well as Energy and Utilities, Higher Education and Construction sectors, and one for Retired Members. This brings the total to 21 covering the manufacturing and public services sectors as a whole, with special documents for Ireland and Gibraltar.

Unite will continue to push its political and industrial agendas in relation to the Brexit process, and will, given the dynamic and rapidly moving situation, be ready to adapt and changes its inputs at short notice to accommodate any key changes. However, for the foreseeable period in front of us the anticipated next key steps are:

- Unite regional conferences on Brexit
- Political input

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

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

Support for Brexit Campaign – The resolution was submitted by the East Midlands Regional Committee and called for responsibility to an AGS for Brexit to develop the Unite wide campaign. The resolution was withdrawn.

At the close of consideration, the Council

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

THIRD DAY, 7TH MARCH 2018

IN THE CHAIR: Bro. T WOODHOUSE

8. DEPARTMENTAL REPORTS continued/....

**Minute
No.246**

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: Brexit; Cross Sectoral support for campaigns; Campaign in Whitbread Plc, Premier Inn; Hospitality – Housekeeping; Seal Security@Bloomberg; ISS Barclays; CMA; Retired Members; Winter deaths; and Young Members.

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

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

Retired Members Membership – The resolution was submitted by the National Retired Members Committee and called for all retired members to be placed either within retired members branch or their own workplace branch or at their request into a community branch or back to work branch. In response, the Council supported the resolution as this was already policy of the union.

Keep the National Young Members Co-ordinator – The resolution was submitted by the North West Regional Committee and the National Young Members Committee and called on the Union to support the position of maintaining a National Young Members Co-ordinator for at least two years. In response, following comments from the General Secretary, the resolutions were withdrawn.

At the close of consideration, the Council

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

**Minute
No.247**

8.1 Political Report

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

The Political Director referred to the following areas:

- Brexit
- Latest Polls
- Local Elections in May
- Selections for Parliamentary Candidates
- Future Candidates Programme and Training
- Parliament and Parliamentary work
- National Policy Forum

- Labour Party Democracy Review
- General Secretary of the Labour Party

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

The General Secretary supplemented the report on the election for General Secretary of the Labour Party.

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

Budget – The resolution was submitted by the North West Regional Committee and called on the Union to work with all labour movement organisations to develop the basis for a series of anti-austerity rallies across the UK with the primary aim of securing a general election asap. In response, the Council supported the resolution.

Potential Illegality of Reduction to Local Government Finances – The resolution was submitted by the North West Regional Committee and called on the Union to build the widest campaign of resistance including inside parliament, as well as highlighting the illegality of the cuts to local authority funding. In response, the Council supported the resolution in principle with further discussion to take place.

North West Procurement – The resolution was submitted by the North West Regional Committee and called for a major investigation into why labour contracting authorities are not complying with European Procurement Law. In response, the Council supported the resolution.

Funds for Regional Labour Party Liaison Committee - The resolution was submitted by the East Midlands Regional Committee and called on the Union to put in place guidance that provides details of the portion of the fund that is available for each region and restore control of the said portion to the Regional Secretary/Regional Committee. In response, the Council agreed to leave the resolution on the table in order for the process to be reviewed.

Carers in Retirement – The resolution was submitted by the NEY&H Regional Committee and called on the Union to support retired carers to be paid both State Pension and Carers Allowance together. 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.248**

9.6 Application for a National Branch: Svitzer Towage

A document detailing an application for a national branch for members who work for Svitzer Towage had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.249**

9.7 5th Policy Conference 2018 – Standing Orders

A document detailing the draft Standing Orders for the 5th Policy Conference had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

RESOLVED: “That the Standing Orders for the 5th Policy Conference be adopted.”

**Minute
No.250**

9.4 Amendment to Constitution of National Committees

A document detailing amendments to the constitution of some National Committees had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.251**

9.5 Amendment to Constitution of Regional Committees, RISCs etc.

A document detailing amendments to the constitution of Regional Committees, RISCs, etc had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.252**

9.1.2 Officer Appointments continued/...

The General Secretary advised the Council that further to previous debate on this issue, he was now in a position to propose some modifications to the procedure for the appointment of Regional Officers. He advised the Council of suggested amendments to the interview process.

Following discussion, the General Secretary said he would finalise the proposals and bring them back to the Council although some of the modifications would continue to be introduced as new appointments arose in order to gain more detailed experience. The whole procedure will continue to be kept under review and further changes can be made if desirable as we go along.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

5. GENERAL SECRETARY’S REPORT continued/....

**Minute
No.253**

5.2 BA Pension Scheme

The EC member for the CAT Sector referred to the complex negotiations that had taken place in relation to the BA pension scheme which is one of the biggest private sector pension schemes in the country. He paid tribute to the Union together with the National Officer, Oliver Richardson and the Executive Director, Finance, Property & Pensions, Ed Sabisky for the role they played in the negotiations.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. DEPARTMENTAL REPORTS continued/....Minute
No.254**8.2 International Report continued/....****Imelda Daza speech to Council**

The Chair introduced to the Council Imelda Daza, Vice-Presidential candidate for the FARC political party in Colombia. She has been a political activist for fifty years and was elected as a councillor for the Patriotic Union in 1983 but was forced into exile in 1986 following the political genocide instigated against the party when 4,000 party members were murdered. She lived in exile in Sweden for 26 years and in 2015, returned to Colombia and travelled around the country to promote the peace process. In November 2016, she was chosen as spokesperson for Voices of Peace, a group of six civil society representatives created in the Peace Agreement to participate in debates in the Congress on legislation arising from the Peace Agreement and to watch over its proper implementation. Currently, she is candidate for the vice-presidency as running mate to Rodrigo Londoño (Timochenko), the FARC candidate for the presidency of the Republic of Colombia.

Imelda Daza then addressed the Council, expressing her thanks for the continued support that Unite had given.

At the close of consideration, the Council

RESOLVED: “That the best wishes of the Council be extended to Imelda Daza.”

9. CONSTITUTION & ADMINISTRATION continued/....Minute
No.255**9.9 By-Election Food, Drink & Agriculture Industrial Sector**

The Chief of Staff reported that following the appointment of EC member Tracey Ashworth to a Unite Regional Officers role, it will be necessary to hold a by-election to elect a new representative for the Food, Drink & Agriculture Industrial Sector constituency. The proposed timetable had been circulated to the Council.

The Chief of Staff referred to questions that had been raised regarding this seat and advised that following discussion with AGS Diana Holland, the recommendation is that the by-election should be conducted on the basis of a designated seat for women.

At the close of consideration, the Council

RESOLVED: “That the report be adopted.”

5. GENERAL SECRETARY’S REPORT continued/....Minute
No.256**5.3 Officers & Staff Pay Negotiations**

The General Secretary reported that he had been involved in pay negotiations with Officers, Staff and Organisers and a 2-year deal had been arrived at. The full details would be circulated to the Council:

From 1 st January 2018	2% increase
From 1 st September 2018	Further 2% increase
From 1 st May 2019	Further 2% increase

The Executive Director, Finance, Property & Pensions, outlined the cost implications to the Union of the pay award and voiced that it was fully compatible with the finance strategy and stability.

Executive Council members expressed differing views and the offer was put to the vote of the Council:

For	Against	Abstain
Suzanne Abachor	Kelly Gillespie	Tracey Ashworth
Lindsey Adams	Steve Hibbert	Jas Gill
Kwasi Agyemang-Prempeh	Howard Turner	Trudy Lanigan
Julian Allam	Paul Welsh	Tam Mitchell
Richard Allday		Joe Pisani
Dick Banks		Tony Seaman
Cliff Bowen		Jasmin Suraya
Mick Casey		
Eddie Cassidy		
Jenny Douglas		
Neil Durkin		
Jennifer Elliot		
Phil Entwistle		
Jim Gamble		
Wendy Gilligan		
Andy Green		
Alexandra Haworth		
Ruth Hayes		
Dawn Jackson		
Andy Jones		
Barry Knowles		
Susan Matthews		
Sean McGovern		
Therese Moloney		
Suzanne Muna		
Tom Murphy		
Tony Pearson		
Simon Rosenthal		
Stan Ruddock		
Maggie Ryan		
June Shepherd		
Nigel Stott		
Fiona Tatem		
Jayne Taylor		
Stephen Thompson		
Dave Williams		
Mark Wood		

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At the close of consideration, the Council

RESOLVED: "That the 2-year pay deal for Officers, Staff & Organisers be agreed in line with the preamble to this Minute."

9. CONSTITUTION & ADMINISTRATION continued/...

Minute
No.257

9.8 Victimisation Benefit

The General Secretary reported that in relation to the dispute at Fujitsu in the North West, a claim had been made for victimisation benefit. As this benefit had not previously been claimed by members of Unite, it was felt necessary for the benefits policy and guidance to be scrutinised and updated and the General Secretary brought the relevant criteria to the Council's attention and this was supplemented by the Executive Director, Finance, Property & Pensions.

The General Secretary advised that the benefits policy and guidance would be sent to members of the Council in order that at the June meeting a decision could be taken in relation to any amendments felt necessary.

Questions and comments from members of the Council were responded to with further questions being suggested for the amendment to the criteria for payment of victimisation benefit.

The General Secretary further reported that the claim for victimisation benefit would need to be considered by an EC panel and following discussion the Council agreed that the Finance & General Purposes Committee should consider this case.

At the close of consideration, the Council

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

11. LEGAL

Minute
No.258

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 Assistant General Secretary, Howard Beckett.

The Assistant General Secretary updated the Council on the following areas:

- On-going Audits
- Personal Injury and IT Update
- Grenfell Tower Disaster
- Changes to the Unite Political Fund as required by the Trade Union Act 2016
- Strategic Case Unit
- Update on Blacklisting Cases
- Certification Officer Cases & Judgements
- Unite Legal Department Accounts 2018
- Repudiation Report

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

The Assistant General Secretary referred to the previous decision of the Council to approve the changes to the Political Fund Rule required by the Trade Union Act. He advised that a small number of minor technical amendments were required to the Political Fund Rule and the amended rule was contained in the detailed written report previously circulated to the Council. The Council approved the report.

At the close of consideration, the Council

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

Minute
No.259

11.2 Affiliated Services Report

A written report had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Howard Beckett.

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

A further document detailing proposed changes to the Unite Member Get Member Scheme had also been circulated to the Council and was verbally supplemented by the Assistant General Secretary.

It was felt it was time to review how the scheme works for reps and it is proposed with effect from 2 April 2018 new rules will apply. The following structure which will bring the scheme closer to the primary objectives of encouraging members to recruit fellow members and encouraging branch growth.

Source of Introduction

Member recruited by a Workplace Representative/Convenor/Branch Official

Payment

Up to £25 per member (depending on membership category), where the net membership of the branch has increased month on month. The money is paid directly into the branch bank account.

Lay Member

Up to £25 (depending on membership category) is paid

Questions and comments from members of the Council were responded to and the proposed changes were agreed by the Council with the exception of Steve Hibbert, Mark Wood, June Shepherd and Suzanne Abachor.

At the close of consideration, the Council

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

**Minute
No.260**

11.3 Membership Report

A membership report had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Howard Beckett.

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

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

Easier Accessibility to Branch Portal – The resolution was submitted by the East Midlands Regional Committee and called on the Union to review functionality and accessibility of the branch portal. 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.”

12. ANY OTHER BUSINESS

**Minute
No.261**

12.1 Labour Party Membership Card

A member of the Council reported that the Labour Party was now providing digital membership cards and suggested this is something the Union may wish to look at. In response, the General Secretary advised this will be given consideration.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.262**

12.2 Thanks and Farewell

EC Member, Tracey Ashworth commented that as this was her last Executive Council meeting, she wished to thank everybody for making her feel welcome over the years.

In response, the Chair wished her all the best for the future in her role as full-time Officer of the Union.

At the close of consideration, the Council

RESOLVED: “To offer their best wishes to Tracey Ashworth.”

**Minute
No.263**

12.3 Reporting Back

The Chair urged all Council members when reporting back on the business of the Council to make sure reported decisions and contributions are accurate.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.264**

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**