



3A

MINUTES AND RECORD

of the

EXECUTIVE COUNCIL HELD AT UNITE HOUSE, HOLBORN, LONDON WC1 ON 11TH, 12TH & 13TH MARCH 2013

PRESENT:

MEMBERS: Bro. K ABRAMS, Sis. L ADAMS, Bros. K AGYEMANG- PREMPEH, I ALLINSON, Sis. T ASHWORTH, Bros. S BEATTY, C BOND, D BOWYER, D BROCKETT, J COOPER, P ENTWISTLE, D GRAHAM, A GREEN, S HIBBERT, Sis. S HUTCHINSON, Bros. G JACKSON, J JAMES, M JOHNSON, J KENDALL, M LYON, Sis. L MALONE, Bros. D MATHIESON, M MAYER, P McCOURT, Sis. H McFARLANE, Bros. S McGOVERN, S MILLER, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, J NEILL, Sis. K OSBORNE, S OWENS, B PLEASANTS, Bro. P RUSSELL, Sis. M RYAN, J SHEPHERD, Bro. J SHERIDAN, Sis. J STEWART, J STILL, Bro. J STOREY, Sis. P STUART, Bro. M TAJ, Sis. J TAYLOR, Bros. M THOMAS, M THOMAS, Sis. A TOLMIE, Bro. H TURNER, Sis. M VANNET, S WALLACE, Bros. P WELSH, D WHITNALL, D WILLIAMS, D WILSON, F WOOD, M WOOD, T WOODHOUSE

EX OFFICIO: Bro. L McCLUSKEY (General Secretary)
Bro. T BURKE (Assistant General Secretary)
Sis. G CARTMAIL (Assistant General Secretary)
Sis. I DYKES (Head of Constitutional Administration)
Sis. D HOLLAND (Assistant General Secretary)
Bro. A MURRAY (Chief of Staff)
Bro. E SABISKY (Director of Finance & Operations)
Bro. S TURNER (Director of Executive Policy)
Bro. A WEIR (Assistant Chief of Staff)
Bro. B SIMPSON (Young Members Observer)
Bro. P WISEMAN (Retired Members Observer)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 11TH MARCH 2013

The Chair welcomed the new EC member for CAT, Sharon Owens to the Council.

**Minute
No.620**

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	Wednesday	TU Business
Kwasi Agyemang-Prempeh	Tuesday am	TU Business
Sara Bennett	All sessions	Maternity leave
Davy Brockett	Wednesday	TU Business
Chris Cadman	All sessions	Holiday
Jennifer Elliot	All sessions	Family business
Moira Elliott	All sessions	Illness
Mick Forbes	All sessions	Holiday
Steve Hibbert	Monday pm	TU Business
Brian Holmes	All sessions	Holiday
Sharon Hutchinson	Monday	Funeral
Martin Mayer	Tues am Weds am	TU Business
Helen McFarlane	Wednesday pm	TU Business
Tam Mitchell	Monday pm	TU Business
Peter Russell	Wednesday am	TU Business
Maggie Ryan	Tuesday pm	TU Business
Sue Sharp	All sessions	TU Business
Jane Stewart	Wednesday	TU Business
John Storey	Monday & Tues am	TU Business
Pat Stuart	Tuesday pm	TU Business
Mark Thomas	Monday & Tuesday	TU Business
Meurig Thomas	Wednesday	TU Business
Marie Vannet	Monday am	Travel problems
Dave Williams	Monday	TU Business
Dennis Wilson	Tuesday	TU Business
Frank Wood	Wednesday pm	TU Business

Having full appreciation of the circumstances as reported, the Council

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

2. ANNOUNCEMENTS

**Minute
No.621**

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. F Walsh	Retired Northern Regional Secretary of NGA GPM Sector	7.1.13

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.622**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 3rd, 4th, 5th & 6th December 2012 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.623**

3.1.1.1 Min.535 Finance Report

A member of the Council enquired if there would be a report on branches that are now up and running. In response, the Chief of Staff reported that branch finances had been raised with the Regional Secretaries and branches should be given their funds. Branch reorganisation has been completed in 5 or 6 regions and it is anticipated that before the next Council meeting, this will be completed and the finances sorted out.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.624**

3.1.1.2 Min.541 Review of Regional Industrial Sector Committee Elections

A member of the Council enquired if there were figures available for the number of reps and branch officers elected in the process last year. In response, the Chief of Staff advised that the number of activists on the database is in the order of 45,000.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.625**

3.1.1.3 Min.550 Correspondence including Resolutions

A member of the Council referred to the resolution supported by the Council in relation to an Anti Fascist Demonstration in Liverpool and updated the Council on the actions that had been taken in the North West region. In response, the Chair advised that the General Secretary will be available and other general secretaries are endeavouring to be in attendance. It is hoped that this will be a massive demonstration that will be supported by the TUC.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.626**

3.1.1.4 Min.549 Political Fund Ballot

A member of the Council referred to the Political Fund Ballot and requested that the decision to exclude members in Northern Ireland from the ballot be reversed. In response, the General Secretary advised that a mistake had been made and asked the Council to accept this and that members in Northern Ireland would be able to vote in the Political Fund ballot.

At the close of consideration, the Council

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

**Minute
No.627**

3.1.1.5 Min.553 Ratification of Appointments of Officers

A member of the Council referred to a previous discussion in relation to the exit plan for Executive Officer, Tony Woodley. In response, the General Secretary advised that, if he is re-elected in the General Secretary election, recommendations will be brought to the June meeting of the Council for their consideration.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.628**

3.1.1.6 Min.564 Branch Standing Orders

Assistant Chief of Staff, Adrian Weir reported that when the Council had previously debated the Branch Standing Orders, Standing Order 2.3 reflected the situation regarding when AGMs would be held. This has now changed and the Standing Orders will be amended to reflect the Labour Party rules.

At the close of consideration, the Council

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

RESOLVED: "That the Minutes of the Meeting of the Executive Council held on 3rd, 4th, 5th & 6th December 2012 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.629**

4.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 24th January 2013 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.630**

4.1.1.1 Min.578 CLASS

A member of the Council referred to a briefing on the work of CLASS to date that had been presented to the F&GPC and suggested that the document should be more widely circulated. In response, the Chief of Staff reported that CLASS is now producing a weekly update which will be circulated to all members of the Council every week.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.631**

4.1.1.2 Min.579 Finance Report

A member of the Council enquired if any progress had been made on accredited reps for Branches. In response, the General Secretary reported that, should he be re-elected in the General Secretary election, it is his intention to present a comprehensive and wide ranging package on a number of issues to the Council at the June meeting.

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 24th January 2013 be adopted.”

**Minute
No.632**

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 21st February 2013 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.633**

4.2.1.1 Min.613 EC Appointment Panels

A member of the Council enquired if guidelines were available in relation to Stand-Down Officers. In response, the General Secretary advised that, as part of the comprehensive package already spoken about, it is intended to produce appropriate guidelines for the selection of Stand-Down Officers.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.634**

4.2.1.2 Any Other Business

The Chief of Staff reported that there had been an omission in the Minutes regarding the implementation of Resolution 100 from the Policy Conference in relation to the European Union. Following the discussion, it was agreed that an internal meeting with the Directors of Communications, Political, Education and Research Departments would take place to develop work to make the public, members and politicians aware of Unite’s position and take steps against UKiP. That meeting had now taken place and a statement will be produced and will be included in the education programme for better understanding of the EU. The Minutes will be amended to reflect this.

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 21st February 2013 be noted.”

5. REPORT OF THE GENERAL SECRETARY

**Minute
No.635**

5.1 Report

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

The General Secretary made reference to the unusual situation the Union is in currently with the election for General Secretary. During the course of the election, the General Secretary has taken 21 days unpaid leave in order to conduct the election on his behalf.

The General Secretary had the privilege of delivering the keynote speech at the Ralph Miliband lecture which has been organised by the LSE since 1995 and was the first General Secretary of a trade union to be asked to make that speech. The speech was delivered on the basis of working class solidarity and the role of the working class in modern day politics.

The General Secretary had the opportunity to be a speaker at the Shrewsbury 24 press conference with Ricky Tomlinson. This relates back to the disgraceful situation that occurred in the early 1970s when a number of pickets in the construction industry were arrested and 3 individuals were jailed. The campaign continues to clear the names of the individuals and the Union has continued to give support.

The Union Learning Reps conference had taken place at Congress House with 400 Union Learning Reps in attendance and the General Secretary had delivered the keynote speech and presented the awards.

The General Secretary referred to the launch of the Welfare Campaign and the launch of a Unite food bank opposite Parliament which received a fair amount of press coverage. The Union have linked up with Trussell Trust who are linked with church organisations. This is about making a political statement against the cuts and dealing with the practicalities of it.

The General Secretary had also been the keynote speaker at the first Unite Equality Reps conference. The conference was well attended and will assist in making certain that the Equality Reps profile is raised and for the Union's equality agenda to be cascaded down through the industrial agenda and workplaces. The role of Equality Reps is critical and the Union must continue to campaign for them to be given the same rights as Health & Safety reps and legal status.

The General Secretary had attended the meeting of the IndustriALL Executive in Geneva where he had challenged IndustriALL and other global federations to embrace a bad behaviour charter. Unite have been tasked with drawing up the charter which will be circulated to the Executive Council and all other global unions. Within IndustriALL, Unite is now affiliated at Workers Uniting Europe and the USW is affiliated as Workers Uniting America.

The General Secretary gave a brief report on his meetings with the General Secretary of the Labour Party, Iain McNicol and referred to an article in the New Statesman in response to Alan Johnson's article. Reference was also made to a meeting with Ed Miliband along with Dave Prentiss and Paul Kenny to discuss issues and the agenda and programme that Ed Miliband is going to fight the next election on.

A meeting had taken place with the General Secretary and HR Director of Amnesty International regarding a serious situation that had arisen whereby our members were engaged in industrial action. The General Secretary gave support to the members and the issues have now been resolved and are moving forward in a much more positive way.

The General Secretary referred to an event he had attended at Ilford North, a constituency where it is hoped one of our trade union candidates will be selected to fight the seat. Unite's political strategy was explained and the response from members was excellent. There are now hundreds and hundreds of new Unite members joining the Labour Party and locked in to fighting for our strategy.

The General Secretary gave a brief report on a special meeting of the TUC Executive Council that had been hosted by Unite at Esher. This was an away day to talk about the future of the TUC and the direction we would wish to see it go forward in.

The General Secretary referred to TSSA (Transport Salaried Staff Association) who are currently involved in discussions with Community. It is possible that, depending on the progress of those talks, Unite may have further discussions with TSSA.

Constant meetings within the Union take place to try and make certain that the administration and structure of the Union is being looked at and improved all the time. Discussions continue with Officers, staff and organisers on pay and other issues.

Discussions are also continuing with Northern Ireland staff and a report will be brought back to the Executive Council fairly quickly.

Meetings are continuing with British Airways and also with BAA where there are continuing problems with require the involvement of the General Secretary.

The General Secretary outlined meetings in relation to the automotive industry with particular reference to General Motors and Jaguar LandRover.

The General Secretary had been involved in a number of meetings regarding Crossrail and a situation had arisen whereby one of our members had been victimised for trade union activity. A leverage strategy has been sanctioned to assist the sacked member.

The General Secretary referred to his meeting with the national organising committee of Stobarts to give them support and discussions will take place with the Organising Department with a view to making a concerted effort with this company this year.

Reference was also made to the General Secretary's attendance at the Public Sector Combine meeting where it was important to get feedback on what our individual sectors are saying.

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

The General Secretary further reported that Unite, together with the Coalition of Resistance, is organising the people's assembly against austerity on 22nd June supported by a range of other unions, community groups and anti-cuts organisations. Central Hall has been booked for this and it could be an event that leads to local people's assemblies campaigning against austerity across the country.

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

A member of the Council referred to the review of telephone response times and the lead complaints person in each region and sought an update. In response, the Chief of Staff advised that the lead complaints person has been identified in each region and the first discussion has taken place on the implementation of this. There was nothing specifically new to report on telephone response times. Supplementing the response, the General Secretary advised that the complaints procedure is under review but not yet completed and the information will be circulated to the Council members and as widely as possible.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

8. DEPARTMENTAL REPORTS

**Minute
No.636**

8.2 International Report – Update on Miami 5

The Executive Officer, Tony Woodley updated the Council on the current activities in relation to the Miami 5 and highlighted his visit to Rene Gonzalez before Christmas and the forthcoming meeting in Washington on 26th March which will bring together the President of SEIU, Mary Henry, Leo Gerard from USW and Len McCluskey. For the first time, the lawyer for Alan Gross who is in prison in Cuba, will be in attendance.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

6. STRATEGY FOR GROWTH

Minute
No.637

6.1 100% Strategy

A written report had been circulated to the Council and was verbally supplemented by the Executive Officer, Tony Woodley.

Phase 1 of the 100% Strategy is now coming to an end and it has proved that this can work if you concentrate on targets. The department has continued to use its expertise and is running a course for new Officers, not just on organising but also leverage and the importance of that going forward. Meetings continue with Regional Secretaries and RCOs to go through everything they are doing to get the best out of what we are trying to do.

With Organisers coming out of the 100% campaigns in a controlled and strategic way, it is necessarily to think more strategically about 100%, not just finding targets, but to more strategically target 100% as an industrial strategy within sectors and regions.

A meeting has taken place with manufacturing Officers to discuss identifying Element 1 targets. It cannot be the Organising Department or Organisers responsibility to deliver growth in the industrial sectors, it has to be each sector driving it forward in national and regional committees. Regional Secretaries have been tasked with looking at the economy map for the region and organising in the region over the next 5 years.

Almost 62,500 new members have been recruited, with nearly 9,000 new members this year showing trends have far from slackened. There are over 1,000 targets and over 3,000 shop stewards have been trained.

Now looking at how targeting is done, with campaigns being closed and ensuring RCOs are taking managerial responsibilities seriously and making sure the potential and reason for closure is genuine and acceptable. In planning the department's work for the remainder of the year, this will include more training, better targeting of targets being chosen, more sectional activity and more managing, monitoring of the delivery that is being promised.

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.638

6.2 Organising Department

A written report had been circulated to members of the Council and was verbally supplemented by the Director of Organising, Sharon Graham.

The Director of Organising referred to the Crossrail leverage campaign which is being put together and is probably the biggest leverage campaign the Union has ever undertaken. In September last year, a Unite shop steward was dismissed from Crossrail, along with other people, and part of the campaign is to get the steward back to work which has been made difficult as the contractor who employed the steward is no longer in business.

As part of the Crossrail leverage campaign, the Organising Department will give assistance to the Blacklisting campaign. A key first stage objective will be the creation of a "Unite Blacklist", designed to "blacklist" those individuals who are still in employment within the construction industry and have been proved beyond reasonable doubt as being key participants in the operation of the Consulting Association Blacklist. Meetings are taking place with the Rank and File and the

Blacklisting Support Group to look at ideas and ways of taking the work on blacklisting forward.

The Union has had two CAC wins, one at Fowler Welch and the other at Stobarts. Fowler Welch is a warehouse distribution centre and Unite was forced to go down the CAC route for recognition. The turnout for the postal ballot was 74%, with a 70% yes vote. Negotiations are now taking place to secure an effective recognition agreement on behalf of our members. Following the successful campaign for Unite recognition at the Stobart warehouse in Runcorn, the focus moved to the Stobart Carlisle warehouse. The CAC decided there was no valid reason to hold a ballot for recognition and awarded Unite recognition for the warehouse workers at Carlisle.

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

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

Organising Strategy - The resolution was submitted by the Docks, Ferries, Rail & Waterways NISC and called on the Union to recognise the DFRW Sector is crucial to the UK economy and sector organising should be considered as a priority.

Organising Officers – The resolution was submitted by the Health NISC and called on the Union to make additional resources available to fund 10 Organising Officers specifically for health.

In response, the Council agreed to note both the resolutions to allow the Executive Officers to seek a more detailed response from the Sectors and National Officers in order that the General Secretary can take a close look at them.

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

**Minute
No.639**

7.2 Industrial Report – Services Sector

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

The Assistant General Secretary referred to the construction sector and Crossrail, blacklisting, Government's current incomes policy and the NHS.

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

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

IPA Consultants – The resolution was submitted by the Energy & Utilities NISC and called on the Union to withdraw support and lobby the TUC to withdraw its support for IPA Consultants. In response, the Council supported the resolution.

Boycott the Blacklist Companies – The resolution was submitted by the NEY&H Regional Committee and called on the Union to write to all Unite Councillors for this issue to be raised at their respective councils. In response, the Council supported the resolution.

Otherwise Agreement – The resolution was submitted by the North West Regional Committee and called on the Union to complete an inquiry surrounding Brother Acheson's dismissal and the nature of the otherwise agreement. In response, the Council supported the resolution.

Frank Morris Hardship Fund – The resolution was submitted by the Construction NISC and called on the Union to send an appeal to all branches across the Union. In response, the Council supported the resolution.

Unemployed Register – The resolution was submitted by the Construction NISC and was withdrawn.

Recruitment Activity within each Region – The resolution was submitted by the Construction NISC and called on the Union to instigate a programme for construction workers with colleagues from the Organising Department. In response, the Council noted the resolution.

National Action to Defend our Health Service – The resolution was submitted by the Health NISC and called on the Union to give maximum support for local campaigns and industrial action against cuts and privatisation. In response to comments by the General Secretary, the Council noted the resolution.

At the close of consideration, the Council

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

5. REPORT OF THE GENERAL SECRETARY continued/....

**Minute
No.640**

5.2 Practicalities of a ‘General Strike’ – Unite Response

A document detailing Unite’s response to the TUC on how to implement resolution 5 passed at Congress 2012 had previously been circulated to the Council and was verbally supplemented by the General Secretary.

The document was pulled together following the lengthy discussion at the December meeting of the Executive Council and was welcomed by the Council as a very positive contribution of the debate and exposition of Unite’s view. It will be discussed at the meeting of the TUC Executive Committee tomorrow. The response raises a number of points and is trying solicit a consensus amongst the TUC and to persuade the TUC to engage in serious activity which raises the consciousness and allows us to use, in that process, mass industrial action based on a political theme.

The General Secretary’s comments were verbally amplified by the Director of Executive Policy, Steve Turner.

9. CONSTITUTION & ADMINISTRATION

**Minute
No.641**

9.1 Report of the Returning Officer for the General Secretary Election

A document detailing the Returning Officer’s report for the General Secretary Election had previously been circulated to the Council and the Returning Officer, Simon Hearn was in attendance.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

5. REPORT OF THE GENERAL SECRETARY continued/....

**Minute
No.642**

5.2 Practicalities of a ‘General Strike’ – Unite Response continued/...

The debate on Unite’s response to the TUC continued and questions and comments from members of the Council were responded to.

The General Secretary sought permission to be absent from the Executive Council meeting in order that he may be in attendance at the TUC to which the Council agreed.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

SECOND DAY, 12TH MARCH 2013

IN THE CHAIR: Bro. T WOODHOUSE

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

**Minute
No.643**

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.

A meeting of the Chairs and Vice-Chairs of the National Equalities Committees together with the National Officers and the AGS had taken place and identified two priority areas: Moving Forward on Equality – No Cutting Back and building Union Equality Reps.

In line with the Union's commitment to strengthen union equality reps, the first national conference of Unite Equality Reps had taken place and the response had been overwhelming. The first regional Equality Reps conference had also taken place in the London & Eastern Region which has led to a number of key education courses on tackling discrimination and promoting equality. All regions are planning such events.

With J4DW, Unite celebrated International Migrants Day in December with the ITUC 12 for 12 campaign aprons, for countries to sign up to the Domestic Workers ILO Convention and the campaign continues in 2013.

The Unite National Women's Committee are supporting the TUC led campaign on older women in the workplace. Many of the committee have provided case studies for the campaign and this also links in with a Labour Party initiative led by Harriet Harman.

The latest information from the 2011 Census highlights the increased ethnic diversity of the population in England and Wales in the 10 years since the last Census in 2001. In Unite, we now have nearly 82,000 members who describe themselves as BAEM, which is 9.1% of the declared membership.

The Unite National Disabled Members' Committee are giving their full support for the joint campaign with the rail unions and the TUC for public ownership of the railways, and are particularly concerned at the increase in fares and the reduction in station staff and the impact that has on disabled access at train stations.

February was LGBT History Month and the Union produced a card that tracked LGBT rights going back hundreds of years.

With reference to young members, work is being undertaken to look at building a network of young members through social media.

Unite now has interns working in the union and they have produced materials to encourage apprentices and interns to join the union.

A new application form for the Retired Members Plus has been printed and will be available from regional offices.

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

Chief of Staff, Andrew Murray highlighted a variation on the candidate development programme that is looking to identify 20 activists that are women or BAEM who can be put through a training programme for applying for Officers jobs which will hopefully address the problem that has been identified and underlined the urgent need to address BAEM representation in senior positions in the Union.

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

National Young Members Network – The resolution was submitted by the National Young Members' Committee and called on the Union to support the establishment of a Unite National Young Members Network. 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."

**Minute
No.644**

7.4.1 National Equalities Conferences 2014

A document detailing the National Equalities Conferences 2014 had previously been circulated to the Council and was verbally supplemented by the Assistant General Secretary, Diana Holland.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.645**

9.3 National Equalities Committees/Regional Equalities Committees – Outcomes 2012/2015

A written report 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."

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

**Minute
No.646**

7.3 Industrial Report – Transport & Food

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

The Assistant General Secretary referred to disputes at BP Grangemouth, Howdens, Greencore and Isle of Man. Reference was also made to the AWB, downstream oil distribution, the Transport Sector and the Workers Charter for Transport.

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

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

Branch Affiliation to International Dockers Council (IDC) – The resolution was submitted by the Docks, Ferries, Rail & Waterways NISC and called on the Union to support dock membership to affiliate to IDC through local branches. In response, the Council agreed to note the resolution pending further investigation.

At the close of consideration, the Council

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

**Minute
No.647**

7.1 Industrial Report – Manufacturing

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

The Assistant General Secretary referred to the 100% campaign in the Manufacturing Sector, Manganese Bronze, the Automotive Sector and manufacturing strategy.

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

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

Manufacturing Strategy – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to campaign for a manufacturing strategy. 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.648**

9.7 Remitted Motion 162 – Collective Bargaining & Mapping

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.649**

9.2 Regional Committees/Area Activists Committees – Outcomes 2012/15

A detailed written report had 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.”

8. DEPARTMENTAL REPORTS continued/...**Minute
No.650****8.2 International Report continued/....**

The Chair referred to the recent death of Hugo Chavez, outlining the situation in Venezuela. Tributes having been voiced, the Council stood silent in their places for a period as a token of their respect and esteem.

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

The Prime Minister has now publically pledged to renegotiate the UK's relationship with Europe and to hold an 'in-out' referendum based on the outcome. Further afield, the Italian election result produced a very split parliament but was a defeat for the austerity focused government. Economically, the Eurozone remains in severe difficulties with both France and Germany recording negative growth figures during the last quarter.

From a Union perspective, the stark divisions within Europe remain with German and Nordic unions not enthusiastic for stronger mobilisations while those on the peripheries, including Greece, Spain, Italy, France and Portugal, face increasing difficulties and rising tensions. Unite is working closer together with unions in other countries facing huge austerity attacks and is continuing to push the European and Global Federations for more real and concrete mobilisations and solidarity actions. Trade union rights remain under attack in many countries with facility time now being removed from all Spanish unions in the public sector leading to a reduction of some 3,000 posts in CCOO.

The first meeting of the IndustriAll Global Executive took place in December and there is serious concern that following the merger, the organisation must become more organising and campaigning focused, in particular, holding multinational companies to account. General Secretary, Len McCluskey proposed to produce a Charter of Action against Bad Employers which is being drafted and will be presented to the Executive Committee in June.

Tensions following the merger were also clearly visible at the first meeting of the European Executive and Unite tabled a demand that a solidarity delegation to Greece be organised immediately to demonstrate IndustriAll's intention to fight the austerity programmes being imposed on the country.

Unite sent a delegation to the EU supported IndustriAll Automotive Conference but were not happy with many aspects of how the conference was organised. These frustrations were communicated to the secretariat and will be raised at the coming Executive Committee.

With reference to UNI/UNI-Europa, a new co-ordinator for all EWC activities has now been appointed and a team to support this critical area of work put in place. A major project covering the commerce, graphical, finance and IT sectors has been approved and will help to focus the support activities of the federations EWC activities. In addition, the first meeting of the UNI-Europa Political Committee has taken place, bringing together political officers across the federation and to try and bring a greater coherence and focus to UNI-Europa's political input to the European institutions.

Unite participated in a tripartite social dialogue forum with governments and employers, organised by the ILO to discuss the Global Economic Crisis on the Civil Aviation Industry. Unite National Officer, Oliver Richardson, was elected by the workers side to lead the negotiations on behalf of the trade unions.

The Spanish airline, Iberia has announced the compulsory redundancies of some 4,000 workers that has provoked fury and action from the Spanish trade unions.

Iberia is part of the International Airline Group with British Airways and Unite issued a statement of solidarity with the workers of Iberia and a delegation from BASSA went across to meet them which is shaping up to be an effective and constructive form of industrial solidarity.

With reference to Workers Uniting, the member to member solidarity has been going very well and after the success of this in sectors such as Paper, it was decided that the next focus for Workers Uniting would be the oil industry. Unite will be sending a delegation to the USW Women of Steel Conference in Pittsburgh and reps from USW will be attending the Metal Sector NISC to help develop strategy for the metal sector.

A short film of the USW Obama election campaign, to thank their activists, was shown to the Council.

The International Department continues to give full support to EWCs on Information Consultation and in conjunction with the Education Department, an educational programme has been established aimed at European Works Council members.

With reference to GE Aviation, unfortunately, Unite lost the case at the CAC, under the information and consultation regulation, regarding the interpretation of the regulations in relation to the definition of 'an undertaking'. This was not unexpected and the CAC had great sympathy with our argument and supporting line. This now provides an opportunity to highlight some of the discrepancies in the legislation and to feed these into demands for legislative changes from any future Labour Government.

In Tunisia, a left wing politician, who was very close to the trade union movement, was assassinated which is a worrying development. Unite expressed their solidarity.

The Free Trade Agreement between the EU, Colombia and Peru was signed in December and was promptly followed a few hours later by the murder of a trade union leader which had been preceded by death threats. Workers Uniting sent a letter to the Colombian government on our behalf.

The FENSUAGRO project is continuing and there has been an excellent report back on the first stage of that project.

Following the death of Hugo Chavez, 32 Heads of State went to Caracas. A statement was issued from Unite which went to all federations and also sent to Ambassadors.

The first ever Unite delegation, jointly with TSSA, to Palestine took place in January and the delegation met with many solidarity and protest groups as well as the Palestinian General Federation of Trade Unions. They visited Askar Refugee Camp in Nablus and the town of An Nabi Saleh, where they met with representatives of the local Popular Resistance Committee and participated in the weekly protest.

One of the delegates, Jimmy Kelly gave a detailed report on the visit to Palestine and a short film was shown to the Council. It was proposed that a Unite Palestine Committee be set up and the International Committee will bring forward a proposal to the next meeting of the Executive Council for endorsement.

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.651**

8.2.1 Minutes of the EC International Sub-Committee Meeting

The Minutes of the EC International Sub-Committee held on 23rd November 2012 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the Minutes be agreed in principle.”

**Minute
No.652**

8.2.2 Minutes of the EC International Sub-Committee Meeting

The Minutes of the EC International Sub-Committee held on 4th February 2013 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the Minutes be noted.”

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.653**

9.5 Correspondence including Resolutions from Regional & National Committees

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

Health & Safety – The resolution was submitted by the East Midlands Regional Committee and called on the Union to strengthen health & safety resources, training and support regional campaign. In response, the Council supported the resolution.

Living Wage/National Statutory Living Wage – The resolutions were submitted by the NEY&H and West Midlands Regional Committees and called on the Union to clarify the pro's and cons of supporting the implementation of a Living Wage and to undertake the necessary work to establish the principle of a national statutory living wage. In response, the Council supported the resolutions.

5. REPORT OF THE GENERAL SECRETARY continued/....

**Minute
No.654**

5.2 Practicalities of a “General Strike” continued/....

The General Secretary gave a detailed report on the meeting he had attended at the TUC earlier in the day. The discussions had been interesting and it had been decided that the consultation and discussions will continue.

The General Secretary recommended that the Union continues to press ahead with its policies and direction and it is incumbent upon Unite to take a leadership role.

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

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

Potential General Strike – The resolution was submitted by the Local Authority NISC and called on the Union to work with the leaders of all other unions and anti-cuts groups to ensure a 24-hour national day of action is called as soon as possible in 2013. In response, the Council agreed to leave the resolution on the table.

National Day of Co-ordinated Action – The resolution was submitted by the North West Regional Committee and called on the Union to take the decision to take a national day of co-ordinated action to the TUC General and Executive Council. In response, the Council agreed to leave the resolution on the table.

General Strike - The resolution was submitted by the East Midlands Regional Committee and called on the Union to lobby the TUC General Council to name the date for co-ordinated strike action. In response, the Council agreed to leave the resolution on the table.

Retired Members Plus & Community Voting Rights – The resolution was submitted by the East Midlands Regional Committee and called on the Union to make the appropriate changes to ensure Retired Members Plus and Community members are granted the right to vote in elections for EC members. In response, the Council agreed to note the resolution for further debate in June.

Future Mergers/Transfers of Engagement – The resolution was submitted by the Aerospace & Shipbuilding NISC and called on the Union to issue a clear statement that Unite’s political strategy will be at the forefront of the union’s work over the next 3 years. In response, the Council agreed to note the resolution.

Community Activist Fund – The resolution was submitted by the National Young Members’ Committee and called on the Union to consider additional ways of supporting community branches. In response, the Council agreed to note the resolution.

At the close of consideration, the Council

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

3rd DAY, 13TH MARCH 2013

IN THE CHAIR: Bro. T WOODHOUSE

8. DEPARTMENTAL REPORTS continued/.....

**Minute
No.655**

8.1.1 Political Fund Ballot

The Political Director, Steve Hart reported that it had previously been agreed to restrict the Political Fund ballot to England and Wales but it was now proposed that it be extended to include Northern Ireland. As a consequence, the resolution passed previously at the December meeting of the Executive Council needed to be amended to show the closing date of the ballot as 22nd May 2013 and endorsed by the Council.

At the close of consideration, the Council

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

**Minute
No.656**

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, Steve Hart.

The central task of the Political Department has been to maximise the possibilities of working class and progressive candidates in the Labour Party parliamentary candidate selection process. Selections are now commencing in a number of seats and the rest of the selections in the marginal will be completed at least by the end of the year. The new agreed process of selection gives trade unions with affiliated branches the opportunity to nominate candidates again and all candidates must now receive nominations either from affiliates or Labour Party branches in order to be short-listed.

As required by the political strategy, Unite has been working with other unions to ensure general agreement around candidates in the selections. The biggest problem is the lack of good progressive and credible candidates which is particularly the case in regard to women. We need women candidates because 50% of selections in marginal seats will be women in All Women Shortlists. The first tranche of seats announced has a very fair allocation of AWS.

In those marginal where we have a substantial interest, around 20,000 Unite members have been phone-banked and a number of people have been recruited directly and through co-ordinators in the constituency, more have been recruited.

The selection process for European election candidates is well advanced and we are hopeful that Unite backed candidates will be shortlisted in most of the key Euro seats, with broad union backing that they shall be the prime targets for the top places.

The second Future Candidates Programme took place in February and we now have 30 potential candidates on the programme and will be inducting a further 20 after Easter. This is a serious long-term training programme, aimed at developing Unite activists so that they can become candidates for public office.

Unite has supported the excellent work of our construction workers on the blacklisting campaign by working with MPs on a number of EDMs and raising it with Labour Shadow Ministers to put pressure on them to join us in the campaign.

CLASS is making progress with affiliates and CWU have confirmed that they have affiliated and GMB have confirmed that they are signed up for a further year. A newsletter will be distributed detailing the work undertaken and two publications, one myth-busting document on welfare and a document about housing, will also be issued.

The Labour Party policy review is on-going and real progress is being made. There will be further discussions around collective bargaining and privatisation.

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

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

Anti-Worker Legislation – The resolution was submitted by the East Midlands Regional Committee and called on the Union to continue the campaign against all the anti-worker legislation introduced by Tory led government. In response, the Council supported the resolution.

Frontal Assault on Working Rights – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to conduct a national strategy to highlight and fight these changes. In response, the Council supported the resolution.

Under Occupancy (Bedroom Tax) - The resolution was submitted by the South East Regional Committee and called on the Union to oppose the implementation of the Coalition government's law on under occupancy to be introduced in April. In response, the Council supported the resolution.

Government Economic Policy – The resolution was submitted by the Construction NISC. In response, the Council supported the resolution.

Opencast Coal Industry – The resolution was submitted by the Construction NISC and called on the Union to organise meetings with all Ministers concerned with energy. 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.”

**Minute
No.657**

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 commented that because the merged unions of Unite acknowledged the centrality of education in creating a new, vibrant progressive union, his ambition had been to establish a genuinely unified education department. After thorough consultation inside the Union, and research in association with NIACE, a detailed report had been presented to the Executive Council. Professor Mayo of Goldsmith’s College, University of London, has now conducted an extensive audit of the Education Department and the ambition to create a unified education department has been acknowledged as successful. Professor Mayo has presented a very insightful report with recommendations and the intention is to implement all the recommendations over the next two quarters.

The Unionlearn Project has provided a continuous pipeline of people who have gone on to occupy a host of other positions throughout the Union. It is encouraging to witness the Union Learning Reps and Organisers coming through our ranks.

Arising out of the recent Education Committee meeting, discussions have taken place with HR and the Chief of Staff to develop a systematic and coherent programme for staff and Officers. In addition to training in functional skills, a Continuous Professional Development (CPD) programme is being created for staff and Officers. Good practices have been established and these will be migrated across the whole Union.

The TUC and Unite continue to work together very well and the Director of Education highlighted a recent problem that had arisen in the South East Region. The TUC are also providing a Lay Leadership Development Programme which explores the way unions respond to key strategic and organisational challenges. It is proposed to nominate 4 Executive Council members and possibly a Regional Chair to attend. There is also a course for senior full-time officials, “Leading Change” and it is proposed to send 2 or 3 people on that.

A further tutor training course is being arranged and suitable candidates will be sought from the regions.

Tutor briefings are continuing to develop their political consciousness and cementing their central role in campaigning.

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.658**

8.3.1 Minutes of the EC Education Sub-Committee Meeting

The Minutes of the EC Education Sub-Committee held on 31st January 2013 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the Minutes be noted.”

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

**Minute
No.659**

9.4.1 Delegations for National Industrial Sector Conferences 2013

A document detailing the delegations for the National Industrial Sector Conferences 2013 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 and it was proposed that following receipt of the Membership Report, the membership figures for sectors and the union as a whole be clarified. Authority was sought for the Chief of Staff and Assistant Chief of Staff to review the delegate figures and adjust them if necessary. The new figures would then be circulated to the Council members as quickly as possible.

At the close of consideration, the Council

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

**Minute
No.660**

9.4.2 National Industrial Sector Conferences 2013

A document detailing the proposed schedule for the National Industrial Sector Conferences 2013 and the Standing Orders had previously been circulated to the Council and was verbally supplemented by the Chief of Staff, Andrew Murray.

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

At the close of consideration, the Council

RESOLVED: “That the Schedule and Standing Orders for the National Industrial Sector Conferences 2013 be adopted.”

8. DEPARTMENTAL REPORTS continued/.....

**Minute
No.661**

8.4 Membership Report

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

The Legal Director reported that a strategy and structure for the Membership Department is being put together along with regional co-ordination and regional procedures that will be put out to the regions. This will create accountability in the regions for getting membership data correct which is the most important function.

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

Members of the Council highlighted discrepancies in the membership figures produced. In response, the General Secretary advised that the Union is in the process of taking a critical look at the membership data and the discrepancies will be

taken on board and a report brought back to the June meeting of the Executive Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.662**

9.6 Ratification of Appointments of Officers

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

National Officer for Local Authorities: Fiona Farmer

Regional Secretary, East Midlands: Annmarie Kilcline

London & Eastern Region:

- Regional Officers

Russ Ball
Alyson Read
John Murphy

Wales Region:

- Regional Officers

Anthony Brady
David Griffiths

Northern Ireland:

- Regional Officer

Davy Thompson

The Chief of Staff reported on a situation that had arisen in relation to the interviews for the Regional Officer appointment in Northern Ireland. In supplementing the report, the General Secretary advised that there would be a specific protocol to follow in the future.

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

The Council were advised that as a consequence of the ratification of the appointment of John Murphy as Regional Officer, it was necessary to elect a replacement Council member to the Finance & General Purposes Committee. The Council duly elected Chris Bond as the replacement to the F&GPC.

At the close of consideration, the Council

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

**Minute
No.663**

9.2.1 Consequential Action on RISCs

A document detailing consequential action on RISCs had previously been circulated to the Council.

The Chief of Staff recommended that this report be held over to the June meeting of the Council to allow a more comprehensive review of the Sectors involved.

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.664

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 Legal Director, Howard Beckett.

The regional audit process is on-going and with a view to assessing the standards of service provided by panel solicitors, arrangements are being made to visit each panel law firm at their offices. A small selection of personal injury and employment files will be viewed and discussions will take place with the relevant heads of department to explain what is expected of panel law firms. The audit process had identified areas of concern in case handling and recommendations have been made to help improve the standards of service to members.

The Government is implementing changes that will directly affect legal services provided to Unite members and these changes will cost unions around £12 million. From April 2013, being able to recover self insurance premiums in successful personal injury cases will end. From July, Employment Tribunal fees will be introduced – approx.. £1,200 per case. The portal scheme currently used for lower value road traffic cases will be extended to cover all cases including workplace injury claims up to £25,000 and is designed to reduce the costs recoverable from employers/insurers from April 2013. Referral fees including union cross subsidy arrangements will be banned except where the member's initial case details, e.g. name, address, date of accident etc are provided by him/her to the union law firm rather than by the union from April 2013. The Union has introduced a system of direct referrals in the regions to ensure members are able to go direct to the solicitor.

The Regional Legal & Affiliated Services Co-ordinators (RLACs) role has continued to develop in the regions with support where required from central office and from the regions. Training for the RLACs continues to be high on the agenda and a new legal pack with forms, guidance and protocols has been completed and issued. A share-point site for use by the Legal Department and the RLACs has been launched and this site will be useful as a resource centre for the RLACs where systems and information can be shared to assist each other and get some consistency and a standardised approach among the Regions.

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.665

11.2 Affiliated Services Update

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

The affiliate department has two aims this year, to increase revenue and to be seen as an asset to retention and recruitment. To achieve both, the support of all concerning communications to members is essential, including the support of lay activists. A marketing plan has been set for each affiliate.

The Legal Director updated the Council on Unite4Jobs, Unite Motor Insurance, Unite Life Insurance and the Credit Union.

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

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

Asbestos Compensation – The resolution was submitted by the East Midlands Regional Committee and called on the Union to campaign for all ex-servicemen and women to have same rights to compensation as civilian employees. 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.”

10. FINANCE

**Minute
No.666**

10.1 Finance Report

The preliminary financial results for Unite overall in 2012 had been circulated to the Council and were verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

Total Income amounted to £161 million on a preliminary basis in 2012, an improvement of £9.7 million versus 2011 and a really dramatic change versus the decline of £5.3 million experienced in 2011 versus 2010.

Contribution Income increased for the first time in many years (by nearly £6 million) as the rise in member subscription rates effective 1st September 2011 and 1st September 2012 more than offset the decline in paying membership. Legal Income accounted for the rest of the improvement as Unite continued to benefit from the charges that we make on employers/their insurers in personal injury cases in which the Union prevails to compensate for the risk of bearing the employers' legal costs in cases lost. The Union will cease to earn this income on cases which are initiated after 1st April 2013. Given the size of the Union's Legal Income, this obviously represents a major area of concern for the future.

Total Recurring Expenditure totalled £140.1 million on a preliminary basis in 2012, representing an increase expenditure of £1.5 million versus last year.

Property costs fell by £1.7 million as the Union continued to sell its surplus property portfolio and thus saved rates and utilities once the properties were disposed of. Maintenance costs were also down somewhat.

As a consequence, Unite recorded a surplus before Investment Income and Non Recurring Items of £20.9 million on a preliminary basis in 2012, an improvement of £8.2 million versus 2011.

Investment Income amounted to only £2 million in 2012, down £1.7 million versus a year ago. Non Recurring Items excluding Pension Deficit Reduction Contributions amounted to £10.6 million on a preliminary basis in 2012, £2.1 million worse compared with last year. Included within the Non Recurring Items were £3.2 million of employee severance, a £7.3 million non cash impairment charge against some property assets, £2.2 million of VAT write-offs on property refurbishment, partially offset by a £5 million gain on the sale of Woodberry.

Unite achieved a surplus prior to Pension Deficit Reduction Contributions of £12.3 million in 2012, a result which was £3.9 million better than last year.

Pension Deficit Reduction Contributions totalled £10.1 million in 2012, £2.1 million more than 2011. Under the Deficit Recovery Plans recently agreed with the two sets of Trustees, these contributions will rise to £12.1 million in 2013 and beyond.

Taking everything into account, Unite posted an overall surplus of £2.2 million on a preliminary basis in 2012, a result which was £1.8 million better than last year. The result means that the Union remains on track with its three year financial plan.

Unite's liquid assets amounted to £82.6 million as at 31st December 2012, up by nearly £15 million versus year end 2011. The £15 million increase was the result of combination of (1) the positive operating results of the Union during the year; (2) the £7.5 million proceeds realised from the sale of Woodberry and £1.6 million from the sale of Quorn Grange; (3) a £5.8 million increase in the value of the Union's marketable securities as stock markets improved; offset by capital spending on building refurbishment. Going forward, the Union should continue to benefit from being able to sell some of its surplus properties. For example, we are just about to exchange contracts to effect the sale of Hayes Court. As a negative (to the liquid asset position), the refurbishment of the Unite Regional Office in London & Eastern has commenced.

From a starting balance of £25 million at the beginning of 2012, the balance of the Dispute Fund has risen to £26,500,717 as at 31st December 2012. This reflects inflows of £896,287 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £143,680 while no expenses were deducted (as discussed and agreed at the December 2012 Executive Council).

The Director of Finance & Operations referred to the resolution submitted to the December meeting of the Executive Council by the South West Regional Committee regarding a change to the definition of part-time membership. It was recommended that the definition of part-time membership be changed from 10-20 hours per week to 10-21 hours as many employees work a seven hour day three days per week. The effective date of this change would be 1st April 2013.

With reference to the resolution submitted to the December meeting of the Executive Council by the Energy & Utilities NISC regarding low pay membership rebate, it was proposed that this be brought back to the Council at the next meeting.

The Director of Finance & Operations referred to a situation in the Republic of Ireland in relation to the pension scheme for Unite employees. The pension scheme benefits need to be brought into line with the UK benefits level and it is proposed that these changes take place from 1st July 2013.

Questions and comments from members of the Council were responded to and it was agreed that a small committee comprised of EC members to represent low wage members meet to discuss practical ways to deal with 2-tier contribution system.

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.667**

9.8 Executive Council Vacant Seats

Nominations were sought for 3 Executive Council members to be delegates to the Labour Party Conference and it was agreed that Ivan Monckton, Dennis Wilson and Agnes Tolmie be elected.

The General Secretary raised the issue of filling the two vacant seats on the Executive Council given the re-election of the whole Council being due at the start of next year and the cost of around £750,000. Council members expressed the view that it was necessary, from a democratic perspective, to ensure that the seats were filled as rapidly as possible. A proposal that the two seats be filled by observers until the end of the electoral period was put to the vote of the Council:

For

David Bowyer
 Steve Hibbert
 Glenn Jackson
 Tam Mitchell
 Jimmy Neill
 Peter Russell
 Joyce Still
 John Storey
 Mark Thomas
 Howard Turner
 Paul Welsh
 Mark Wood

Against

Kingsley Abrams
 Kwasi Agyemang-Prempeh
 Ian Allinson
 Tracey Ashworth
 Sean Beatty
 Chris Bond
 John Cooper
 Phil Entwistle
 Des Graham
 Andy Green
 Sharon Hutchinson
 John James
 Mick Johnson
 Jim Kendall
 Mark Lyon
 Lizanne Malone
 Dave Mathieson
 Martin Mayer
 Pat McCourt
 Helen McFarlane
 Sean McGovern
 Steve Miller
 James Mitchell
 Therese Moloney
 Kate Osborne
 Sharon Owens
 Brenda Pleasants
 Maggie Ryan
 June Shepherd
 John Sheridan
 Mohammed Taj
 Jayne Taylor
 Agnes Tolmie
 Marie Vannet
 Sharon Wallace
 Dave Whitnall
 Dave Williams
 Dennis Wilson
 Frank Wood
 Tony Woodhouse

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After consideration, the Council agreed to hold elections for the vacant National LGBT seat and regional representative from London & Eastern region as soon after the conclusion of other pending ballots as possible.

RESOLVED: "That elections be held to fill the vacant seats in line with the preamble to this Minute."

10. FINANCE continued/....

**Minute
 No.668**

10.2 Property Update

The Director of Finance & Operations, Ed Sabisky responded to questions and comments from members of the Council in relation to the new Education/Conference

Centre, Eastbourne and Preston Office and advised that a report would be brought to the Council at the June meeting.

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

Subscription Increases – The resolution was submitted by the East Midlands Regional Committee and called on the Union to inform all branches and activists of implementation of increases well in advance. 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.669**

12.1 General Secretary Election – Hustings

A member of the Council referred to the previous General Secretary election when hustings had been held in different regions and suggested hustings should be held for the current General Secretary election. In response, the Chief of Staff advised that hustings are a matter for the candidates and their campaigns.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.670**

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**

**Activities of the General Secretary for the period since the Executive Meeting of
December 2012**

General Secretary Election

- During the period of the election, the General Secretary is taking 21 days unpaid leave.

Public Meetings and General Events

- Speaker at International Day of Disabled People event.
- Delivered key note speech as part of the Ralph Miliband Lecture series at the LSE.
- Speaker at Shrewsbury 24 Parliamentary Press Conference with Ricky Tomlinson.
- Interview with Medical Research Council to promote 100th anniversary.
- Speaker at Merseyside TUC conference, Adelphi Hotel.
- Presented regional and national awards to activists at Unite Learning Reps Conference and delivered key note speech on Unite education strategy.
- Opening of Gloucester Unite Learning Centre.
- Launch of Unite Welfare campaign held in Parliament including a meeting on the Welfare Benefits Up-rating Bill and the launch of a Unite food bank opposite Parliament.
- Attended and presented awards at Heathrow event including the gold medal presentation to Iggy Vaid.
- Key note speaker at first Unite Equality Reps National Conference

Political, International & Inter-Trade Union Matters

- Meeting with Frances O'Grady and Paul Kenny (Jaguar).
- Meeting with Venezuelan Trade Unionists - Carlos Lopez, President, CBST and Jacobo Torres de Leon, International Coordinator.
- Meeting of the Workers Uniting Steering Committee.
- Meeting of IndustriALL Global Union in Geneva.
- Meeting with the General Secretary of the Labour Party Iain McNicol.
- Meeting with John Hendy and John Callow regarding Marx Memorial Library.
- Talks with Salil Shetty, Secretary General of Amnesty International and Richard Eastmond, HR Director.
- Special meeting of the TUC Executive hosted by Unite in Esher Place.
- General meeting with Paul Kenny and Dave Prentis.
- Speaker at Unite Political Strategy event in Ilford North, chaired by Mike Hedges.
- Meeting with Manuel Cortes, General Secretary TSSA.

- Meeting of the 'Big 3' trade unions and Ed Miliband.

Principal Media Appearances

- Appearance on Jeff Randall Live, Sky News.
- Provided voice-over for Unite Political Fund video.
- Interview on Sky News Murnaghan programme.
- Articles published in *New Statesman* and *Morning Star*; interview with *The Guardian*.
- Interview with Radio Gloucestershire.

Administrative & Organisation Issues

- Various meetings with Assistant General Secretaries.
- Pay talks with Officers, staff and organisers.
- Various meetings on Republic of Ireland pay issues.
- Multiple meetings with Chief of Staff and Directors of Legal, Finance & Operations and HR.
- Various meetings on Unite Property issues.

Internal Unite Meetings, Constitutional Committees & Industrial Matters

- Officially opened Dundee Unite Office.
- Various meetings with BA on industrial matters.
- Attended London Regional Committee to speak on fighting austerity agenda and answer questions.
- Meeting with Unite members at Amnesty International.
- Canal & River Trust (formally British Waterways) National Reps meeting at Salford Quays Office.
- Meeting with Chair & Vice-Chair of Unite Retired Members.
- Meeting with Corporate Vice-Chairman, Stephen Girsky, General Motors Company.
- Attended Unite Public Sector Combine.
- Meeting with Ian Waddell on defence strategy.
- Various meetings on BAA.
- Various meetings on Crossrail, including with Frank Morris.
- Talks with Simon Lenton, HR Director, Jaguar Landrover.
- Attended and spoke at Stobarts National Organising Committee on union recognition and other issues.

CENTRAL OFFICE DEPARTMENTAL REPORTS TO EXECUTIVE COUNCIL - MARCH 2013

ADMINISTRATION AND CONSTITUTIONAL ISSUES

Membership of the Council

Nominations closed for the By-election in the Civil Air Transport Industrial Sector which was run as a result of the resignation of Gaynor Worrell on 23rd January. At the close of nominations there was only 1 eligible nominee, Sharon Owens. Sharon was therefore declared elected and we are pleased to welcome her to her first EC meeting.

Political fund Ballot

As a result of representations from members in Northern Ireland we are seeking your support to review the decision to exclude members in Northern Ireland from participating in the forthcoming ballot to retain a political fund. Revised draft rules for the conduct of the ballot have been submitted to the Certification Officer for initial approval and it will be put to the Council for approval. It is proposed that the timetable for the ballot be extended for one week to allow us to get final approval from the Certification Officer and issue revised notice to branches. The ballot will now close on 14th May.

Annual TUC Conference

The TUC will be meeting in Bournemouth this year, from 8th to 11th September. Administrative arrangements are in hand for Unite's participation in this Conference.

Annual Labour Party Conference

The Annual Labour Party Conference will take place in Brighton this year from 22nd to 26th September. Administrative arrangements are in hand to elect representatives from regional and national committees. The Executive Council is entitled to elect 3 delegates in addition to those who are members of the National Political Committee and nominees to the NEC. The deadline for delegates accreditation is 21st June.

Other Constitutional issues*Policy Manual*

The Policy Manual prepared as a result of the Policy Conference 2012 has been posted on SharePoint and a hard copy is being circulated to EC members and has been widely circulated to activists. It is also published on the Unite website.

National Industrial Sector Conferences

The National Industrial Sector Conferences will take place in Brighton from 11 to 14 November this year. A document setting out the administrative arrangements for the conferences and draft standing orders has been circulated for consideration. Also circulated is the proposed scheme of representation which sets out the number of delegates to each conference along with the breakdown on the basis of proportionality for women and BAEM members.

National Equalities Conferences

The National Equalities Conferences will take place in Spring 2014 in Eastbourne. The first Retired members Conferences will take place in August this year in conjunction with the retired members summer school which will be held at the Unite Eastbourne Centre. A document setting out the administrative arrangements, draft standing orders and scheme of representation for these conferences has been circulated for your consideration.

Constitutional Timetable:

Motion 187 remitted to the EC from the Conferences called for the production of a 6 year constitutional timetable for Unite. This is set out below.

2014:

Regional Political Conferences – 1st quarter
 Unite Executive Council elections – new EC takes Office May
 Policy Conference – June/July

2015:

Elections for Branch Officers and Work Place Representatives – 2nd quarter
 Unite National Equalities Conferences – 1st Quarter
 Rules Conference – June/July
 Regional Industrial Sector Conferences/Regional Equalities Conferences/Area Activists Meetings – 3rd quarter
 First meetings of triennial period Regional Committees/National Industrial Sector Committees/National Equalities Committees - Oct/Nov
 Unite National Industrial Sector Conferences – 4th quarter

2016:

Unite Policy Conference – June/July

2017:

Regional Political Conferences – 1st quarter
 Unite Executive Council elections – new EC takes Office May
 Unite National Equalities Conferences – 1st quarter
 Unite National Industrial Sector Conferences – 4th quarter

2018:

Elections for Branch Officers and Work Place Representatives – 2nd quarter
 Unite Policy Conference – June/July
 Regional Industrial Sector Conferences/Regional Equalities Conferences/Area Activists Meetings – 3rd quarter
 First meetings of triennial period Regional Committees/National Industrial Sector Committees/National Equalities Committees - Oct/Nov
 Election for General Secretary

2019:

Unite National Equalities Conferences – 1st quarter
 Rules Conference – June/July
 Unite National Industrial Sector Conferences – 4th quarter

CAMPAIGNS AND COMMUNICATIONS

It has been a busy start to 2013 for the Campaigns and Communications department.

The foundations are being laid for Unite's welfare campaign, beginning with a survey of members to ascertain the extent to which they would be hit by the upcoming cuts. Some 60 per cent of those who will suffer detriment from April are in work and reliant on in work benefits to get by. So there is a very good chance that many Unite members who are in work, as well as those who are seeking work, will be very anxious about the upcoming changes, which are the biggest to the welfare state since the 1960s.

Thousands of Unite members responded to say that they would struggle to meet food and heating costs. Thousands also reported their concern that the changes would deepen poverty and cause widespread hardship. Most condemned the plans to uprate benefits by one per cent, a real terms cuts since inflation runs at around three per cent.

We presented these findings to the Unite group in the Commons. A very well attended meeting, the MPs all reported deep concerns about the impact of the welfare cuts on their communities with particular concern about the bedroom tax and the upheaval this will cause.

We followed this up by briefing MPs and peers on the welfare uprating bill currently before Parliament, capturing their attention by bringing a 'food bank' to the Commons. Unite's case is that food banks are a powerful evocation of the pain that cuts cause to people, that in the seventh richest nation on the planet, hundreds of thousands of people are in food crisis. Dozens of Labour MPs attended with many of them stressing what an important campaign this was and their delight that Unite is leading the way on building a coalition to resist the cuts.

With links established with the Trussell Trust (the main food bank provider in the UK), Child Poverty Action Group, Shelter and PCS, we are now concentrating on the launch on Unite's welfare campaign later this month and the work we must do to use this to spearhead community action against the attacks on our social security system. Ad campaigns, materials for workplaces, a myth busting website and a digital media campaign are all in train as we fight to halt the government's efforts to divide those in and out of work.

Another area of the welfare state we continue to fight for is the NHS. Our Save the NHS campaign was launched in January, cantering on blocking government efforts to make it even easier for the private sector to take over NHS services. This issue is building, with doctors now getting active and the Labour party pressing the case in parliament. The Liberal Democrats' spring conference offers further opportunity to highlight that party's complicity in the destruction of our 65 year old universal health service. We are building now for the 65th anniversary of the health service, in July, but extremely worried about what the future holds for it as, from April this year, the government's break up plans gather speed.

We have also begun the political fund ballot campaign. A short film has been produced, plus basic materials for activists to encourage them to discuss the issue in their workplaces. We will be stepping up the campaign this month by producing a fuller briefing for members and pushing out the short film. As it is ten years since the last ballot, the issue will not be familiar to newer members so all efforts are being made to raise awareness.

On the industrial front, we have supported the campaigns to defend jobs at the Defence Services Group, to defend pay at Greencore (a campaign which was won after strike action), to defend the shop steward at the Peabody Trust, who had been dismissed, and pay and jobs at Turning Point, the homelessness charity which is planning to dismiss and re-engage the workforce on poorer terms. We also worked closely with our Scottish colleagues to support their campaign to save the pensions of BP workers being transferred to DHL, a campaign they won after taking strike action.

Heavy emphasis has been placed on supporting our campaign for justice for blacklisted workers with media support to press our case for a full government inquiry into the practices of the construction industry, and for blacklisting to become a criminal offence, with prison a possibility.

Another edition of *Unite Works* has been produced, as has another of *Landworker* and a one-off *Together* magazine to commemorate International Women's Day.

The website continues to be developed, with the training programme rolling now so that every month staff are shown how to contribute and what good digital communications are. Our latest statistics confirm how important social media is now for the union - over 50 per cent of visitors to

the site now come via Twitter, which means that tens of thousands of people are talking about Unite in the digital world. This is excellent progress for the union, something we are keen to build on which is why we are developing our app for launch in early May.

In terms of media coverage, mentions of Unite were down by about hundred due to the Christmas period but our reach was broadly the same as the last period.

From December through to end of February, Unite was mentioned at total of 1,093 times in print, broadcast and online news media. This would have cost £5,925,544.31 in advertising. Taking into account the readership or audience figures for each of the media outlets where Unite was mentioned or appeared, we have a total potential audience or reach of 560,437,399. This means that once again potentially every person in the UK will have heard about Unite around 10 times during the last three months.

Unite was mentioned more times in regional media than national, but this is a sign of the health of the union regionally - and it is worth noting that more people read a regional/local newspaper and more people trust the content of their regional/local newspaper and broadcaster.

We reached the most people through national broadcast media followed by the internet. This is an interesting development; the internet has replaced national media in number two spot.

When we look at value, coverage on the internet was the most valuable at £2,373,630 and the value of our national broadcast coverage, which increased in the last period, roughly doubled compared to the last period to £1,008,853

HUMAN RESOURCES AND ORGANISATION DEVELOPMENT

Unite Policies and Procedures

The first set of new Unite policies and procedures for the union's employees has been developed, agreed by the General Secretary and are subject to a full consultation with the respective bargaining unit representatives. A ballot is currently taking place and the outcome should be available in March 2013. It is anticipated the following new policies will be formally introduced shortly thereafter:

- Discipline
- Grievance
- Absence Management
- Recruitment and Selection
- Equal Opportunity Statement
- Flexitime (this is applicable to Staff and not Officers or Organisers).

The development of the remainder of the policies is well under way. For example the Employee Standards and Relocation policy have been discussed and agreed with the General Secretary. The aim is for consultation to be undertaken during March and April, ballot late April/early May and introduction across Unite shortly thereafter. The final set consists of the following:

- Employee Standards
- Relocation
- Induction, Training and Development
- Dignity at Work
- IT and Social Media
- Health and Safety

- Information and Consultation.

Training for managers to support the implementation of the new policies and procedures
On 12 December 2012 we held an all-senior manager event to update progress on the policies and procedures. 32 senior managers from the regions and from central office attended. The event included a specific Equalities dimension with the aim of providing the overall context within which the new policies and procedures are intended to operate.

To ensure the detail of the policies is understood, a series of question and answer sessions are taking place in February and March. From these sessions we will produce a frequently asked questions and answers document and post it on the Intranet.

We have designed and will be running workshops called The Skills of Senior Leadership. The aim is for senior managers to develop the skills and knowledge necessary to successfully implement Unite's new suite of policies and procedures. These will start at the end of March and be completed by the end of June 2013 or earlier.

Positive Action – Apprentices

National Apprenticeship Week takes place from 11 to 15 March 2013. The week is designed to celebrate apprenticeships and the positive impact they have on individuals, organisations and the economy.

For the first time Unite's own apprentices in London will be participating in the Unionlearn Annual Apprenticeships Conference on 11 March at Congress House.

Our apprentices have been asked to propose a way of marking this event internally and have suggested a presentation of their own experiences as apprentices at Unite.

Recruitment covering the period since the last EC meeting in December 2012 to 9 March 2013

1. Introduction

Since the last Executive Council meeting in December 2012 there were 6 recruitment campaigns covering 9 roles as follows (see separate report):

- 1 x Regional Secretary
- 1 x National Officer
- 7 x Regional Officers

2. Equalities data gathered in relation to applicants for all 9 roles

Key Information:

- 81% male and 19% female
- 90% white
- 56% 45 to 54 age group, 13% 55+ age, 17% 35-44 age group, group, 12% 25-34 age group, 1% 16-24 age group and 1% did not disclose (1 person)
- 6% covered by Disability Discrimination Act (8 people)

3. Equalities data covering the 3 campaigns completed during this period to date

At the time of writing this report the interviews for the Regional Secretary in the East Midlands (x 1) and Regional Officer role in the South West (x 1) and Wales (x 2) had not been completed. Full equalities data for these will be reported to the next EC meeting in June 2013.

During this period to date the following recruitment was completed through to making offers of appointment, to be ratified at the EC meeting in March 2013:

- London & Eastern (x 3), Northern Ireland (x 1) and the National Officer (Local Authorities x (1).

The key overall information is as follows:

Shortlisted

- 24 applicants were shortlisted for the 5 roles as follows:
- 13 applicants for the 3 regional officer roles in London & Eastern
- 9 for regional officer in Northern Ireland and
- 2 for the national officer (Local Authorities)
- 71% male and 29% female
- 84% white
- 50% 45 to 54 age group, 21% 55+, 17% 25-34 age group, 12% 35-44 age group
- 9% covered by Disability Discrimination Act (2 people)

Successful candidates offered roles

The 5 candidates who were offered roles were as follows:

- 60% male & 40% female
- 100% white
- 60% 45 to 54 age group, 20% 55+ age group, 20% 25-34 age group,
- None was covered by the Disability Discrimination Act.

RESEARCH DEPARTMENT

(INTERNATIONAL REPORT IS SUBMITTED SEPARATELY)

The research department continues to perform a range of activities supporting campaigns, negotiations and policy work. In addition to work cited below, recent activity has also included support for union's work on employment rights, welfare cuts and production of the regular Bargaining Brief.

Transport

In passenger transport an update on Quality Contracts has been presented to the Passenger NISC and information supplied for the campaign around the London bus tendering process. We continue to work against proposals to deregulate the taxi and private hire industry.

In Road Transport Commercial, Logistics & Retail Distribution the department has contributed to the pay working group arising from the Oil Distribution Campaign and work has started on compiling rates in grocery retail logistics. Submissions have been made in respect of consultations on HGV speed limits and the Government's Logistics Growth Review and assistance has been given to a number pay claims (e.g. Eddie Stobbart, Hanson Cement).

Unite's position has been set out to a European Parliament study on social and working conditions in the road freight transport sector and we have also provided information and presentations to European forums on the failures of privatisation in the UK transport system.

Responses to several consultations on the issue of airport capacity have been made as has a submission to the Transport Select Committee Inquiry on Access to Ports. We continue to be heavily involved in Action for Rail campaign group.

Food, Drink and Tobacco and Rural and Agricultural

Support has been given to the union's Agricultural Wages Board campaign and this year's 'heads of claim' has been made. We also continue to campaign to defend the Gangmasters Licensing Authority from government attacks and to ensure an effective Groceries Code Adjudicator Bill. Responses have been made to the Migration Advisory Committee's review on the impact of ending employment restrictions on Bulgarian and Romanian nationals on the agriculture and food processing sectors and to the recent DEFRA announcement on the Forestry Commission.

A number of pay claims have been prepared, including JTI, Bakkavor, CCE and the Commonwealth War Graves Commission, and support has been provided to specific industrial activity and campaigns (e.g. Princes Foods, Greencore).

Public services

Work on local government pay has included modelling the impact of pay policy, analysis of the new local government financial settlement and preparation of a pay claim for the JNC Youth and Community Workers. A report on the future of youth work has been prepared and information has been collated in respect of the elected Police and Crime Commissioners.

Pay comparison research and analysis in Higher Education has been carried out to resist pay cuts at City University.

In health we have been providing support to the union's 'Save our NHS' campaign including working against the latest regulations under Section 75 of the Health & Social Care Act to extend competition and privatisation. We have also been involved in developing Unite's response to the Francis report on the Mid Staffs inquiry. Submissions have been made to the Health Committee inquiry on pay restraint in the NHS and the Department of Health consultation on the NHS constitution.

A Charter for Housing and Social Care is being developed in the Community, Youth Workers and Not for Profit sector and work is being done on the use of unpaid interns, legal aid cuts and pensions.

A response is being prepared to government proposals to deploy Military Provost Guard Service operatives into roles currently undertaken by members in the Ministry of Defence Guard Service.

Construction, Energy and Finance & Legal

In construction a response has been prepared to the Shadow Treasury team on bogus self-employment and in energy work is being done in respect of National Grid job evaluation proposals.

Submissions and representations have been made to the Parliamentary Commission on Banking Standards and the Financial Services Authority in respect of Unite concerns over 'performance management' and sales targets in the finance sector and the potential for mis-selling. A briefing has been produced on the recent Financial Services Banking Reform Bill.

A number of member surveys have been prepared including on pay (Lloyds Banking Group) and stress (Bank of England).

Manufacturing

The department has been involved in much of the union's manufacturing work. Assistance has been given in respect of a number of pay claims and motions drafted for GFTU conference.

Key Unite documents are being updated in respect of Aerospace, Defence and Shipbuilding.

Company accounts and analysis

The department continues to provide company account information across all sectors. In Q4 2012 there were 134 requests for Annual Reports from Companies House and FAME analysis and so far in Q1 2013 there have been 80 requests. In a significant number of cases additional analysis has been provided to support negotiations. Company and business analysis research support has also been provided including company ownership reviews.

Submissions

In addition to those identified elsewhere in this report, other submissions to government departments, parliament and other agencies include:

House of Lords Secondary Legislation Scrutiny Committee Call for Evidence on the Government's new approach to consultations;

Public Bills Committee on "employee owner status" - Growth and Infrastructure Bill;

National Statistician's consultation on options for improving the Retail Prices Index;

BIS consultation on Employment Tribunal rules;

BIS consultation on 'implementing employee owner status'.

Responses to initial 'challenge papers' issued as part of the Labour Party policy review process have also been drafted.

Pensions

Briefing and analysis of the Government proposals to reform state pensions has been provided and a submission prepared on it to the House of Commons Work and Pensions Select Committee.

Responses have also been prepared to Government consultations on the revised 'Fair Deal' policy and on a wider statutory objective for the Pensions Regulator (to encourage it to promote continuing high quality provision rather than just protecting past service rights).

In the private sector advice has been provided in relation to proposals by a wide range of companies to modify defined benefit pension arrangements and to introduce changes to comply with auto-enrolment obligations.

Health and Safety

The Health and Safety Unit within the department has attended numerous meetings and courses with members including those in hotel housekeeping, Gibraltar, as well as a number of NISCs and sector health and safety committees.

Representation and attendance, including speaking, at other meetings and external events included Network Rail, Joint Union Asbestos Committee and TUC union health and safety specialists.

Participation in tripartite activities and meetings included HSE Construction Industry Advisory Committee (CONIAC), Asbestos Liaison Group, Downstream Oil Distribution Forum and the Port Skills and Safety Accident Data Working Group.

Campaign work has included the oil tanker driver campaign, the removal of strict liability from health and safety legislation and the Gibraltar Dignity at Work Bill. Work has also been done with international union organisations, such as USW and IndustriALL, on issues including behavioural safety, EU offshore health and safety and ergonomics in motor vehicle manufacturing.

The Unit continues to deal with a wide range of inquiries as well as monitor political developments relating to health and safety and the Government's deregulatory agenda.

