



5th – 8th June 2023

1. WELCOME BY THE GENERAL SECRETARY

1.1 Executive Council Elections 2023 – Report of the Returning Officer Simon Hearne was submitted and agreed.

Ballot Period Overview

Ballot papers for the Election of the Executive Council were posted to members eligible to vote in contested constituencies from 27th March – 30th March.

Ballot packs were distributed to 925,682 members with active postal addresses (including 65,778 Retired members) in contested constituencies.

On the 23rd March an e-mail was sent, to all members with an e-mail address in the membership data, with details of the ballot and containing a link to the election website hosting election statements and additional information provided by candidates.

A telephone helpline and email address were provided by CES to assist members. 419 replacement ballot packs were issued to members who contacted the helpline during the ballot period.

Reminder to vote e-mails were sent to all members with an e-mail address in the membership data, on 12th April and 19th April.

The ballot closed on Tuesday 25th April at noon.

The Count Verification Session was held at the CES office in North London on the 26^{th of} April.

73,304 members participated in one or more contests in which they were eligible to vote (a 7.9% turnout).



20,497 members who participated were retired members (31.2%), 52,807 were industrial members (6.1%)

The returning officers report also addressed several procedural issues including the paused EC election in CAT because of an ongoing complaint. This complaint had been upheld and the EC agreed that the CAT (3 EC seats) election needed to be concluded asap.

There was also a by-election in Passenger Transport as not enough candidates stood during the nomination period to satisfy the minimum equalities threshold.

The report also highlighted that CAT EC members were not represented at the inaugural EC meeting and would not be able to participate in constitutional elections of the chair and other committees however it was highlighted in the report that under rule this matter could be revisited by a simple majority vote of the EC. After a lengthy debate around deferring constitutional matters the EC decided to deal with all constitutional matters and not defer until the CAT elections were concluded.

1.2 Executive Council Standing Orders – AGREED

1.2 Election of a Chair – Andy Green elected.

2. APOLOGIES and LEAVE of ABSENCE REQUESTS – TAKEN & AGREED

3. ANNOUNCEMENTS

4. COUNCIL MINUTES

4.1 Minutes of the Meeting of the Executive Council held on 13th March 2023 - AGREED

5. FINANCE & GENERAL PURPOSES COMMITTEE

5.1 Minutes of the Meeting of the F&GPC held on 13th April 2023 (Document 5.1) - AGREED



5.2 Minutes of the Meeting of the F&GPC held on 11th May 2023 (Document 5.2) - AGREED

6. REPORT OF THE GENERAL SECRETARY

6.1 General Secretary's Report (Document 6.1) – REPORT AGREED

Key Sections of the Report

Overview

Main Report

- Main meetings, conferences, events, and disputes attended.
- Industrial
- Unite Investigates
- Inquiries
- Regional visits
- Internal
- Politics
- Media

Overview and remarks by Sharon Graham

I would first like to welcome the new members of the Executive Council who, along with existing members, I very much look forward to working with. So far, we have 28 new members, representing almost half of the EC.

Simon Hearn, Returning Officer, will be giving his report to the Executive, including areas yet to ballot.

I would also like to take this opportunity of thanking all the members of the previous Executive Council for their work and dedication.

In my first report to an Executive Council as Unite General Secretary, almost 20 months ago, I reiterated the key points in the Manifesto that I was elected on. Refocusing our Union on the Jobs, Pay and Conditions agenda and reforming Unite to make it fit for purpose and better able to deliver tangible, practical results for our members at



work. The task of advancing and defending the Jobs, Pay and Conditions of our members is our core business and must remain the main focus of Unite. As this first meeting of the new EC gets underway, I remain determined to make the changes required for us to adapt to the modern economy and ensure our resources are directed to the front line.

In that same early report, I drew attention to the fact that for many of our members in both the private and public sector, it is increasingly multinational corporations and market logic that dominates the workplace. The fact that over half of our members are employed by organisations whose parent companies are overseas, points to a very simple fact. Decisions that impact our members' daily working lives are often made thousands of miles from where they work. This requires us to redouble our efforts and create a framework which encourages workers to join together and win together. No workplace is an island and to win we have to think bigger and understand the nature of power in what a global economy is.

That means continuing to develop real Combines and networks of Shop Stewards that bring together all of our Reps across industries so that we can begin the long march of building shared, common bargaining agendas, for example in relation to Industry 4.0. This will not be easy but it's an approach that we must be fully committed to. For the alternative is to retreat solely into structures that inevitably fragment our power base, and which render industrial decision making all but impossible. If we choose the easy path of the status quo, then we will have failed the members who put us here.

It is important that the next three years are not dominated by factional interests. This is about the very future of the trade union movement and the movement more widely. We cannot descend back into old wars and take our focus off the workplace, our members, and our communities. Because make no mistake we stand at a precipice.

In the last 19 months we have made a lot of progress and laid solid foundations that will enable us to continue to build power and to win for workers. A cornerstone of that has been our track record of success at the bargaining table. Industrial wins are what feeds confidence, and our Union has won more disputes than any other trade union in Britain and Ireland. We are now entering our 807th dispute. Our disputes have covered more than 125,000 members, of these we have won over 80%, securing well over £350 million extra in pay and benefits for workers. Not cheap talk and empty rhetoric, but real gains that people can feel and touch.

We have seen the benefits of Unite's industrial activity by our rise in membership.



Our determination to stand strong and support our members during this cost-of-living crisis has been allied by our commitment to invest in new support for our frontline industrial Representatives and Officers. For example, as I promised in my election, we now have inhouse forensic accounts. With over 100 briefings to different bargaining units, giving us fresh power to challenge the employers' arguments. In the last month we launched a new digital tool Financial Insider on the back of this work. This now gives every Rep in the private sector and many of those in the not-for-profit sector, access to a meaningful financial report into their employer in a matter of minutes. And this support will grow under my leadership.

Before I was elected, I committed to help develop every area of our Union, including our equalities and retired sections. To that end we've held our first ever development centre for our activists in the equalities sector and started a pathway for previously underrepresented groups. We've also started to run more active campaigns that impact our retired members. One example being the "68 is too late" campaign that is starting to engage an increasing number of our activists. This campaign is being strongly supported by our new Unite for a Workers Economy team that is helping change the way we build our political power in communities.

As I said during the election, of course politics is important. The decisions made by politicians' impact the daily lives of our members, workers, and communities. So of course, we need to fight for policies that defend the jobs and living standards of workers and as per my manifesto we are creating a Workers' Manifesto that we will be driving through Labour and beyond. This has already identified the re-nationalisation of energy and UK steel procurement. We continue to invest in tangible ways to build our power and influence. I am pleased to report that the funding to do this is secured with our Political Fund Ballot returning a 91% Yes Vote.

Another critical building block and commitment I made was for our Union to develop its own policy and to influence the mainstream narrative through serious investigations into key issues. This has become Unite Investigates, part of the new Bargaining and Disputes Support team. The clearest success we have had to date is on the issue of profiteering.

Our Union was the first to evidence the fact that many corporations have been profiting from the pandemic and fuelling the cost-of-living crisis. The importance of this was two-fold. First, it had a direct impact on the bargaining arena. By pushing back hard with facts that exploded the myth of the wage-price spiral and putting in its place an alternative explanation centred on the actions of corporate boards, we gave confidence to the trade union movement. It was ok to ask for a pay rise. Second, our argument and evidence has led to actual discussion in the media about the role of profits and therefore who should really be paying for crisis. This has helped us set the



tone for more bold policy demands like energy re-nationalisation. We are now able to use our evidence to move the conversation and gain credibility for our positions. Just a couple of weeks ago our plan to take back control of energy was the centrepiece on page 2 of the Financial Times. Something that would have been unthinkable even a couple of years ago.

Unfortunately, it has not just been our industrial and political strategies that have required review. We have launched two enquires, one in the Birmingham Hotel and Conference Centre and the other into Unite's Affiliated Services. My actions, in the face of considerable internal and external pressure, to launch these two investigations into matters of possible financial irregularities have been absolutely necessary. I will report further on this at the EC.

Main Report

Key meetings conferences, events and disputes attended.

- SE Regional Visit:
 - Reps meeting with the General Secretary ○
 - Officers meeting with the General Secretary ○
 - Organisers meeting with the General Secretary ○
 - Staff meeting with the General Secretary
- NEYH Regional Visit ○ Reps meeting with the General Secretary ○ Officers meeting with the General Secretary ○ Organisers meeting with the General Secretary ○ Staff meeting with the General Secretary
- NW Regional Visit ○ Reps meeting with the General Secretary ○ Officers meeting with the General Secretary ○ Organisers meeting with the General Secretary ○ Staff meeting with the General Secretary
- IR Regional Visit ○ NI Reps meeting with the General Secretary ○ RoI Reps meeting with the General Secretary ○ Officers meeting with the General Secretary ○ Organisers meeting with the General Secretary ○ Staff meeting with the General Secretary
- SW Regional Visit:
 - Reps meeting with the General Secretary ○
 - Officers meeting with the General Secretary ○
 - Organisers meeting with the General Secretary ○
 - Staff meeting with the General Secretary
- LE Regional Visit:
 - Reps meeting with the General Secretary ○
 - Officers meeting with the General Secretary ○
 - Organisers meeting with the General Secretary ○
 - Staff meeting with the General Secretary



- F&GPC (April)
- F&GPC (May)
- Heathrow Disputes' Meetings
- NHS Disputes' Meeting (various)
- Meetings re: renationalization of energy
- Meetings re: the UK Procurement of UK Steel
- Meeting re: Murphys
- Equalities' Development Centre
- Meeting with CEO, Tata Steel
- Meeting with LAC Reps
- Rules/Policy Conference Meetings
- FT Interview
- Mirror Interview
- BBC Broadcasts Interviews
- Various internal interviews - communication, policy and Industrial

Industrial

Since the last EC the total number of disputes has risen to over 800, including over 125,000 members. Our union's successful focus on jobs, pay and conditions has delivered a disputes win rate of 80%, worth over £350 million in members' pockets.

EC: Disputes update: End February - May 2023

Total disputes	807
Ongoing disputes	178
Ballots	101
Resolved disputes	425
Suspended / unresolved	103
Win rate	80%
Members in dispute (Active, balloting, resolved)	125,327

(Disputes data via Balloting Department: 10/5/23)

Latest Pay Deals



Employer	Sector	Region	Result
February 2023			
Odfjell Technology (UK) Ltd / BP Clair and Clair Ridge	CPPT	SC	Three weeks paid time off work per year.
NAECI agreement	Construction	National	A supplementary payment of an extra £1 for every hour worked between now and 30 June. After that date the supplementary payment will become 75 pence an hour.
Faiveley Transport Birkenhead	DRFW	NW	15%
March 2023			
Drax Power Station	Energy & Utilities	NE	16%
Bidvest Noonan (First Bus Glasgow)	Services / Passenger	SC	9.5%
Bidvest Noonan (Aberdeen)	Services / Passenger	SC	9.5%
Hovis	FDA	IR	13.5%
Edrington Distillers	FDA	SC	12%
Serco Hounslow Parking Services	Local Authorities	LE	18%
JW Suckling Transport Phillips 66 / Grangemouth	CPPT / RTC	SC	26%
JW Suckling Transport Phillips 66 / London & Essex	CPPT / RTC	LE	26%
Woolwich Ferries	DRFW	LE	18% - 26%
Highlands and Islands	Civil Aviation	SC	7 percent across 11 airports
Drax Hydro	Energy & Utilities	SC	8 per cent wage deal plus £1,500 cash sum



National Express	Passenger Transport	WM	16.2%
DHL - Jaguar Land Rover Halewood	Automotive/RTC	NW	12.5 per cent (as compensation for shift premiums)
AB AGRI	FDA	LE	13%
April 2023			
UK Power Networks	Energy & Utilities	LE	18%
NG Bailey Atomic Weapons Establishment (AWE)	Construction	SE	9.4%
Imperial Logistics (BMW Oxford)	Automotive	SE	13.4%
Arriva Newcastle and Northumberland	Passenger Transport	NEYH	12%
Chessington World of Adventures	Services	LE	13.53%
Arriva Newcastle and Northumberland	Passenger Transport	NEYH	12%
May 2023			
Whirlpool	EMS	LE	10-18%
Morrisons (Fuel Transport & Logistics)	RTCW&L	National	24%
MM Bangor	GPM&IT	IR	13%

Significant disputes include **JW Suckling Transport**, where drivers on the Phillips 66 contract in Essex and Grangemouth coordinated to win 26% and achieve pay parity with the pacesetting site in Immingham. The long running dispute at **Woolwich Ferries** has been won, delivering up to £6,131 for car parking assistants. At **BMW's** Mini plant in Oxford Unite members at Imperial Logistics have won 13.4%.



Major ongoing disputes include Heathrow Airport, over 1,650 contractors across North Sea oil & gas platforms, and ongoing action across the National Health Service. At the time of submission, ongoing ballots include Coca-Cola and Metrolink, while Local Authorities in England, Wales and Northern Ireland are preparing to ballot.

Unite Investigates

We have produced two new in-depth reports on Energy and Steel. I hope that these can serve as prototypes for developing Industry Plans for our foundation industries and help show what it means to develop our own detailed policy.

- **Unplugging the Energy Profiteers.** We produced the first ever detailed costing for nationalisation of the whole UK energy system including: North Sea oil and gas; electricity generation; transmission and distribution grids; through to retail supply. We showed that **public ownership could have saved every household £1,800 last year, and lowered inflation by 4.2%.** We estimated a total cost of £90 billion using the “equity book value” method, vs. £196 billion at market value, and also analysed legal mechanisms. We calculated UK industry profits of £45 billion in 2022: thus, public ownership could be achieved for just 2 years’ profits at that level. Even the Financial Times agrees that it is affordable!
- **Fixing the UK steel Industry.** We have produced a full Industrial Transition Plan for UK steel industry, with detailed analysis of industry production, ownership, investment needs, and future potential. **We showed how a worker-centred procurement policy could safeguard the industry and create 8,000 new jobs;** working with legal experts we produced draft legislation clauses to achieve this. We developed a Decarbonisation Transition plan for moving to Electric Arc Furnaces (EAFs) without loss of jobs, showing that this can be achieved by boosting production to European average levels, and could pay for itself by 2039.

The energy report provides solid ammunition for the sector’s move to a demand for public ownership, and for the Unite for a Workers’ Economy campaign “Take the Power Back”. By the time we meet the steel report should have been discussed by our Reps before going public. The two reports are closely connected, as energy costs are one of the main issues impacting steel and other foundation industries.

Inquiries

New EC members need to be aware that after I was elected, I commissioned an independent QC (now KC) inquiry into the Birmingham development and then later a separate inquiry and external forensic investigation into Unite’s outsourced service providers. Those internal investigations are now complete. However, serious concerns about potential criminality emerged from both these reports. As a result, the findings of the inquiry



into the Birmingham development are currently with the Serious Fraud Office and the report concerning our affiliated service providers is with the South Wales Police.

The police have requested that Unite does not release the contents of the reports while they are conducting their inquiries. However, I have been very clear that we will share these reports when we can. Separately, as reported at the last Executive, we have conducted an internal inquiry in relation to financial irregularities in our affiliated services. In the meantime, I am committed to doing all in my power to recoup any union monies lost, by all means necessary and to holding anyone responsible to account.

When I was elected, I also commissioned a new, and wholly independent inquiry to investigate possible historic collusion by union officers in blacklisting. This inquiry is being run by Nick Randall KC and John Carl Townsend. The union has no input other than to provide full cooperation with the lawyers undertaking the task. But we do know that progress is being made and that there is reason to believe that there is a case to answer.

I will give further updates to the Council verbally at the Council meeting.

Regional visits

I have now visited eight Regions/Countries and spoken with literally thousands of Unite Reps. These meetings have been extremely well attended by Reps and are conversations about our direction as a union and a chance for me to listen to people's thoughts and to answer questions. They have all been very positive and productive. I will visit the remaining Region/Country (West Midlands and Scotland) after the next Council meeting. I have also visited eight Regions/Countries and had discussions with our Officers, Organisers and Staff. Again, these have been very well attended and the feedback has been very positive.

Political

I continue to meet with Kier Starmer to discuss our priorities and we are now using the Unite Investigates work outlined above to press our case on key sectoral industrial issues prioritised by reps – such as energy renationalisation and procurement of UK Steel for public infrastructure projects. Whilst discussions with Keir are important and significant it is also key that we are pushing these policies throughout workplaces, our constituencies, and our communities. I will give a verbal report on this at the EC.



I am very happy to report that we were successful in our Political Fund Ballot. Winning with a 91% Yes Vote. It was critical that we reminded our members that the Political Fund is a Fund that we use to make our voice heard on key political issues. For example, the NHS, energy and steel. Whether we are affiliated to Labour or not we still need a Unite Political Fund.

I would like to place on record my thanks to Diana Holland and the Political Team for all the work they did on this.

As part of our work on steel, I have also met with the CEO of Tata Steel - T.V. Narendran. We discussed some of the key issues facing UK steel producers and Unite Investigates paper *Fixing the UK steel Industry*. The meeting was positively viewed by the company and the Reps.

We are also seeing the government pushing on with attacks on trade unions most notable though the Minimum Service Levels Bill. We are working on tactics to delay and lessen the impact of the bill – which is now in ‘ping pong’ between the Lords and the Commons. But we must be realistic that the current

Government majority means it will pass. When it does, we must not allow it to prevent our members taking industrial action – and we will deal with it as necessary. Labour have promised to repeal the legislation when they get into government.

Media

I have given a vast number of media interviews, both print and broadcast. Many of these will be in the communications Report. It is however worth mentioned here the Financial Times interview – unplugging the energy profiteers. It is significant that our Unite Investigates papers are pace setting narrative on key industrial issues.

Other

I have had several meetings with the Senior Management Team in this period including meetings with Regional Secretaries. I have also had several meetings on resolution of disputes. I have also been in numerous meetings to prepare for policy and rules conferences.



Last year I initiated our new policy for gifts and hospitality. I am glad to say that I was able to put it into practice when I was offered tickets to the Euro-vision Song Contest in Liverpool by one of the Union's suppliers. The tickets were raffled to reps in the region and won by a rep at Manchester airport who was delighted to attend with his partner.

7. CENTRAL OFFICE DEPARTMENTS AND ADMINISTRATION, GAIL CARTMAIL EXECUTIVE HEAD OF OPERATIONS

7.1 Central Office Departments & Administration (Document 7.1) – REPORT AGREED

Report given on:

- RETIRED MEMBERS
- COMMUNITY MEMBERS



- FREEPORTS
- DEPARTMENT of HUMAN RESOURCES, TRAINING, LEARNING & DEVELOPMENT
- RESEARCH DEPARTMENT
- CAMPAIGNS & COMMUNICATIONS DEPARTMENT
- INFORMATION, COMMUNICATIONS AND TECHNOLOGY DEPARTMENT
- DIGITAL
- ADMINISTRATION AND CONSTITUTIONAL MATTERS

ADMINISTRATION & CONSTITUTIONAL MATTERS

MEMBERSHIP OF THE COUNCIL

The election for the new Executive Council closed on 25th April and we welcome all the returning and new members of the Council to their first meeting. As this is the first meeting of the council in this electoral period you are required to elect representatives to various sub-committees of the Council and/or Unite bodies and this is covered under a separate paper.

EXECUTIVE COUNCIL ELECTION

The Scrutineers Report on Voting and the Returning Officers report have been circulated separately.

EXECUTIVE COUNCIL REVIEW GROUPS

The existing EC review groups on legal services and stand-down/officer appointments have made good progress and will now expand to consider input from staff and officers.

The SDO/Officer appointments review will incorporate a review of the regional officer, ratio, currently in place.

Membership of Review groups will be refreshed, considering the newly elected executive. Additionally, the membership subscription working group will be confirmed. EC admin will canvas interest among newly elected EC Members.

Work is underway to scope out a new membership system, which is clearly of interest to lay members and reps attending the GS regional tour meetings have expressed interest and put forward observations and ideas.

AFFILIATED SERVICES

The Affiliated Services Report is currently under review.



8. DEPARTMENTAL DIRECTOR'S REPORTS

8.1 Legal Report – Stephen Pinder – REPORT AGREED

The union's legal department team has continued to work to support the union's industrial agenda, and on legal matters of importance. The industrial action ballot process is of central importance to the work, and all involved understand that this will continue through 2023. The team also manages the legal service, assisting members and working with panel solicitors to deliver on important legal issues arising in workplaces across the union.

Whilst the legal service remains directed towards individual member issues, the legal department provides an advisory role dealing with matters such as challenges to industrial action ballots and advising as regards new legislation. It is arguably one of the most important times for the union and our members, thinking about the Minimum Service Level proposals, and the issues arising from the continued Brexit fall out. The legal and legislative position can appear to change almost daily. We continue to work with colleagues in the Regions, offering support on individual cases and on other initiatives, such as improving officer and representative training, and updating important materials.

As part of the review announced after the last General Secretary election, the process has been taken forward through contact with EC members. Meetings have taken place to consider the issues which has progressed the review and involved positive exchanges about improving the work done for our members. This remains an important ongoing piece of work.

In early May the High Court heard the Judicial Review application brought by Unite and other unions against the change in the law as regards agency workers covering the work of those taking industrial action. The judgment on this important issue is awaited.

We are in a time of uncertainty as regards economic and other pressures, particularly as regards the legislation which may impact upon all of our important work, and the rights of members. The legal department will continue to monitor measures announced by Government and important case developments. Our focus remains ensuring that we do all that we can to assist in delivering the union's industrial agenda.



8.2 Political Report – Diana Holland - **REPORT AGREED**

In spite of continued government attacks on worker and trade union rights, lack of action on fundamental issues facing people, divisive attacks on refugees and attempts at culture wars over sex/gender discrimination, all of which we are strongly organising to oppose, Unite's Political Fund Ballot has had to be the overwhelming priority of the Political Department over the past quarter. A full report follows, but in this introduction, I must place on record my thanks to the entire team regionally and nationally that has been driving the campaign, together with some fantastic support from across the union, with strong leadership from the EC and General Secretary. The ballot closes on 22 May, and we will have the result when the EC meets in June.

The public view of this government was clearly expressed in the local elections on 4 May 2023 in most of England. They lost control of 48 previously Conservative led councils and over 1,000 councillors, while Labour gained control of 22 councils and over 500 more Labour councillors, including Unite members elected for the first time: former CAT Executive member Sean Beatty and the first black woman elected as Derby City Councillor Cecile Wright. Liberal Democrats and Greens also made gains, while UKIP lost all its councillors.

Party	Councils	Councillors (latest figures available)
Labour	71	2,675
Conservative	33	2,296
Liberal Democrat	29	1,628
Greens	1	481
UKIP	0	0

These local elections were the first conducted using the new Voter ID requirements introduced by this government with no evidence or justification – see details below. After the election, the Electoral Commission, which is reviewing the impact of the policy, stated: "We already know from our research that the ID requirement posed a greater challenge for some groups in society, and that some people were regrettably unable to vote today as a result."

Finally, unite has also fully contributed to the latest stages of Labour Party policy development leading up to the National Policy Forum in July, Annual Conference in October – see below. Again thank you to all involved in ensuring Unite has played a key role alongside other unions with TULO, ensuring we build on commitments agreed in the



Employment rights New Deal for workers <https://labourunions.org.uk/newdeal/> , and in 'Stronger Together : Britain in 2030' report, which Unite also played a strong part in Stronger Together: Britain in 2030 - The Labour Party

8.3 Membership Report – Paul Mease (Document 15.1) – **REPORT AGREED**

Replacement Membership System

As mentioned at the previous EC meeting, we will be investigating and recommending replacing our ageing membership system. Whilst the current system is functional it is not fit for purpose in the current trade union environment. Initial investigations have begun with further information being provided at future EC meetings.

Union funded subscriptions – Covid-19

The Union Funded scheme is coming to an end for those members who are now over the 2 year limit.

Where members are coming up to the 2 year limit their information will be available for the RMU's (Retention Membership Units) in each region for a further 3 months. This will allow the RMU's to contact these members and encourage them to become active paying members. The members who were 'paid up' to September 2022 but have not re-joined will not receive any further journaling payments within our finance system.

Retention of Members – Work, Voice, Pay

Reg	W/P	Officers	YE Pay Mems	Current Mems	Paying Mems	Joined TM	Joined TY	Lapsed TM	Payers TY	Change	Change %
EM	10,274	20	64,307	75,450	64,955	749	3,523	767	-2,875	648	1.01%
IR	6,290	25	53,174	60,529	54,244	718	3,398	794	-2,328	1,070	2.01%
LE	35,297	81	205,992	243,899	209,621	2,986	14,116	2,671	-10,487	3,629	1.76%
NE	17,998	42	112,836	133,753	113,801	1,331	6,507	1,348	-5,542	965	0.86%
NW	20,594	66	143,390	171,543	144,000	1,450	7,336	2,054	-6,726	610	0.43%
SC	16,003	36	116,051	132,732	118,062	1,878	7,529	1,475	-5,518	2,011	1.73%
SE	18,186	37	77,525	90,642	78,064	1,163	4,652	1,140	-4,113	539	0.70%
SW	15,133	31	79,612	95,822	80,540	824	4,517	919	-3,589	928	1.17%
WA	8,866	20	59,668	72,200	60,157	568	3,137	764	-2,648	489	0.82%
WM	13,942	34	90,772	108,465	91,327	1,175	4,992	1,452	-4,437	555	0.61%
	162,583	392	1,003,327	1,185,035	1,014,771	12,842	59,707	13,384	-48,263	11,444	1.14%

8.4 Education Report - Siobhan Endean – **REPORT AGREED**

National Course Programme

Organising and bargaining at work, for equality and in the global economy courses took place in Eastbourne at the end of April. The courses went well, and the delegates benefitted



from having excellent speakers and plenary sessions which brought the three courses together to discuss the unite organising and leverage strategy, freeports, the Get Me Home Safely campaign and global solidarity campaigns. Groups in each course developed detailed action plans for their work places and shared them across all three courses. There was a particularly excellent campaign video created by one group focusing on the Unite political fund ballot which has been further used as part of the Unite political department ballot strategy.

The national course programme will continue to innovate new sessions and resources in support of the Jobs Pay and Conditions strategy with an advance course 19-23 June in Eastbourne covering negotiation skills for jobs and jobs of the future, The course will examine the nature of work, the economic back drop of the Government failure to back key industries such as steel, the challenges of automation, deregulation, climate and industrial restructuring and how we can influence company investment strategies to deliver secure jobs, investment in skills and decent work manufacturing, public services and transport. Delegates will learn about the union's manufacturing strategy, our campaign for a workers' economy and how to build broad based community alliances in defence of jobs.

There is a new national course programme for reps in Gibraltar for 2023 / 24 with new materials relevant to employment legislation in Gibraltar and course development for reps in Jersey.

Regional Education programme

The Unite online booking service is under development with the aim to provide a more efficient booking facility. The first pilot phase is now in progress and reps are able to book using a drop-down menu process. The redevelopment of the core education website offer is continuing to improve access and navigation to rep and member education options.

Most courses are back to face to face in a classroom environment, some regions are piloting hybrid courses and if we have a request from a branch/workplace etc for an online course this will be delivered.

Education for New Reps & Branch Officials.

The EC set a priority of ensuring activists who were elected for the first time in January – March 2022 participate in our core reps programme, for workplace reps, health and safety, equality reps, learner reps, environment reps and branch officers.



The Education team in the regions have worked with regional officers and organisers to encourage new reps to attend courses, while also encouraging all activists to attend education courses.

8.5 Finance & Property Report – Emma Gibbons – REPORT AGREED

Income for the quarter was £41.9m, £0.7m higher than the same period last year, driven wholly by improved membership subscriptions. There are small increases across most expenditure categories compared to the same period last year.

The Union Dispute Fund balance at the end of the year was £23 million. The branches contribute to the dispute fund at a rate of around £0.8m a quarter. Dispute Benefit payments totalling £5million (see Appendix 2) were made during the last quarter, a slight reduction compared to Q4.

International Affiliations have been included as accruals in quarter 1 for the first time, an accounting adjustment which means that the full costs of the affiliations are split equally across the full year rather than being a one off cost in quarter two. This gives us a more accurate representation of the cost of running the union.

Income and expenses for Esher, Eastbourne and Birmingham are included within the Property Costs line in the management accounts. Eastbourne delivered a £232k deficit in quarter one, and Birmingham a £223k surplus.

Income from investments was £1.6m in quarter one – this is notional as the investments have not been sold.

Included for information the balance sheet as at end of March 2022. This will next be updated at this forum when the AR&A audit is complete.

UNITE FINANCE REPORT – QUARTER 1 2023

Dear Colleagues

OPERATING CONTEXT

Quarter one has delivered an overall surplus of £0.9m.

	2023 Quarter 1 £m	2022 Quarter 1 £m	Variance to prior year £m
TOTAL INCOME	41.9	41.2	0.7
EXPENDITURE			
Employer Disputes	(5.3)	(2.6)	(2.7)
Other Membership Benefits excluding Legal	(1.6)	(1.7)	0.1
Members Legal Representation	(0.2)	0.1	(0.3)
Membership Activity	(0.8)	(0.6)	(0.2)
Payments to Regions and Branches	(3.4)	(3.3)	(0.1)
Political Affiliations and Grants	(0.7)	(0.4)	(0.3)
Other Affiliations, Grants and Donations	(1.5)	(0.5)	(1.0)
National Organising Department	(3.1)	(3.2)	0.1
Employment Costs Excluding Organising	(17.7)	(19.1)	1.4
Motor Vehicle Costs	(0.6)	(0.5)	(0.1)
Property Costs	(2.9)	(2.9)	0.0
I.T Costs	(0.9)	(0.7)	(0.2)
Other Administration	(2.0)	(1.7)	(0.3)
VAT Irrecoverable and other Taxes	(1.6)	(0.9)	(0.7)
Total Recurring Expenditure	(42.4)	(38.1)	(4.3)
Surplus / (Deficit) before Investment Income and Non Recurring Items	(0.5)	3.1	(3.6)
Investment Income	1.6	(0.9)	2.5
Non Recurring Items (excluding Pension Deficit Reduction)	(0.2)	(0.2)	0.0
Surplus / (Deficit) (excluding Pension Deficit Reduction)	0.9	2.0	(1.1)
Pension Deficit Reduction	(0.1)	(22.1)	22.0
OVERALL SURPLUS / (DEFICIT)	0.9	(20.1)	21.0



Summary Balance Sheet as at 31st March 2022

	£m's
Fixed Asset	
Land & Buildings	218.2
Fixtures & Fittings	4.2
Motor Vehicles	<u>3</u>
	225.4
Investments	
Quoted Investments	66.6
Unquoted Investments	<u>16.8</u>
	83.4
Cash	124.9
NET ASSETS	<u><u>433.7</u></u>

Notes

- 1, These are unaudited figures as 21 audit ongoing
- 2, Land and Building does not include upcoming impairment on Birmingham

Property Update

- General – The management of the Union's properties continues to be carried out by Unite's internal Property Department staff, with help from qualified Contract Administrators and Quantity Surveyors as and when needed. We are reviewing the roles of the regional maintenance teams, and identifying areas where training needs to be updated, as well as within the Central Office Property team.
- Holborn – Plans have been drawn up to commence the work to extend the meeting room space on the ground floor to accommodate the EC requirements, with an eye to both full accessibility and future proofing. The print and post facilities that currently occupy part of the ground floor will be relocated. The heating, ventilation and air conditioning of the building is overdue for replacement, and this causes issues particularly during extremes of weather, so current investigations are being made for options to renew. Together, the necessary works on the building are significant and will require significant procurement and contract management oversight.
- Birmingham – work on snagging and latent defects remains ongoing with the builder, and this has been active and very detailed work. Trading for the hotel and conference centre is strong.
- The Black Horse Pub – Unite is undertaking a review of options for the pub, which has been cleaned up internally after it was taken back from the contractors at the end 2021. We are working with Fleurets to identify options for sale or lease of the property to operators, and this would be a business in keeping with the overall site, for example a café, bar, or pub. Early indications are that the stripped-out state of the building is causing an impediment to market interest so quotations are being sought for basic plastering, services and groundworks. The building is secure and watertight in the meantime.
- Bridgwater – A property has been identified in Bridgwater to look into as a replacement for the current Taunton site. This location is of interest as the new



nuclear power station at Hinkley Point will be under construction until 2028, bringing thousands of jobs to the area.

- Esher – Contracts have been exchanged and deposit funds received. The completion of the contract is subject to planning consent being granted to the developer. A first scheme has been rejected and the developer is now proceeding with an altered proposal.
- Gibraltar – A roof and asbestos survey has been commissioned after leaks. Further issues have been identified with fire alarm and electrics which will require work.
- Plymouth – Designs are being established for a refreshed tenant area after the previous tenant moved out.

8.6 International Report – Simon Dubbins (Document 12.3) – REPORT AGREED

Report given included key points in relation to the following:

- International overview ○ The international political situation affecting Unite members remains extremely tense with the Ukraine war continuing and looking set to intensify with a Ukrainian offensive aimed at expelling Russian troops. At the same time in the Far East tensions between the US and China remain high with many knock-on effects on as the US increases pressure on states to scale back economic and political engagement with China. The huge US stimulus package designed to decarbonise the US energy economy and end dependency on the Far East for critical materials and products, is already beginning to have an impact on global companies' investment plans. The EU is already very advanced in responding in kind with its own EU Green Deal, thereby posing the question as to how exactly the UK is positioning in this changing global picture. An absolutely critical election takes place in Turkey on 14th May that will define the future of Turkey and the wider region, while at the same time the most right-wing government in Israeli history is convulsing the country and massively increasing repression and violence against the Palestinians.
- Multinational companies ○ Support has been given to reps and officers in a number of key multinational companies, including: Siemens Energy where the North West region of the EWC met in Newcastle and supported UK reps demands for a national structures and which is the subject of tensions around a new global agreement; GE where the process of the company's separation into two independent entities is continuing; Vale's nickel processing site in Wales where a high level visit of a Welsh Minister was organised to coincide with the visit of the company's global leadership, in addition to which high level meetings with the USW Canada (which organises thousands of members in Vale) took place in Toronto; Support for EWC negotiations with Menzies Aviation and Ingersoll Rand, both of whose managements are currently still refusing to allow UK reps to participate in the EWC; and Ryanair who



are still refusing to allow a Unite official to act as an expert to the newly established EWC. In addition to the work around specific companies Unite has also played a central role in pushing IndustriALL Global to establish a new multinational committee and to finally start organising strategic campaigns around targeted multinationals.

- Global and European Federations
 - the newly elected leader of the global trade union movement, Luca Visentini, finally resigned after being arrested in a corruption scandal connected with the Qatar World Cup. The scandal and resignation have caused huge turmoil in the global organisation. Luc Triangle, General Secretary of IndustriALL Europe has been appointed to act as an interim General Secretary until a new congress is organised later this year to elect a new leader. The building and woodworker's federations are still focusing on aftermath of the Qatar World Cup and also the situation in Palestine; UNI is preparing for its global congress later this year in August, together with the global and European conference of the finance sector; IndustriALL Global and Europe are both holding their mid-term conferences in May and June and focusing on energy policy/just transition and tackling multinational companies.
- Workers Uniting and bilateral meetings.
 - Unite was represented at the USW Canada Conference in April and addressed the conference to explain the situation in the UK and demonstrate how deeply embedded the joint work of the organisation is in both unions and the difference it has made in key areas of work around multinational companies, equality, education, and international solidarity. Unite has also hosted and participated in many bilateral meetings during this period including with GPA the largest union in Austria, Industrie & Energy the key oil, gas and chemicals union in Norway, NITO the Norwegian technical and engineers' union, PRO the largest union in Finland, FIOM CGIL the largest metalworkers union in Italy, and the SEIU a key service and transport sector union in the US. There is an enormous amount of interest in the UK's economic and political crisis and the strike wave that is taking place and countless expressions of solidarity.
- Solidarity Work
 - Unite supported the emergency demonstration held to protest against Israeli violence and repression of the Palestinians and also the harassment and beating of Palestinian worshipers at the Al Aqsa Mosque. Unite also fully supported the demonstration held to commemorate the ethnic cleansing of Palestinians – The Nakba – 75 years ago when the Israeli state was established. Unite has also been active in supporting the Kurdish and wider opposition in Turkey in the run up to the critical election on 14th May, keeping abreast of the recent parliamentary visit to the country and continuing to support the progressive trade unions and oppose the entry of pro- government unions to the IUF and EFFAT. Worryingly a Labour MP and peer were forced to cancel their room booking and



support for this year's Freedom for Ocalan event and it is intended to raise this appalling act formally with the Labour Party. A significant Youth delegation from Unite regions and branches joined the Cuba Solidarity annual Youth Brigades in April and May.

9. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND.

9.1 Equalities, including Young Members – REPORT AGREED

TIME FOR ACTION - Equal Work, Voice, Pay" Unite Equality Strategy

The Unite Equality Strategy document agreed through the 4 Unite National Equalities Conferences and Committees is now being designed and will be available shortly. As reported previously, the Strategy brings together the actions called for at the Unite National Women's, BAEM, Disabled members and LGBT+ Conferences, with equality actions agreed at Policy and Rules Conferences and National Industrial Sector Conferences. It also includes the, Workplace action Equality Checklist and Union equality reps model template agreement, key equalities issues for Unite English regions, Scotland, Ireland and Wales, and for Transport & Food, Manufacturing and Service Sectors, Young members, Retired and Community members, the Unite Manifesto for Equality, key Equal Work, Voice, Pay issues for equality overall as well as for Women, BAEM, Disabled members and LGBT. The Strategy document will be available in a range of formats and review/updating procedures clearly set out. Thank you to all involved.

UNITE WOMEN, BAEM, DISABLED, LGBT+, YOUNG MEMBERS BY REGION/NATION

REGION/ NATION	WOMEN	BAEM	Incl BAEM women	DISABLED MEMBERS	LGBT+	YOUNG MEMBERS
SW	19,018 +	2,606 -	891 -	1,792 +	1,692 +	7,913 +

The Bristol Bus Boycott was raised and a suggestion was made that it hadn't been properly recognised or celebrated by the Union. Lesley Mansell highlighted the apology given by the SW Regional Secretary (on behalf of the Union), the plaque at the bus garage, and the project to have images of the BBB key activists, along with the Unite logo, on Bristol buses, which is an excellent initiative.



10. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER.

10.1 Manufacturing Sector & Service Industries – Steve Turner – REPORT AGREED

11. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND.

11.1 Transport & Food - Report to be given by National Officer, Oliver Richardson. –
REPORT AGREED

12. REPORT OF ASSISTANT GENERAL SECRETARY, GAIL CARTMAIL.

12.1 Services Sectors, CPPT & Gibraltar **Report** to be given by National Officer,
Dominic Hook. – **REPORT AGREED**

13. STRATEGY FOR GROWTH

13.1 Organising & Leverage Report – Derek Thompson – **REPORT AGREED**

The Organising and Leverage Department continues to focus our resources into defending our members and building growth in key areas across regions and nations. The department continues to resource alternative strategies and support for reps as well as supporting combine work. A key priority has been preparation and support for the upcoming Local Authority industrial action ballot timetable.

Overview: Defending our Members and Building Strength in the Workplace

- The department continues to support key disputes with organising resource as agreed with the General Secretary and reps in dispute.
- Growth remains a priority for the department and plans are in place across regions.
- Organisers are now deployed in key combine areas of buses and finance with wins and growth continuing.
- Cross Regional/National organising support has provided significant wins and supports our overall objectives of building worker power in sectors.
- Remote organising techniques will still remain a key part of our support for areas and sectors that are still limited by current and possible future restrictions.



- The Department has continued to assist numerous campaigns that have focused on workplace issues and is working cross regionally/nationally in many cases to ensure a consistent, coordinated fightback in employers that are UK wide.
- Provided support in building and delivering support across our NHS areas in dispute.
- Providing support and planning for the upcoming Local Authority Industrial action ballot.

Combines - The department continues to deploy organisers directly into key sectors to support combine work. Growth plans are being implemented alongside issue-based organising.

Other Assisted WVP/Regional Organising Campaigns - As well as providing support to disputes across our regions and the nations, the Department has provided practical assistance to many WVP/regional workplace campaigns.

14. CONSTITUTIONAL MATTERS

14.1 Constitutional Matters Report

14.2 Election of sub-committees and other positions

The elections for the sub-committees historically took place on the Wednesday of the first EC meeting after the elections. The Chair changed the running order after his election and ran the nominations for the F&GPC. Despite many protestations from EC members that these nominations should not be held until at least the Wednesday, this decision was forced through, with many EC members leaving the chamber in protest before the vote was held.

The nominations and elections for the remaining committees were held on the Wednesday, with a number of EC members abstaining from the vote due to the issues raised previously on the vacant seats for the CAT and Passenger Transport sectors.

14.3 Irish Policy Conference 2024 – REMITTED TO IRISH EC

14.4 Amendments to Unite 4th Rules Conference 2023

This agenda item was moved to a Special EC meeting held Monday 26th June – see separate EC report.



14.5 EC Amendments to Rules

This agenda item was moved to a Special EC meeting held Monday 26th June – see separate EC report.

14.6 Motions & Amendments to Unite 7th Policy Conference 2023

This agenda item was moved to a Special EC meeting held Monday 26th June – see separate EC report.

14.7 Implementation Report for Policy Motions carried 2021

This agenda item was moved to a Special EC meeting held Monday 26th June – see separate EC report.

14.8 Executive Council Report to Unite 7th Policy Conference 2023

This agenda item was moved to a Special EC meeting held Monday 26th June – see separate EC report.

15. Resolutions from National and Regional Committees

(This is not a separate Agenda item as Individual resolutions included in this document are taken with the relevant report).

Item No.	From	Concerning	Requested Action	WILL BE TAKEN WITH REPORT	DECISION
1	EMS Nisc	Review of Policy on Carers Expenses	We call upon the Executive Council (EC) to urgently review the current guidance covering the reimbursement of caring expenses covering the employment of family members.	Finance & Property	

16. Any Other Business. None