



**MINUTES AND RECORD**  
**of the**  
**EXECUTIVE COUNCIL**  
**HELD AT THE EASTSIDE ROOMS, BIRMINGHAM**  
**AND VIA ZOOM VIDEO CONFERENCE**  
**ON 13<sup>TH</sup>, 14<sup>TH</sup> & 15<sup>TH</sup> MARCH 2023**

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**PRESENT:**

**MEMBERS:** Suzanne ABACHOR, David AGBLEY, Julian ALLAM, Dave ALLAN, Richard ALLDAY, Nigel ATKINSON, Debi BELL, Cliff BOWEN, Gary BUCHAN, Chris CADMAN, Mary CALLAGHAN, Mick CASEY, John COOPER, Mick DARLINGTON, Patricia DAVIS, Jenny DOUGLAS, Ken DRURY, Noel GIBSON, Jas GILL, Wendy GILLIGAN, Jacob GODDARD, Matt GOULD, Andy GREEN, Ruth HAYES, Steve HIBBERT, Nick JEFFREY, Zimeon JONES, Trudi LANIGAN, Lesley MANSELL, James MASON, Susan MATTHEWS, Helen McFARLANE, Therese MOLONEY, Frank MORRIS, Tom MURPHY, Max O'DONNELL-SAVAGE, Kerry OWENS, Tony PEARSON, Simon ROSENTHAL, Maggie RYAN, Tony SEAMAN, Michelle SMITH, Kathy SMITH, Ken SMITH, Monica SORICE, Jane STEWART, Fiona TATEM, Jayne TAYLOR, Steve THOMPSON, Nick WAREING, Dave WILLIAMS, Phil WISEMAN, Tony WOODHOUSE

**EX OFFICIO:** Sharon GRAHAM (General Secretary)  
Gail CARTMAIL (Executive Head of Operations)  
Simon COX (Senior Advisor to the General Secretary)  
Emma GIBBONS (Finance Director)  
Janet HENNEY (Head of Constitutional Administration)  
Diana HOLLAND (Assistant General Secretary)  
Hannah REED (Co-ordinator of Constitutional Affairs)  
Steve TURNER (Assistant General Secretary)  
Mark BARNES (Observer, Service Sector)  
Mark PORTER (Observer, Aerospace & Shipbuilding Sector)

**IN THE CHAIR: Tony WOODHOUSE**

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**FIRST DAY, 13<sup>TH</sup> MARCH 2023**


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**Minute  
No.646****1. APOLOGIES**

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

<b>Name</b>	<b>Session</b>	<b>Circumstances</b>
Richard Allday	Tuesday a.m	TU Business
Gary Buchan	Monday	Funeral
Mary Callaghan	Monday & Tues a.m.	TU Business
Eddie Cassidy	All sessions	Holiday
Lisa Colquhoun	All sessions	Illness
Ken Drury	Tuesday p.m.	TU Business
Christian Duo	All sessions	Work commitments
Andrew Dyer	All sessions	Holiday
Hayley Garner	All sessions	Illness
Matt Gould	Wednesday	Work commitments
Ruth Hayes	Tuesday pm	TU Business
Zimeon Jones	Wednesday	TU Business
Susan Matthews	Tuesday p.m	TU Business
Max O'Donnell-Savage	Tuesday p.m	TU Business
Tony Pearson	Tues p.m. & Wednesday	Holiday
Mark Barnes	Monday & Tuesday	Unwell
Mark Porter	Tuesday & Wednesday	TU Business
June Shepherd	All sessions	Illness
Nigel Stott	All sessions	Family business
Jayne Taylor	Tuesday p.m.	TU Business
Chris Young	All sessions	TU Business

Having full appreciation of the circumstances as reported, the Council

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

**2. ANNOUNCEMENTS**

There were no announcements to report to the Council.

**3. EXECUTIVE COUNCIL MINUTES****Minute  
No.647****3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup> & 8<sup>th</sup> December 2022 were duly submitted.

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

At the close of consideration, the Council

**RESOLVED:** "That the Minutes of the Executive Council held on 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup> & 8<sup>th</sup> December 2022 be adopted."

**4. FINANCE & GENERAL PURPOSES COMMITTEE****Minute  
No.648****4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 12<sup>th</sup> January 2023 were duly submitted.

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

At the close of consideration, the Council

**RESOLVED:** "That the Minutes of the Finance & General Purposes Committee held on 12<sup>th</sup> January 2023 be adopted."

**Minute  
No.649****4.2 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 9<sup>th</sup> February 2023 were duly submitted.

**4.2.1 Matters Arising out of the Minutes****Minute  
No.650****4.2.1.1 Min.645 Any Other Business**

A member of the Council advised that the Minute was incorrect as the representatives referred to were not in the BASSA group but were in fact British Airways representatives.

At the close of consideration, the Council

**RESOLVED:** "That the correction be accepted."

**RESOLVED:** "That the Minutes of the Finance & General Purposes Committee held on 9<sup>th</sup> February 2023 be noted."

**5. GENERAL SECRETARY'S REPORT****5.1  
No.651****Affiliated Services Report**

The General Secretary referred to the affiliated services investigation and advised that any information given is for the Executive Council only and we cannot go into further detail.

The Executive Head of Operations, Gail Cartmail gave a brief outline of the Union's position.

The Senior Advisor to the General Secretary, Simon Cox showed the Council slides containing limited information that could be shared concerning the union's internal affiliated services inquiry. The slides had been discussed with the Police. The information contained in them is the maximum amount that can be given for now and cannot be shared outside the Council.

Questions and comments from members of the Council were responded to as far as this was possible. The General Secretary referred to the Birmingham Report and advised that the Serious Fraud Office are looking into it and will inform the Union when it is possible to share more on that..

The General Secretary also referred to the Blacklisting Collusion Inquiry which is a KC led independent inquiry. The first stage has concluded there is reason to believe there is a case to answer and the inquiry is now into the second stage.

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

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.652**

## **5.2 Report of the General Secretary**

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

The General Secretary reported that it had been a hugely busy twelve weeks and the ongoing cost of living crisis has reaffirmed that collective bargaining is the tried and tested method for workers to get money in their pockets. Since she was elected, over 110,000 Unite members had been engaged in over 600 disputes with a win rate above 80% and more than £300 million has been delivered into the pockets of our members as a result. In numerous areas positive agreements with employers are being reached that deliver for our members without the need for industrial action.

A real problem towards the next General Election is that if we are not careful, the next election could be fought by two parties who broadly agree on the need for real terms cuts to services or whatever they will call Austerity Mk. 2 and more pay restraints.

The General Secretary wanted to place on record her thanks to the Executive Council members who are not standing in the Elections for the next electoral period.

In turning to the General Secretary's report the Council's attention was drawn to the list of meetings, conferences, events and disputes the General Secretary had attended during the last period and highlighting that most of the work is on the industrial part of the union.

The General Secretary referred to the table showing the latest pay deals and reported that confidence had been created by people striking and winning and other sectors seeing that happening. Reps have spoken about the confidence they feel in knowing Unite is backing them in disputes but also the employers know that Unite is supporting them. The Council were updated on three disputes – Abellio, Menzies and OCS – and were advised that the new tools available to reps such as forensic accounts, had made a real difference in knowing the real ability of the employer to pay.

One of the biggest disputes currently is in the NHS and the General Secretary paid tribute to the reps in the Ambulance Service and the NHS. It is often said the Unite is one of the smaller unions in the NHS but it has not felt like that in the recent disputes. The narrative from Westminster being repeated again and again that they were in the room on talks was not true but now talks have taken place and there is movement but wait to see the final points. For the Welsh NHS the General Secretary had met with the Welsh First Minister and a new offer will be coming out next week.

The General Secretary referred to the recent announcements of job losses in UK steel plants and reported that she had met with a number of reps to talk about the issue that would see the collapse of the steel industry in the UK. The Union is working with the reps and a number of things are being put together as this is going to be an important moment for the Union but also for British Steel to see if we can change direction in relation to this government. The General Secretary had discussions with the Welsh First Minister to see how the government can be pushed on investment in UK steel and also about what they are going to commit to.

The General Secretary reported that she had met with senior management at Stellantis and will be meeting the CEO. This is part of the conversation we are having with CEOs

on were we might have common ground to push for and to secure jobs in certain industries.

New tools for bargaining are being introduced in the Work, Voice & Pay negotiators toolkit. The pay claim generator has produced 25,000 pay claims since it has been there. Industrial data is currently being looked at and how to get it on to the system and a new integrated membership system is also being looked at which will come to the Council for consideration on different systems we are looking at and will take it out to organisers, officers and staff as they use the system. It will take time to develop the new system which will be included in the new Finance Strategy which we intend to bring forward in December.

The General Secretary referred to Unite Investigates and reported that the first thing she is focused on is the collective bargaining part of the union with more than half of her time spent on assisting collective bargaining as it is the most important part of the role the General Secretary has. Collective bargaining is still the tried and tested method of pushing up pay and dealing with workplace inequalities. When Unite does that really well it makes a huge difference. We are beginning to see the embryonic effect of improvements in some sectors where we have good Ts & Cs.

Although collective bargaining is foremost in the General Secretary's mind, the second part is narrative change. We must push back on statements that are made and are untrue but are believed and become 'the truth'. For example, the idea that wages are driving inflation which is not true. The core reason for the second spike of inflation is profiteering - the FTSE 350 profit margin has gone up 89% since 2019. Another example is a new Unite Investigates report into the costs and positive consequences of public ownership of energy.

The General Secretary reported on her regional visits which are taking up a lot of time in her diary. It is an important piece of work and the visits to East Midlands and Wales have already taken place. Meetings have taken place with Reps, Officers, Organisers and Staff about our direction as a union, to listen to people's thoughts and to answer questions. By the end of June all regions will have been visited.

With reference to politics, the General Secretary reported that she had attended several meetings with Keir Starmer around our priorities. Labour needs to come out fighting for workers and communities not Austerity Mark 2. Soundings will be taken from NISCs in the coming months to further develop a Workers' Manifesto in more detail.

The General Secretary highlighted the media and the number of interviews and written articles that have taken place which allows members to see Unite is out there speaking on their behalf.

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

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

## **6. CENTRAL OFFICE DEPARTMENTS AND ADMINISTRATION REPORT**

### **6.1 Executive Head of Operations Report**

A detailed written report had previously been circulated to the Council and was verbally supplemented by the Executive Head of Operations, Gail Cartmail.

The Executive Head of Operations reported that pay negotiations have been concluded with the four bargaining units and following a ballot, the offer of 8.5% plus a £1,000 non-consolidated payment for grades 2-11 was accepted. It was a 2-year deal and next year's pay increase will be an automatic uplift on 1<sup>st</sup> January of the December RPI figure. There will be a small increase in the childcare allowance from £20 to £25, the wellbeing payment £300 to £350 with more flexibility, an increase in dependents leave to 3 days. Job share is being looked at in order to retain more employees in the organisation.

The Executive Head of Operations highlighted the Gender Pay Gap Report and advised that the pay gap is reducing and further measures such as job share and reviewing pay structures will continue to reduce that.

Reference was made to the Unite legal helplines that were previously run by Hardy Evans and are now in-house. A three month review has taken place and over that period the service has improved hugely.

The Executive Head of Operations drew the Council's attention to the Officer appointments.

#### **Ratification of Officer Appointments**

EC Appointment Panels had met to consider applications for the following appointments for which the endorsement of the Council was sought.

##### London & Eastern

- |   |                     |
|---|---------------------|
| • Regional Officer                      | Yasmina Fennassi    |
| • Regional Officer                      | Lui Ambrose D'Chuna |
| • Regional Women's & Equalities Officer | Aisha Malik-Smith   |

##### South West

- |                    |               |
|--------------------|---------------|
| • Regional Officer | Joseph Murphy |
|--------------------|---------------|

##### North West

- |                    |              |
|--------------------|--------------|
| • Regional Officer | Imran Akram  |
| • Regional Officer | Colin Hayden |

##### Ireland

- |                      |                  |
|----------------------|------------------|
| • Regional Secretary | Susan Fitzgerald |
|----------------------|------------------|

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

At the close of consideration, the Council

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

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**SECOND DAY, 14<sup>TH</sup> MARCH 2023**

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#### **7. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND**

Minute  
No.654

## 7.1 Equalities

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

The Assistant General Secretary referred to: Equality Strategy document; Equality Task Group; Unite Reps & Committee elections 2022; Unite Campaign for Union Equality Representatives; Top 10 Employers for Women, BAEM, Disabled members and LGBT+ in Unite; Unite action and the TUC Executive Committee working group on tackling and preventing sexual harassment and TUC Anti-Racism Task Force; 150<sup>th</sup> Anniversary of the Ascott Martyrs; ITF Be More than a Bystander Event; Equalities membership information; Remembering May Blood, Sue Stevens and Shane Enright.

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

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

*Trans Rights* – The resolution was submitted by the South West Regional Committee and called on the Executive Council to issue a statement calling on the Government to carry out its manifesto pledge of 2015 on Trans rights; to implement the recommendations of its own review and consultation on Trans rights which were recommended by the Women and Equality Committee in its report of 2016. In response, the Council supported the resolution with further discussion with the National LGBT+ Committee.

At the close of consideration, the Council

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

## 6. CENTRAL OFFICE DEPARTMENTS AND ADMINISTRATION REPORT

Minute  
No.655

### 6.1 Executive Head of Operations Report continued/.....

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

*Support for Striking Workers* – The resolution was submitted by the North West Regional Committee and called on the TUC to: \* Co-ordinate union strike funds and for public financial appeals to be organised, to support unions and their members taking strike action. We call on the TUC and the unions to: \* Prepare for the maximum co-ordinated industrial action, up to and including a 24-hour general strike if this Tory Government implements any new anti-union laws and legislation. In response, the Council agreed to refer the resolution back to the Region.

*Wes Streeting statement on private partnership in NHS* - The resolutions was submitted by the North West Regional Committee and the National Retired Members Committee and called on the Executive Council to instruct the members of Unite's representatives on the NEC of the Labour Party to vigorously oppose this move. 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.656

### 6.2 Head of Constitutional Affairs Report

A detailed written report had previously been circulated to the Council and was verbally supplemented by the Head of Constitutional Affairs, Hannah Reed.

The EC elections for 2023/26 are still underway although the nomination stage has now closed and together with Civica Election Services, ballot papers and election statements are being prepared. The voting period for the election will be 27<sup>th</sup> March to noon 25<sup>th</sup> April 2023.

An additional report from the Returning Officer detailing which seats are uncontested where nominees will be automatically elected and where ballots need to be conducted had also been previously circulated to the Council.

Arrangements are well in hand for the 4<sup>th</sup> Rules Conference in Brighton from 9<sup>th</sup> – 10<sup>th</sup> July 2023. The deadline for amendments has now passed and 130 amendments to Rule have been received to date.

Plans are also well under way for the Policy Conference which will also take place in Brighton in July following on from the Rules Conference. 148 motions have been received from branches and constitutional committees for inclusion on the agenda. The SOC met in February and the text for the preliminary agenda is being finalised and will be sent out shortly.

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

A member of the Council referred to the list of Rule 27 complaints, highlighting the alleged misogynistic conduct complaint and the outcome of the investigation and commenting that she was not happy with the result. She further commented that a panel of EC members should be convened to look into this. A discussion around Rule 27 ensued and the General Secretary proposed that at the next meeting of the Council in June, an amendment to Rule 27 and guidelines to accompany it be brought forward for discussion.

The Council were advised that in relation to candidates in the election, if an issue is raised in relation to any constituency, any delegate standing in that constituency cannot stay for the debate on that issue.

Questions and comments from members of the Council were responded to and an issue was raised in relation to the election results of three years ago being reversed. The background to the election result was explained to the Council whereby two designated seats were filled by one candidate who matched the criteria for the woman's seat and the BAEM seat and it had been anticipated that the same outcome would happen with the current election. The candidate had now been told she has to choose which seat she wishes to take, either the woman's seat or the BAEM seat.

At this point the three candidates involved left the meeting prior to the commencement of the debate.

A very detailed debate took place with explanations given of the seats allocated to the Passenger Section and how these should be filled from this election: 1 open seat, 1 BAEM seat and 1 woman. The allocation of seats in the election had been agreed by the Executive Council at the September meeting. The Returning Officer has concluded that at this stage it is not possible to fill all of the seats. It appears that either the BAEM or the woman's seat will be filled automatically and one vacancy remains open for remaining candidate. The Council were asked if they could accept the Returning Officer's decision that it is not possible to fill the seats in the Passenger Section following the decision taken by the EC in September.

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

The Council were advised of a suggestion that if it is not possible to fill both designated seats from the nominations to date, there would need to be a by-election in the future open to both BAEM and women members. Further discussion ensued.



The Chair then asked the Council to follow the report of the Returning Officer and this was put to the vote. The Council agreed to accept the report of the Returning Officer with the exception of Lesley Mansell who abstained from the vote.

Further questions and comments from members of the Council were responded to and at the close of consideration, the Council

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

## **8. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER**

**Minute  
No.657**

### **8.1 Manufacturing Sectors & Service Industries Report**

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

The Assistant General Secretary referred to: Cost of Living crisis; Inflation; Energy crisis; Fair pay rises and conditions, shorter working hours; Investment across manufacturing sector; Industrial Strategy; energy costs in manufacturing sector; Renewable Energy; supply chain problems; skills crisis; Automotive Sector; collapse of Britishvolt; Steel Industry; Google; Tribute to Mick Graham, Convenor at JLR Solihull; Service Industries Report: hospitality and tourism; Local Councillors Network; Get Me Home Safely Campaign; Retirement of Dave Turnbull; and CMA.

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

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

*Use of IT and APPs outside work hours for SI membership* – The resolution was submitted by the Service Industries NISC and called on the Union to: 1) make the right to disconnect a priority campaign for the RISC cycle 2022-2025; 2) to urge elected reps to the RISC to participate and use TUC/Unite materials on the right to disconnect in their workplaces; 3) to make the right to disconnect a central bargaining objective in any targeted sector organising campaign; 4) to develop the campaign industrially and politically via the Executive Council for urgent discussion and action. 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. REPORT OF ASSISTANT GENERAL SECRETARY, GAIL CARTMAIL**

**Minute  
No.658**

### **9.1 Services Sector**

A detailed report had been previously circulated to the Council and was verbally supplemented by Interim Co-ordinator, Dominic Hook.

The Interim Co-ordinator referred to: Sacking of a rep and 3 members at Murphy's in Ireland; Industrial Action Ballots and Strikes; NHS & Ambulance strikes; Shelter dispute; Sub-sector conference for women's membership; Finance Sector; HS2 downgrade and delay; Local Government; CPPT; Gibraltar.

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

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**10. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND****Minute  
No.659****10.1 Transport & Food Sector**

A detailed written report had been circulated to the Council and was verbally supplemented by Interim Co-ordinator, Oliver Richardson.

The Interim Co-ordinator referred to: Pay; Inflation; Ballots; Disputes; Downstream Oil Distribution; Food & Agriculture; future legislation on minimum service provision; Alternative fuels and transition from fossil fuels.

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

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

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**THIRD DAY, 15<sup>TH</sup> MARCH 2023**

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The Chair advised the Council that due to the time restraints in relation to the forthcoming train strike, the Education Report, the Membership Report and the Organising Report would be taken as read.

**11. DEPARTMENTAL DIRECTORS REPORTS****Minute  
No.660****11.1 Political Report**

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

The Assistant General Secretary referred to the following areas:

- TULO
- NLPC Meeting
- National Policy Forum
- Political Fund Ballot
- Political legislative update
- National Political Course
- Regional and devolved nations reports

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

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

*The blocking of Unite endorsed candidates for Parliamentary selections* – The resolution was submitted by the London & Eastern Regional Committee and called on the Union's representatives (including our NEC members, the General Secretary and the London & Eastern Regional Secretary) to use their full leverage to demand that the Labour Party NEC abide by their own selection processes and immediately halt the factionally motivated blocking of Unite endorsed candidates. 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.661**

## **11.2 International Report**

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

Two devastating earthquakes struck a region covering Southern Turkey and Northern Syria and in the process killing over 30,000 people and causing indescribable damage. In line with normal practice, Unite is looking to make a substantial contribution to the humanitarian relief effort.

The Ukraine War, energy crisis and the cost of living crisis, continue to be the dominant themes in the international landscape. Europe is still grappling with how best to deal with the switch away from Russian gas and energy prices continue to fuel inflation and the cost of living crisis while energy firms record profits.

Although there are more positive indications that the impasse over the Northern Ireland protocol may be soon resolved (in advance of a US presidential visit to celebrate the Good Friday Agreement), and The UK Government is pushing ahead with legislation (Sunset Clause Bill) that will wipe out 4,000 pieces of retained EU law at the end of 2023.

Major support work has been given to reps and officers in multinational companies including those in GE, Vale, 2 Sisters, Bougone, Ryanair, Google, Menzies. Unite has also led the way in pushing for more effective structures and actions around multinational companies within the IndustriALL Global Trade Union Federations.

The situation in Palestine is deteriorating dramatically as the most Far Right government in Israeli history is creating an atmosphere of unrestrained violence and intimidation against Palestinians.

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

The International Director expressed his thanks to the members of the Council and to the Chair who, in return, paid tribute to the International Department highlighting the Miami 5.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

## **15. FINANCE & PROPERTY**

**Minute  
No.662**

### **15.1 Finance and Property Report**

A written report covering the preliminary results for 2022 for Unite had previously been circulated to the Council and was verbally supplemented by the Director of Finance, Emma Gibbons.

The Director of Finance referred to the operating and industrial context of 2022 which saw an unprecedented number of disputes in the context of high inflation, low investment yields and a substantial pension investment. The Union has not increased membership subscriptions since 2019 and in order to support our members in the current challenging financial climate, a further commitment has been made to not increase subscriptions in 2023. It is very positive for the long term that membership decline has been turned around and membership income matched 2021 at £155 million

even with no rates increase. The Union is financially secure with a strong balance sheet and no liabilities.

The Birmingham hotel and conference centre is now fully operational and along with Eastbourne, are delivering a net surplus, and forecasting to continue to do so into the future.

The Union Dispute Fund balance at the end of the year was £27.2 million and Dispute Benefit payments totalling £5.8 million were made during the last quarter, a slight reduction compared to quarter three. Full year Dispute Benefit payments were £17.8 million and the rest of the £19.3 million costs of the Employer Disputes category being made up of Campaigns and Industrial Ballots. This is the key driver of our operational deficit, and was much higher than compared to 2021 when the industrial and economic context was very different.

Efforts to reduce costs continue. Insourcing of call centre services commenced in Quarter three 2022 and material savings of an estimated annual £1 million to the Union will be delivered.

The Director of Finance drew the Council's attention to the pie chart included in the document highlighting staff costs at 49% and IT costs running at 1.8% and reported that IT costs should be at least 3% of expenditure.

The audit for the year ending 31<sup>st</sup> December 2021 remains ongoing and the processes to commence the audit for the year ending 31<sup>st</sup> December 2022 have commenced.

The Unite Pension Scheme continues to be in a positive financial position in 2022. The Union's interest in the Blue Sky Pension scheme is being sold with proceeds being received in the General Fund. This investment has been a non-core function for a number of years and will bring in significant funds to the Union whilst offering protected terms for those members who remain in the scheme.

The Council were given an update on the Union's properties and advised that work is being carried out to bring the estate up to a well maintained standard.

The Director of Finance reported that the motion from the Policy Conference 2021 regarding transport into London from Heathrow Airport had now been actioned and Heathrow Express travel will now be reimbursable.

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

The General Secretary proposed that the Executive Head of Operations, Gail Cartmail should be a Director of Black Horse in replacement of AGS Howard Beckett to which the Council agreed.

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

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

*Unite Mileage Rates* – The resolution was submitted by the Health NISC and called on the Executive Council to urgently review and increase mileage payments to members. The Council agreed to remit the resolution back to the Committee.

At the close of consideration, the Council

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

### 13. LEGAL

**Minute  
No.663****13.1 Legal Report**

A detailed written report had been submitted to the Council including updates on various areas of the law and was verbally supplemented by Acting Legal Director, Stephen Pinder.

The Acting Legal Director reported that a lot of work by the department is being undertaken in relation to industrial action ballots as well as a full range of activities that would be expected.

The Legal Review is underway and the process is being taken forward through contact with EC members which has helped to see how the legal service is perceived by our members.

With reference to discrimination cases, more work needs to be done to get it into a position to be rolled out but that will come to a future meeting of the Council and the approach has been well received.

The Acting Legal Director highlighted the important work the department has been involved in with the 'Get Me Home Safely' Campaign, the Political Fund ballot, and the holiday pay issue. Progress has also been made in the last few weeks on the Labour mapping issue.

The Acting Legal Director updated the Council on the following areas:

- Auditing
- Road Traffic Accidents and Personal Injuries
- Fatalities
- Legal cases of significance
- Update on legislation
- Health & Safety laws
- Statistics
- Discrimination statistics
- Repudiation report

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

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted.

**Minute  
No.664****Documentation**

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

The Chair took the opportunity to address the Council and express his thanks for the friendship and support he had been given over the years as Chair of the Executive Council of Unite. He also thanked the Council for their work for the Union.

The General Secretary expressed her thanks to the Executive Council members who are stepping down and will not be returning to the Council in the next term. She also thanked all the Council for everything they have done and looks forward to working with those who return.

**The Meeting of the Council  
thereupon terminated**

