



3.1

MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON
AND VIA ZOOM VIDEO CONFERENCE
ON 5TH, 6TH, 7TH & 8TH DECEMBER 2022

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, Eddie CASSIDY, John COOPER, Mick DARLINGTON, Pat DAVIS, Jenny DOUGLAS, Ken DRURY, Andrew DYER, Hayley GARNER, Noel GIBSON, Jas GILL, Wendy GILLIGAN, Jacob GODDARD, Matt GOULD, Ruth HAYES, Steve HIBBERT, Nick JEFFREY, Zimeon JONES, Trudi LANIGAN, Lesley MANSELL, Susan MATTHEWS, Helen McFARLANE, Therese MOLONEY, Frank MORRIS, Tom MURPHY, Max O'DONNELL-SAVAGE, Kerry OWENS, Tony PEARSON, Simon ROSENTHAL, Maggie RYAN, Tony SEAMAN, June SHEPHERD, Michelle SMITH, Kathy SMITH, Ken SMITH, Monica SORICE, Jane STEWART, Nigel STOTT, Fiona TATEM, Jayne TAYLOR, Steve THOMPSON, Nick WAREING, Dave WILLIAMS, Phil WISEMAN, Tony WOODHOUSE, Chris YOUNG

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)
Christian DUO (Observer, Gibraltar)
Mark PORTER (Observer, Aerospace & Shipbuilding Sector)

IN THE CHAIR: Tony WOODHOUSE

FIRST DAY, 5TH DECEMBER 2022

**Minute
No. 591**

1. APOLOGIES

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

Name	Session	Circumstances
Susan Abachor	Thursday	TU Business
David Agbley	Wednesday am	TU Business
Nigel Atkinson	Tues am Weds pm	TU Business
Chris Cadman	Tuesday pm	Medical apt
Mary Callaghan	Weds & Thurs	TU Business
Mick Casey	Tues p m & Weds am	TU Business
Eddie Cassidy	Wednesday pm	TU Business
Lisa Colquhoun	All sessions	Illness
John Cooper	Weds pm & Thurs am	TU Business
Pat Davis	Tuesday am	TU Business
Jenny Douglas	Wednesday am	TU Business
Christian Duo	Thursday am	TU Business
Andy Dyer	Wednesday am	TU Business
Jacob Goddard	Wednesday am	TU Business
Andy Green	All sessions	Illness
Steve Hibbert	Wednesday pm	TU Business
Trudi Lanigan	Tues am & Thursday am	TU Business
James Mason	All sessions	Work commitments
Frank Morris	Thursday am	TU Business
Kerry Owens	Tuesday am	TU Business
Mark Barnes	Weds & Thurs	TU Business
Mark Porter	Wednesday	TU Business
Simon Rosenthal	Tuesday am	TU Business
Tony Seaman	Tues pm, Weds & Thursday	Illness
Ken Smith	Thursday	TU Business
Nigel Stott	Tues pm & Thursday am	TU Business
Jayne Taylor	Wednesday pm	TU Business
Steve Thompson	Thursday	TU Business
Chris Young	Wednesday am	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.592**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 5th, 6th & 7th September 2022 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.593****3.1.1.1 Min.535 Proposed Policy on Declaration of Interests and Register of Gifts**

A member of the Council enquired if the document had been finalised. The Executive Head of Operations reported that the document had now been signed off.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.594****3.1.1.2 Min.536 Round-up Notes of Officer & Stand Down Officer Recruitment Process**

A member of the Council requested an update on Stand Down Officer recruitment. In response, the Executive Head of Operations reported that despite difficulties in arranging a meeting with Council members, the initial meeting had taken place and went well and the notes would be circulated to the Council.

A discussion ensued in relation to the process of appointing Stand Down Officers and was responded to by the General Secretary who advised that the process required change to ensure fairness and transparency consistently applied across all Regions and is being dealt with first and the next stage would be the appointment of Officers themselves. It is important that the processes are right and it will take time to do that.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.595****3.1.1.3 Min.559 Low Pay Membership Subscriptions Proposal**

A member of the Council referred to the discussion at the previous meeting of the Council when clarification was sought if the low pay rate was gross or nett. At the Council meeting it was said that the figure was nett but at the following F&GPC meeting it was said the figure was gross. Further clarification was now being sought as to which is correct. In response, the Chair advised that the low pay rate is calculated on gross pay and apologised for any misspeak that may have occurred.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Executive Council held on 5th, 6th & 7th September 2022 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEE**Minute
No.595****4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 13th October 2022 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.596****4.1.1.1 Min.569 Finance & Property Report**

A member of the Council referred to the audit of disabled access in all Union properties that is being explored and requested that it should include hearing loss as one of the

disabilities. In response, the Executive Head of Operations reported that it had been confirmed that the loop system will be installed in all buildings if not already in place.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.597**

4.1.1.2 Min.569 Finance & Property Report

A member of the Council referred to the Officers and Staff pay claim. In response, the General Secretary reported that the pay claim is RPI+ and a meeting had taken place where the claim was submitted and the Union is now in negotiations.

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 13th October 2022 be adopted.”

**Minute
No.598**

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 10th November 2022 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.599**

4.2.1.1 Environmental Taskforce

A member of the Council referred to concerns in relation to the Environmental Taskforce and lack of communication with the NISCs. In response, the General Secretary reported that following the F&GPC meeting she had raised the issue as the Taskforce had been making recommendations outwith the sector and the position was made clear. This will not be happening going forward.

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 10th November 2022 be noted.”

5. GENERAL SECRETARY’S REPORT

**Minute
No.600**

5.1 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 very busy period since the last meeting with many strikes and strike resolutions with a lot of resources being ploughed in to get strikes over the line. There have been 531 strikes running with an 80% win rate and £200 million has been put back into the pockets of members in pay and benefits as a result of successful strike action and the strikes+ strategy.

Unite is looking at disaggregated ballots in the NHS and discussions have taken place with the RCN and Unison with a view to co-ordinating the strikes themselves. It is clear that public sector health workers are not just striking to protect their pay, terms and

conditions but also to protect the NHS. It is feared that it is now a fight for the survival of both the NHS as an institution and more importantly, the principle of free healthcare. The chronic underfunding of the NHS would appear to be part of a wider strategy to undermine and then privatise the service.

The General Secretary referred to the chaotic and disastrous few months, framed by the horrific Truss mini-budget. The short lived Truss premiership did clarify the direction of travel of the current Conservative Party. As part of the Government's attempts to 'get back on track', there will now be a whole raft of anti-trade union legislation proposed. Discussions have taken place with the TUC in an attempt to be as prepared as we possibly can.

The General Secretary drew the Council's attention to the two investigations currently being carried out and advised she would be absolutely honest with the Council. The first investigation was triggered by the General Secretary early in her tenure as the valuation had come back really low in relation to what had been spent on the property. The inquiry was carried out by a KC who understood the construction industry.

The second inquiry was into Unite's affiliated services which came on the back of a South Wales ballot investigation.

The General Secretary advised the Council that due to the legalities in these reports she would not be able to give the full details at this time and proceeded to give as detailed a report as possible with the restrictions being observed.

The General Secretary reported on the 100,000 Unite members who had gone into dispute with a success rate of 80%. These are resolved disputes and the deals done in workplaces where there was no need for strike action are still to be looked at. The Council's attention was directed to some significant industrial wins/movements contained in the report.

The Liverpool dockers had a major victory, securing a pay deal worth between 14.3% and 18.5%. The General Secretary had a discussion with the CEO of Peel Ports Group and the determined resolve of the members on the picket line and Unite's strikes-plus strategy was successful in making the company see sense and do the right thing.

The General Secretary highlighted some examples of pay rises that had been won without going into dispute and attention was drawn to ongoing disputes including Felixstowe Dock, Muller MMI, Quorn, and the OCS Security Guards at New Covent Garden.

The General Secretary referred to her numerous meetings with senior Unite staff and officers in this period including meetings with Regional Secretaries focusing on growth and the Director of Organising on finalising the next Organising WAVE.

The General Secretary reported that Unite had put forward motions on Equality at both the TUC Congress and the Labour Party Conference which were moved by reps. She had also spoken at the joint plenary session of the Unite Equalities Conferences.

The Council were advised that due to the Queen's funeral, the General Secretary had been unable to attend the Irish Policy Conference. However, the Chair attended in her place. She had attended the Scottish Policy Conference and also the rescheduled TUC Congress.

The General Secretary commented that the country is being lined up for Austerity Mark II. She had met previously with Keir Starmer and will be meeting him again soon when discussions will include fiscal rules. A number of conversations had also taken place in relation to the Labour Party Manifesto and the renationalisation of energy and a draft of a business case is being prepared for further discussion with the Labour Leader.

The General Secretary reported that she had undertaken a number of broadcast, press and radio interviews during the period.

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

A discussion on the Birmingham Conference Centre and Affiliated Services inquiries ensued with questions being responded to by the General Secretary.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

SECOND DAY, 6TH DECEMBER 2022

IN THE CHAIR: Tony WOODHOUSE

The Chair introduced Mark Barnes who is Observer for the Service Industries Sector, replacing former EC member Howard Percival.

7. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND

Minute
No.601

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: National Equalities Conferences; Equalities – Next Steps; ITF Be More than a Bystander Training; International Anti-Slavery Day; TUC & Labour Party Equalities: Equal Pay Days; Membership.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

8. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER

Minute
No.602

8.1 Manufacturing Sector

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: Winning the fight for decent pay rises; securing investment in new plant and tools; commitments to green technology; cost of living crisis; energy costs; fuel supply; supply chains; recession; war in Ukraine; rising inflation and interest rates; political situation; Government strategy on manufacturing; energy security; transition to hydrogen; procurement strategy; pay negotiations; automotive industry; transition planning; national industrial sector conferences.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

16. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT

**Minute
No.603**

16.1 Industrial & Other Membership Group Report

A detailed written report had previously been circulated to the Council and in the absence of AGS Howard Beckett, the Service Industries report was verbally supplemented by Assistant General Secretary, Steve Turner.

The Assistant General Secretary referred to: Hospitality initiatives; organising targets; Grosvenor Casinos; Pizza Express; global hospitality; Get Me Home Safely Campaign; Fair Tips Act; Dave Turnbull; CMA; Royal Mail; CWU dispute.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

9. REPORT OF ASSISTANT GENERAL SECRETARY, GAIL CARTMAIL

**Minute
No.604**

9.1 Services Sectors

A detailed report had been previously circulated to the Council and was verbally supplemented by National Officer, Dominic Hook.

The National Officer referred to: National Industrial Sector Conferences; Campaigns on pay and conditions; Shelter; Construction; Bristol Housing; Finance; Education; NHS; Ambulance Service strikes;

Questions and comments from members of the Council were responded to and a further debate on the Construction NISC and potential rule change ensued.

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

Campaign & Recruitment – The resolution was submitted by the Construction NISC and called on the Union to include experienced RISC and NISC members in putting together immediate recruitment campaign to include weekend schools for activists. In response, the Council agreed to ask the NISC for a detailed plan, and in the meantime to leave the resolution on the table.

At the close of consideration, the Council

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

10. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND

**Minute
No.605**

10.1 Transport & Food Sector

A detailed written report had been circulated to the Council and was verbally supplemented by National Officer, Oliver Richardson.

The National Officer referred to: Pay negotiations; disputes in sector – rolling process; Passenger Sector; pressure on wages; redundancies and regrowing sector; Brexit; living wage increases; success in FTL Hoyer, downstream oil distributors; issue of alternative fuels in transport; minimum service agreement in transport.

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,
GAIL CARTMAIL, EXECUTIVE HEAD OF OPERATIONS**

**Minute
No.606**

6.3 Membership of the Council

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

The election process for the new Executive Council 2023-26 has commenced and the timetable agreed at the previous meeting is underway.

Professor Lydia Hayes is unable to fill the role of Election Commissioner for the elections and it is recommended that Ruth Dukes, Professor of Labour Law at Glasgow University be appointed.

Reference was made to the constitutional conferences that have recently taken place and preparations are underway for the Rules and Policy Conferences in 2023. The timetable was set out and included the timeline for the election of delegates and motions from branches and committees.

Standing Orders for conference had been updated to take into account Rule changes on the composition of the conference.

Reference was made to a note that had been circulated to the Council regarding attendance of EC members at constitutional conferences and committees together with guidance on equal treatment in relation to invitations extended to meetings.

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

A discussion was held regarding the frequency of Regional Health & Safety Committee meetings, and the Council agreed that they should be able to meet more than once a year, as the Regional Secretary considers appropriate, but up to a maximum of four meetings per year. The regularity of meetings can be increased over time, and that meeting once a year would also be consistent with EC guidance.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.607**

6.4 Applications for National Branches

Detailed written applications for the creation of a National Branch for both the Financial Conduct Authority (FCA) and Otis Lifts had previously been circulated to the Council and were verbally supplemented by Co-ordinator of Constitutional Affairs, Hannah Reed.

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

At the close of consideration, the Council

RESOLVED: “That the applications for a National Branch for the Financial Conduct Authority and Otis Lifts be endorsed.”

THIRD DAY, 7TH DECEMBER 2022

IN THE CHAIR: Tony WOODHOUSE

11. DEPARTMENTAL DIRECTORS REPORTS

**Minute
No.608**

11.1 Education Report

A written report on the work of the Department had been circulated to the Council and was verbally supplemented by the Acting Director of Education, Siobhan Endean.

The Acting Director of Education referred to:

- New Reps Education
- Industrial Sector engagement
- Course dates
- Revised national course programme
- Equalities
- Unite in Schools Programme
- Delivery of Unite education in college partnerships
- Improving administration procedures
- Unite migrant workers project

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.609**

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.

The International Director updated the Council on the current international situation which has deteriorated further with the election of a far right government in Italy for the first time since World War II as well as the election of a right wing government in Sweden with the support of the far right ‘Swedish Democrats’ party. It appears that the US mid-term elections have been far from the disaster for Biden and the Democrats that many pundits had predicted, but the danger of a Trump candidacy in 2024 remains very real. A major success occurred in Brazil where former metal workers’ union leader Lula was re-elected president of this key Latin American country. The War in Ukraine continues to be extremely brutal and destructive and to cause major economic and political instability, while the situation in the Middle East remains critical with Israel intensifying attacks and ethnically cleansing Palestinians and Turkish president

Erdogan intensifying repression in the country and launching aggressive military operations against civilians in Iraq and Syria.

Reference was made to the inflation crisis and the effects in Germany, Austria, Belgium and the Nordic countries.

The effects of Brexit continue with the so called 'Sunset Clause Bill' through parliament. The Bill, which was put forward by Jacob Rees-Mogg, has now had its second reading and has entered the committee stage. If implemented in its current form, it could lead to the automatic removal of nearly 4,000 pieces of EU legislation covering everything from workers' rights, environmental protections, food safety, and many other critical issues. If the government does not act to keep or amend the legislation, the Bill will see the laws expire at the end of 2023. The TUC and unions are currently raising the profile and putting on pressure to prevent the potentially huge negative impact on employment rights and equal treatment provisions.

Support has been given to Officers and Reps in relation to GE, Siemens Energy, 2 Sisters, Menzies Aviation, Google, Biffa, Equans, JLR, and Safran. This has included support for ongoing strike action, the renegotiation of global agreements, and moves to establish European Works Councils and include UK Reps from Unite. In addition, Unite has fully supported the moves to revise Irish law to bring it in line with EU requirements in the Directive and been involved in discussions around the revision and improvement of the European Directive itself, which will still be important to Unite members despite Brexit. The International Department recovered over £11,000 of costs from companies in relation to EWC activities.

With reference to Global and European Federations, Unite has continued to play its full role in all global and European federations to which it is affiliated. All federations continue to focus on the cost of living crisis, the effects of the war in Ukraine, climate change and Just Transition, and solidarity activities with affiliates in crisis stricken countries such as Myanmar. The BWI Global Congress took place in Madrid during September 2022 and preparations are underway for the UNI Global Congress in 2023 and the IndustriALL mid-term global conference in 2023. All organisations are feeling the strain of sharply increasing operating costs while demand for support and solidarity from affiliates is growing.

With regard to Workers Uniting, reference was made to Rio Tinto, USW Canada Women's Conference and the Unite Equality Conferences.

The Council's attention was drawn to the department's work with bilaterals including: IG Metall Workers Councillors Delegation; Workers United and Starbucks; Turkish union DISK – Philip Morris dispute; FDA NISC.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.610**

11.3.1 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 reported that the Regional Labour Party Liaison Conferences have taken place and the related committees have been elected. The first meetings of the committees have also been held and the AGS had met the newly

elected Chair and Vice-Chair to discuss how to better focus the work in the coming period.

The Assistant General Secretary also referred to the following areas:

- Parliamentary activity
- Regional and Devolved Nations Reports
- Forde Report
- National Political Education Course
- Green new deal document
- Tory attacks on trade unions and workers' rights
- Retained EU Law Bill
- Political Fund

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

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

Employment Rights & Labour – The resolution was submitted by the Construction NISC and called on the Union to campaign against Conservative anti-union and anti-worker legislation. In response, the Council supported the resolution.

Labour Party Expulsions – The resolution was submitted by the London & Eastern Regional Committee and called on the Union: 1) to try to ensure that the Labour Party cases these abusive practices against Unite members and adheres to due process of hearings and appeals as would be expected in the workplace; 2) focus in our workplaces, branches and committees on building and organising union membership so we speak from a position of ever-increasing strength to the Labour Party; 3) to redevelop our Union's political strategy involving practical proposals of how to advance the interests of working people within the Labour Party. In response, the Council supported the resolution.

Political support for striking workers – The resolution was submitted by the NEY&H Regional Committee and called for regions and national to only provide political and/or financial support to candidates/MPs if they publically agree to stand in solidarity with striking Unite members. In response, the Council supported the resolution.

The resolution on the Political Fund submitted by the Local Authority NISC was ruled to be out of order.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.611**

11.3.2 Political Fund Ballot and Campaign

A detailed written report on what has been done and discussions that have taken place on the Political Fund ballot had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Diana Holland.

Under the terms of the Trade Union and Labour Relations (Consolidation) Act 1992, Unite is required to hold a review ballot for the Union's Political Fund. The Certification Officer (CO) has written a reminder that the current political fund resolution expires in early June 2023 and we are obliged under the provisions of the 1992 Act to hold a review ballot by June 2023.

The draft rules for the conduct of the ballot have been submitted to the CO for initial approval, as required under the legislation. These have been given informal preliminary approval by the CO and are now being presented to the Executive Council for formal approval. Once they have been signed off by the Executive, they will be submitted to the Certification Officer for formal approval.

It is proposed to appoint Civica Election Services (CES) to act as Independent Scrutineer for this ballot. We will inform members by writing to branches about the rules for the ballot and the appointment of the scrutineer. The ballot will take place in May 2023.

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

At the close of consideration, the Council

RESOLVED: “That the Rules and timetable for the Political Fund Ballot 2023 be approved along with the report in line with the preamble to this Minute.”

13. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT

Minute
No.612

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 referred to the announcement from Downing Street regarding minimum standards and commented that until actual legislation is seen, it is difficult to know what it will mean. The Union will have to be ready to move on it when it comes out.

Reference was also made to the government's commitment to support the development of flexible working and what it actually entails.

The Acting Legal Director updated the Council on the Retained EU Law (Revocation and Reform) Bill 2022 and an interpretation of the law.

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

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

Energy Prices legal advice – The resolution was submitted by the Construction NISC and called on the Union to seek legal advice on how to delay paying energy bills and cause disruption to company billing processes. In response, the Council remitted the resolution.

At the close of consideration, the Council

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

FOURTH DAY, 8TH DECEMBER 2022

IN THE CHAIR: Tony WOODHOUSE

14. MEMBERSHIP REPORT**Minute
No.613****14.1 Membership Report**

A detailed written report had previously been circulated to the Council and was verbally supplemented by the Director of IT & Digital, Paul Mease.

The Director of IT & Digital reported that the Union is now seeing consistent growth month on month with over 1 million paying members and year on year, we know we are going to have actual growth.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

15. FINANCE & PROPERTY**Minute
No.614****15.1 Finance and Property Report**

A written report covering financial results for Unite for the third quarter of 2022 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 context. The organisation is highly dependent on membership for income and although during the pandemic we lost members, with particularly big hits in sectors such as Civil Air Transport, we are now recovering those numbers. Membership subscriptions have not been increased since 2019 and in order to support our members in the current challenging financial climate, we have made to the commitment to not increase subscriptions in 2023. We are also supporting members in dispute on an unprecedented scale and as a result have secured over £200 million in additional pay.

Our work is delivered through our workforce and we have made a number of key recruitments during the year, notably bringing Union Learning Fund staff in-house and recruiting members of the new National Bargaining and Dispute Support Unit.

In the wider context, the continuing economic turbulence and high inflation has already, and will continue, to put pressure on our expenditure. However, active small and large steps are already being taken to manage down costs, such as focusing on the conference season spend, hedging our fuel bills and insourcing services.

Our year to date income figure is £119.9m, and our year to date recurrent expenditure is £121.7m, operationally we are currently just below break-even.

Income and expenses for Esher, Eastbourne and Birmingham are included within the Property Costs. Esher has only costs associated with it as we are maintaining the building safely and keeping it secured whilst it is vacant. Eastbourne is showing £692k year to date surplus, and Birmingham is showing a £181k year to date surplus. In 2021, these items caused a £757k deficit, which year to date quarter three this year has

turned into a £759k surplus. This £0.8m surplus helps explain why our property costs are £2.7m less than the same period last year despite an active programme to maintain our large and complex estate of properties.

The £3.4m loss on investment income seen in quarter three was as a result of wider economic turbulence in the markets during the quarter. This was a theoretical loss in that the position shown was a current market valuation at the end of quarter three. The markets recovered early in quarter four, with this quarterly loss being reversed by mid November.

The Unite Pension Scheme continues to be in a positive financial position in 2022. The Government's mini budget negatively affected many pension schemes in the UK but there was not a significant negative impact in the funding of the scheme.

The Council were given a brief update on the Union's properties, the management of which 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.

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

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

Change to strike pay calculation – The resolution was submitted by the RTC, W&L NISC and called on strike pay to be set proportionately to the striking member's gross pay and not a flat rate. In response, the Council agreed to remit the resolution.

At the close of consideration, the Council

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

12. STRATEGY FOR GROWTH

**Minute
No.615**

12.1 Organising & Leverage Report

A written report had previously been circulated to the Council. In the absence of the Director of Organising, Derek Thompson due to illness, the Council were advised that if they had any questions, they should be emailed to the department for a response.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

16. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT

**Minute
No.616**

16.1 Industrial & Other Membership Group Report continued/....

A detailed written report had previously been circulated to the Council and in the absence of AGS Howard Beckett, the CPPT Sector report was verbally supplemented by National Officer, Tony Devlin.

The National Officer referred to: Membership; Sector Conference; National recognition agreement with Navigator Oil Terminals; Pay negotiations – BOC, Syngenta; Quorn dispute.

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

A detailed written report had also previously been circulated to the Council regarding Gibraltar.

At the close of consideration, the Council

RESOLVED: "That the full report be accepted."

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

**Minute
No.617**

6.1 Central Office Departments & Administration

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

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.

NEY&H

- | | |
|--------------------|-----------------|
| • Regional Officer | Chris Rawlinson |
| • Regional Officer | Jess Honess |
| • Regional Officer | Mark Pratt |

Scotland

- | | |
|--------------------|-----------------|
| • Regional Officer | Lorna Robertson |
|--------------------|-----------------|

East Midlands

- | | |
|----------------------------------|---------------|
| • Regional Co-ordinating Officer | Mark Pettifer |
|----------------------------------|---------------|

Wales

- | | |
|--------------------|----------------|
| • Regional Officer | Jason Bartlett |
| • Regional Officer | Simon Ellis |
| • Regional Officer | Zoe Codd |

South East

- | | |
|----------------------------------|------------------------|
| • Regional Officer | Dominic Rothwell |
| • Regional Officer | Tan Rashid |
| • Regional Officer | Rebecca Johns-Lawrence |
| • Regional Co-ordinating Officer | Scott Kemp |

With reference to the Constitutional Calendar 2023, due to the later scheduling of the Labour Party Conference in 2023 (8-11 October), it has been necessary to move some of the constitutional dates around that time: notably, the F&GPC originally scheduled for 12th October will now move to 19th October. A new calendar has been drawn up to reflect these changes and also includes the dates for the NLPLC meetings.

The Council were advised that as there had been no Christmas dinner for the Executive Council which would normally cost in the region of £10,000, it was proposed that sum of money be put into the strike fund to benefit everyone who is out on strike.

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

A member of the Council referred to an issue that had arisen in the Food and Transport Sector and queried why there is now a Sector Co-ordinator. He pointed out that he had not been aware of the appointment and that the Council should be fully aware of what is going on. The Executive Head of Operations explained the background to the National Officer assisting with the workload in the Services Sector and also advised that the General Secretary has deferred authority to allocate different roles and responsibilities and as such the Council are aware that AGS Diana Holland is now leading the political work and continues the oversight of equalities. It was regrettable that the communications on this matter were so poor and assurance was given that it would not happen again. The General Secretary supplemented the response and further explained how the position of Sector Co-ordinator is being used as it is a temporary responsibility position. The Council will be involved if any permanent appointments are to be made.

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

At the close of consideration, the Council

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

**Minute
No.618**

6.2 Affiliated Services

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

The Executive Head of Operations referred to the Benevolent Fund, which is a registered charity, and is available to members by application. The fund was audited by KLAS but every region has now been sent an e-mail address, to apply to the fund, which is now up and running.

The legal helpline previously provided to members by Hardy Evans has been brought in-house and with effect from Monday 12th December, the Newcastle Centre has taken it over and it is fully operational and being monitored.

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.619**

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, together with the General Secretary and the Executive Officers, thanked the Council for their help and support this year and wished everyone a safe journey home and a great Christmas.

**The Meeting of the Council
thereupon terminated**