



MINUTES AND RECORD

of the

EXECUTIVE COUNCIL

HELD AT THE EASTSIDE ROOMS, BIRMINGHAM

AND VIA ZOOM VIDEO CONFERENCE

ON 7TH, 8TH, 9TH & 10TH MARCH 2022

PRESENT:

MEMBERS: Suzanne ABACHOR, David AGBLEY, Julian ALLAM, Dave ALLAN, Richard ALLDAY, Debi BELL, Cliff BOWEN, Gary BUCHAN, Chris CADMAN, Mary CALLAGHAN, Mick CASEY, Eddie CASSIDY, John COOPER, Mick DARLINGTON, Patricia DAVIS, Jenny DOUGLAS, Ken DRURY, Andrew DYER, Hayley GARNER, 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, Tam MITCHELL, Therese MOLONEY, Frank MORRIS, Tom MURPHY, Max O'DONNELL-SAVAGE, Kerry OWENS, Howard PERCIVAL, 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, Tony WOODHOUSE, Chris YOUNG

EX OFFICIO: Sharon GRAHAM (General Secretary)
Gail CARTMAIL (Executive Head of Operations)
Simon COX (Senior Advisor to the General Secretary)
Irene DYKES (Head of Constitutional Administration)
Neil GILLAM (National Employment Solicitor)
Janet HENNEY (Executive Administration)
Diana HOLLAND (Assistant General Secretary)
Amy JACKSON (Executive Officer, Political & Policy)
Hannah REED (Co-ordinator of Constitutional Affairs)
Steve TURNER (Assistant General Secretary)
Gush UPPAL (Interim Finance Director)
Christian DUO (Observer, Gibraltar)

IN THE CHAIR: Tony WOODHOUSE

FIRST DAY, 7TH MARCH 2022

The Chair welcomed the two newly elected members of the Executive Council, Max O'Donnell-Savage and Nick Jeffery to the meeting.

The Chair referred to the current situation in Ukraine and the Council stood in their places for a period as a token of their respect for the people who have died in the conflict and for peace to prevail.

**Minute
No.420**

1. APOLOGIES

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

Name	Session	Circumstances
Richard Allday	Tuesday	TU Business
Nigel Atkinson	All sessions	Work commitments
Cliff Bowen	Wednesday & Thursday	Personal
Gary Buchan	Wednesday	Funeral
Lisa Colquhoun	All sessions	Long term sickness
Hayley Garner	Monday	Childcare
Ruth Hayes	Tuesday	Personal
Susan Matthews	Wednesday a.m.	TU Business
Tony Pearson	Thursday	Holiday
Jane Stewart	Wednesday & Thursday	TU Business
Fiona Tatem	Wednesday & Thursday	Illness
Jayne Taylor	Tuesday	TU Business
Steve Thompson	Wednesday p.m.	TU Business
Dave Williams	Tuesday p.m.	TU Business
Phil Wiseman	All sessions	Illness

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.421**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 6th, 7th, 8th & 9th December 2021 were duly submitted.

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

RESOLVED: "That the Minutes of the Executive Council held on 6th, 7th, 8th & 9th December 2021 be adopted.

4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.422**

4.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 13th January 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.423****4.1.2 Min.400 Finance**

A member of the Council referred to the lack of financial information contained in the F&GPC Minutes other than in relation to donations and affiliations. In response, the Chair referred to decisions taken when Unite was formed that, although the F&GPC would meet in between Council meetings and could undertake various actions, that whenever possible the Council would be the appropriate body to be informed about and take decisions on significant financial matters.

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 January 2022 be adopted.”

**Minute
No.424****4.2 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 10th February 2022 were duly submitted.

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

RESOLVED: “That the Minutes of the Finance & General Purposes Committee held on 10th February 2022 be noted.”

5. GENERAL SECRETARY’S REPORT**Minute
No.425****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.

Ukraine

The General Secretary reported how proud she was of dock workers who refused to unload shipments from Russia. Working with Scottish Regional Secretary Pat Rafferty the General Secretary was able to support their action by pressing the government and we forced a change in UK Government policy on Russian ships.

The General Secretary noted that rising cost of goods and services has now turned into a full blown crisis and a matter of real, practical importance to working people. With RPI inflation already at 7.8%. It is important that we look at RPI – which the government wants to replace. The union has plans for a Unite bargaining index as part of which we will calculate RPI ourselves. We are in touch with other organisations who want to work with us on this.

The Governor of the Bank of England thought it appropriate to start lecturing working people on the need for ‘pay restraint’. Unite acted as would be expected and pointed out that workers are not the people who should be paying for the pandemic and would not be talking about pay constraints.

Many employers have the ability to give significant increases to pay, terms and conditions and now is the time for us to do everything we can to make real inroads into some of our long held demands. Workers in trade unions are in the fortunate position of holding some power over our own fate. Collective bargaining is the only realistic route that workers have to ensure they do not fall even further behind.

To this end, the General Secretary has been developing an initial short term plan to scale up the delivery of pay campaigns. We do not currently have the right resource

base in place to do everything that we would like in the time, however we have now taken concrete actions that will help address this problem both for the short and long term. The ability now to produce forensic accounts and threat papers have assisted in many of our disputes. We are able to deliver practical support for workplaces. In future the package will cover; support for communication with members, help with pay claims and bargaining information via WVP training, as well as information on accessing a streamlined accounts service.

Since the last meeting, Reps and Officers have again secured some very good pay deals for members. Getting more money into the pockets of working people is what "Back to the Workplace" really means. The General Secretary was pleased to report that it has not been unusual to see agreements that have sealed wage rises in excess of 10% for our members. And with inflation continuing to rise, it is critical that we continue to push wherever possible and protect our members' standard of living. The General Secretary highlighted different regions and the latest pay deals. In some areas, we are also starting to see the impact of our greater emphasis on joined up bargaining, with Stagecoach workers continuing to receive decent pay deals as a direct result of coming together and agreeing a national plan.

The General Secretary referred to Combines and that the Union is at the very early stages but the principle of them is relatively simple. They are focused on coordination of collective bargaining. The cost of living crisis has made the case for bringing our shop stewards together by employer and industry even stronger. Combines have been developed in a number of areas and have been very well received by our reps. The Union is now developing bespoke support packages for our Combines. It is clear that we need to prioritise collecting our industrial data, so that our Reps are better able to compare agreements, pay rates, anniversary dates etc. We are also going to have to tackle data cleansing as a priority moving forward. There have already been a number of problems with our membership data that has impacted on our ability to ballot for action. This needs to be resolved long term.

The General Secretary reported that, since her election, 49 disputes have been resolved to the satisfaction of the members. Unite had 42 live disputes and 41 ballots for industrial action. There is a need to tighten up around industrial action ballots as it is normal now for these disputes to go past 12 weeks. So at the beginning of the dispute there is a need to look at what the trade dispute might look like in 12 week time and get the relevant paperwork prepared.

The General Secretary referred to two situations that happened very quickly after the last meeting of the Executive. One was the issue around Coventry Council and the other was a win for Tracey Scholes who had been sacked from Go North West for being too short. The fight to reinstate Tracey was not just a campaign against another bad employer but a fight for equality.

The General Secretary gave a very detailed update on the Coventry dispute and stated that it is important that whoever the employer is, if they are treating workers badly, we need to call them out as a bad employer and push back. In this case the General Secretary expressed shock that a Labour council had put out literature attacking its own workers with untrue and inflammatory statements.

The General Secretary reported on her meeting with Keir Starmer. The discussion focussed on the Coventry refuse drivers' dispute as well as the manifesto and what it should contain. The General Secretary expressed disappointment at the failure of Labour Councillors to intervene in the dispute, and her subsequent decision on funding for Labour outside of affiliation fees. The General Secretary also stressed the need for Labour to do more on collective rights and that we should have a Warwick style agreement in place prior to the next general election.

The General Secretary informed Council that she had brought the general secretaries of the other 'big five' unions together to discuss possible areas of cooperation,. It is

necessary to talk industrially as well as politically and think about how we deal with issues facing workers as a collective. It would be good to find practical solutions that we can work on together to ensure workers do not pay the price for the pandemic. This is in its infancy, but such we have raised possibilities such as lining up anniversary dates for collective bargaining and sharing access to the Unite bargaining index.

The General Secretary highlighted the wide range of other meetings, conferences and events that she has attended. She has been involved with numerous disputes in the last few weeks and it is important that employers know that this is a priority for the General Secretary and that Unite is there to defend employees and push up wages. A number of internal meetings also took place with Directors, National Officers, Regional Secretaries together with legal and political meetings.

As a consequence of the discussion at the last Council meeting the Reps' Mental Health Line is now launched but it is still at the early stages. The General Secretary drew the Council's attention to the service and recorded her thanks to Dave Williams who has done a lot of work on this.

Following the discussion at the last Council meeting on the introduction of Equalities' Development Centres, the General Secretary reported that a meeting had taken place on the creation of the EDCs. The meeting was attended by the EC members for Equalities, the Chairs and Vice-Chairs of the National Equalities Committees as well as the Equalities' Officers and the AGS. Proposals are now being finalised on actions and it is hoped that the first EDC will be held soon.

The General Secretary referred to the discussion at the last meeting regarding the Birmingham Hotel and Conference Centre. The expert valuation that had been commissioned was received on 17th December 2021 and came back as being considerably lower than the costs incurred in building the site. This represents a potentially significant loss to Unite and has to be investigated. An independent inquiry has been commissioned, led by Martin Bowdery QC and supported by a quantity surveyor and an external law firm, to review the costs incurred on the Birmingham project and address the question of how and why this difference has arisen. The investigation has now begun and the lawyers are currently gathering and reviewing documentary evidence. Once that initial phase is completed, they will start interviewing relevant parties. An initial update from the Inquiry is expected by the end of March and it is the intention to call a special meeting of the Executive Council when the final report is received. In the meantime, the agreement under which Purple Apple had been acting as Property Managers to Unite has been suspended. This work is now being coordinated through our internal Property Department staff.

A conversation was also undertaken around the Blackhorse accounts and making sure those accounts are correct before they are filed. Although it has to be agreed by the directors, it is likely the accounts will be filed soon with a cover note to explain the circumstances.

The General Secretary referred to the detailed conversation at the last Council meeting regarding pay and pensions and a deficit in the pension scheme. The deficit is around £22 million and the employer contribution being paid for some time has been 20.4%. The actuaries had advised that there needs to be an employer contribution of 27.5% to make sure the scheme is viable. This solution was rejected by the last Council meeting. The discussions with bargaining groups took an industrial route to the conversation as the intention was to try and have a fair settlement for pay but also to try and get the pension scheme in the best possible situation in order not to have a boom and bust situation every three years. It was necessary to have pay and pensions in the same discussion. The Council was given a detailed breakdown of how the figures were arrived at. The negotiated settlement agreed with the bargaining units is as follows:

The final salary scheme will be preserved and that employees will meet the whole cost of the additional 7.1% required to fund the scheme, starting from 1st January 2023:

- 4.8% in additional contributions – funded by sacrificing 3.3% of a 2022 RPI pay rise.
- 1% (on average) in additional employee contributions for scheme members.
- 1.3% in reduced benefits (partner's benefits reduced from 50% to 30%)

The related pay deal:

- 2021: 2% on all elements of pay backdated to 1st January 2021
- 2022: 4.2% on all elements of pay backdated to 1st January 2022
- A one off lump sum payment of £1,400 pro rata
- Childcare allowance will increase from £15 per day to £20 per day
- Wellbeing allowance will increase by £25 per annum

As part of the Central Office Reviews, the General Secretary met Clare Mellor, the chief executive of Thompsons Solicitors. The General Secretary gave detailed account of the issues raised in the meeting including quality of service to members from the Employment Relations Unit (ERU), the solicitors from Thompsons who represent Unite in the employment cases claims that come in from Unite. These lawyers also staff the Officers legal helpline that Thompsons runs for Unite and Clare Mellor had reported that this work was pulling them away from employment cases. The General Secretary shared initial information on numbers of cases declined, how many cases have been won and issues being raised. In future more detailed information should be received regularly showing statistics, number of clients and type of cases coming through, as well as sampling of declined cases and the sort of things coming through the helpline. The General Secretary advised that she will continue to meet with the Thompsons Chief Executive but that Executive Head of Operations Gail Cartmail will cover this issue on a day to day basis. It was proposed that Gail will also head up a working group of Council members who want to feed into the legal review.

The General Secretary referred to the sad death of Jack Dromey in January. She had expressed the Union's condolences to Harriet, Jack's wife, and his family. Harriet is writing a book "All about Jack" and has asked for his EC reports and any photographs of Jack's trade union life.

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

A further detailed explanation of the pension scheme negotiations and discussions was outlined by the General Secretary with the recommendation, subject to ballot, that this be accepted by the Council. She also reiterated the need to elect a lay member oversight committee on pensions to work with her outside of the trustees.

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

The General Secretary recommended that the Executive Council supports the pension proposal.

At the close of consideration, the Council, with the exception of Noel Gibson,

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

The Chair advised the Council that the ex-General Secretary, Len McCluskey had been in touch regarding articles in the media suggesting he had kept information away from the Executive Council. A statement was read to the Council referring to the Unite pension scheme and reiterated that the ex-General Secretary wanted the Council to know that he would never intentionally mislead or keep anything from them.

IN THE CHAIR: Tony WOODHOUSE

The Chair announced that it was International Women's Day.

5. REPORT OF THE GENERAL SECRETARY continued/...**5.2 Cross Sector Discussions**

Minute
No.426

5.2.1 Process for Recruitment of Officers

The General Secretary reminded the Council of the discussions at the previous meeting in relation to recruitment of Stand-down Officers and Regional Officers with a view to seeing if changes are required to improve how things are done. A paper, which also contained a pack of paperwork currently used in the process, was submitted for discussion with a view to seeing if changes are required to improve procedures in this area.

The discussion centred on the following areas:

Stand-down Officers

The General Secretary reminded Council that the existing system for the appointment of stand-down Officers was agreed in 2013 and that it should now be examined to see whether it could be improved.

An in-depth discussion took place with contributions and ideas being put forward by many members of the Council, including points relating to advertising posts, application forms and appointment panels.

Officer Appointments

Outlining the current process the General Secretary also asked whether the system for Regional Officer appointments needed to be tightened up or renewed. The discussion was broken down into the following areas.

- Application Form - one application form is used across the union but the equality monitoring form is different in the Republic of Ireland.
- Interview Questions - Currently there is a list of 29 possible questions for the interview of Officers. These are given to candidates prior to the interview and the panel decide which 5 to use on the day.
- Process – The requirement for EC members to appoint all Officers will not change. But discussions around how this is done in practice are required. The General Secretary put forward a number of ideas about how this could happen.

A very in-depth discussion ensued around all three areas which included contributions from members of the Council on issues including changes to shortlisting of candidates, the format and calibre of the questions and interviews. There was strong support for the idea that an assessment centre may be something that is part of Officer recruitment.

The General Secretary advised that the points raised would be pulled together in one document and brought back to the Council for further debate. No decision was taken at this meeting.

Minute

5.2.2 Furlough and Special Temporary Reduced Rates

No.427

Senior Advisor to the General Secretary, Simon Cox referred to the discussion at the last meeting of the Council when it was agreed to come back to temporary reduced rates and the broader question of subscription rates. The Council were advised that with a new Finance Director being appointed, the discussion on subscription rates should be left until later in the year.

Furlough rates and temporary reduced rates need to be resolved as very few members are on furlough yet there are still a number of members on those rates.

The Council were given the background to the temporary rates that came in for members who found it difficult to pay due to the pandemic:

- Temporary reduced rate – no earnings (because of lockdown etc)
- Temporary low pay – less than 70% of previous earnings because of Covid.
- Low pay part time – made to cut hours by over 50% because of Covid.

There are 20,000 members on temporary reduced rates with 75% of those members in the CAT Sector. 918 employers with some members on these reduced rates and they are predominantly in the CAT Sector.

It is proposed that, as we are no longer affected by lockdown or official government funding in place any more, to agree in principle to close all these furlough and temporary reduced rates in April/May to allow those people to be informed. We would also ask CAT EC members and National Officer to look at how best to manage this specifically in their Sector – where there are still agreements in place for 80% working signed during the height of the pandemic and if further exceptions are still required.

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.”

6. REPORT OF INTERIM DIRECTOR OF FINANCE, GUSH UPPAL**Minute
No.428****6.1 Finance Report**

A written report covering financial results for Unite in the fourth quarter of 2021 had previously been circulated to the Council and was verbally supplemented by the current Interim Director of Finance, Gush Uppal.

The surplus for the fourth quarter of 2021 is £3.1 million resulting in a full year surplus of £19.1 million which is £4.3 million lower than the average £23.4 million for the previous three years.

Investment income amounted to £11.1 million for the year reflecting the recovery in the markets which was partially offset by £1.3 million costs in non-recurring items resulting in a total surplus of £28.6 million for the year.

97% of Unite's operating income comes from the direct subscriptions made by members and most of the remaining 3% are add-ons to the basic package that will also fluctuate with membership numbers. Income is down 6.9% over the last 12 months, and is down 8.2% from the peak 18 months ago.

Employment costs are the single biggest cost but there are also increases in employer disputes and legal costs reflecting increased activity and accruals for legal expenditure incurred but not yet paid.

The Union Dispute Fund balance at the end of the year was £42.9 million. Dispute Benefit payments totalling £1,555,963 were made during the quarter taking full year spend to £5.3 million.

General Secretary Election costs of £1.1 million are included within Membership Costs.

Total Salary costs account for 46% of costs and when combined with property and serving members costs this increase to 65%. Affiliations, Grants and Donations account for a further 5.4% with the balancing 18% spread over a number of cost categories leaving a 12% surplus. The percentage split of salary costs will be higher in 2022 as we bring more services in house.

The Interim Director of Finance advised the Council that since the last meeting in December, Unite has served notice to suspend the agreement under which Purple Apple had been acting as Property Managers to Unite. The management of the Union's properties is now being done by Unite's internal Property Department staff, with help from qualified Contract Administrators and Quantity Surveyors as and when needed.

The Interim Director of Finance referred to the work done on the Unite Pension Scheme as outlined by the General Secretary. The Council were also updated on property matters with attention being drawn to Dagenham, Limerick and Gloucester offices.

The audit for the year to 31st December 2021 has commenced and there have been a numbers of calls and meetings with the auditors, BDO, with a view to implementing a more disciplined and timely approach to full year reporting.

The General Secretary had given a remit to look at the expenses policy. The policy needs to be updated but the issue is more complex than it appears at first. The current policy is linked to HMRC guidelines. This was something the Union agreed to some years ago after an HMRC investigation where serious breaches were uncovered and the initial outcome was a multi-million pound fine. This was suspended on the proviso that the Union adopted HMRC guidelines and these guidelines have not changed since 2009. Having consulted with the Union's tax advisors to query if there were any other means of claiming revised benchmarks or if there were any alternative rates which could be used but were told this was not possible.

Looking forward the only possibilities are:

- The Union could set its own rates but every claim would have to be receipted regardless of amount. HMRC look at adherence rather than value. Non-compliance would almost certainly result in penalty fines based upon the Union's past record. This is likely to cause the Union difficult issues in the long run.
- Higher tailored rates can be agreed with HMRC but only after a fair and thorough sampling exercise of actual expenditure to prove to HMRC that higher rates are called for. The sample would need to include a minimum of 10% of claims and if any higher rates were paid without agreement with HMRC, the excess above the benchmark scale rates, (and potentially the whole amount) would be liable to tax and national insurance under PAYE.
- The Union agrees to pay un-receipted agreed amounts in excess of the published benchmark rates but all expenses will need to be processed via payroll and be subject to tax and NI. In practice, this would be time consuming and prohibitively expensive to implement in terms of getting each individual's details to set up, understanding each person's tax liability, frequency of payments, additional resourcing etc.
- The Union continues claiming agreed rates in line with HMRC guidelines which are really out of date. This is unpalatable but is the only solution in which there is no

requirement for receipts, no risk of penalty fines and expenses do not need to be processed for tax and national insurance under PAYE.

There is no immediate solution but this will be kept under review.

Questions and comments from members of the Council were responded to. It was agreed that the union should not go back to requiring receipts for expenses which has not worked well in the past and that it was not practical to put all members receiving expenses through the payroll.

In response to comments about budgets and union's financial strategy, the General Secretary advised that when the new Finance Director comes in she will look at these issues and that they can be discussed at a future Council meeting – possibly in September.

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

Unite Daily Expenses – The resolution was submitted by the NEY&H Regional Committee and called on the Union to review daily expenses in line with the inflationary increases. In response, the Council agreed for the resolution to be taken back to the Region and for expenses to stay as they are in light of the Interim Finance Director's comments.

At the close of consideration, the Council

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

IN THE CHAIR: Susan MATTHEWS

7. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND

Minute
No.429

7.1 Equalities

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

The Assistant General Secretary thanked the Council for their good wishes for her recovery from Covid and also sent her best wishes for International Women's Day.

The Assistant General Secretary referred to: Under representation of women, BAEM, disabled members and LGBT+ members as reps; development centres for equalities; Equalities Conferences; TUC Equality Audit; membership information; TUC and Labour Party and Equalities; Disability History Month; International Migrant Workers Day; Holocaust Memorial Day; and Discrimination Law Review.

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

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

Sexual Harassment within our Union – The resolution was submitted by the National Women's Committee and called on the Union to lead on zero tolerance strategy among members and make recommendations to Rules & Policy Conference; develop zero tolerance policy to apply to staff and officers with monitoring by steering committee; report to TUC on all actions since 2020 on: numbers of formal complaints, number of

informal complaints, report of all disciplinary outcomes, report of action taken and recommendations to improve culture, recommendations to address sexual harassment at TUC events. 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.430**

7.2 Transport and Food Sector

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

The Assistant General Secretary referred to: New Recognition Agreements; Covid impact; Automation; Membership growth and fallout; Equalities by Sector for Transport & Food; Meeting with Aviation Minister Robert Courts MP; Driver and Warehousing shortages; Freeports; Transport Working Group and Transport Strategy; ITF and ETF; World Toilet Day; Meeting with Shadow Transport Secretary; DEFRA Shadow Secretary of State; and Jack Dromey.

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

12. CONSTITUTION AND ADMINISTRATION

**Minute
No.431**

12.2 Health & Safety Committees and Conferences 2022/23

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

The 2019 Rules Conference introduced Rule 34 that obliges the Union to establish a network of Health & Safety Committees and Conferences. Due to Covid, the implementation of the new arrangements had been postponed. The new structure will be established in 2022/23.

Regions shall convene the first annual Regional Health & Safety Conference in the second quarter of 2022. The conference will be open to all accredited Health & Safety representatives in the region to attend.

The Regional Health & Safety Conference will elect a Regional Health & Safety Committee of up to 20 delegates and elected committee members will hold office for three years.

At its first meeting in 2022, the Regional Health & Safety Committee will elect 2 delegates to the National Health & Safety Committee and elected committee members will hold office for three years.

In 2022, Regional Health & Safety Conferences will elect 20 delegates to the triennial National Health & Safety Conference which is due to take place in the first quarter of 2023.

The Council's attention was drawn to the scheme of representation for the National Health & Safety Committee and the National Health & Safety Conference.

Questions and comments from members of the Council were responded to and it was agreed that under the scheme of representation for the National Health & Safety Committee, both the North East & Yorkshire Region and the Wales Region, one of their two delegates must be a woman.

At the close of consideration, the Council

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

THIRD DAY, 9TH MARCH 2022

IN THE CHAIR: Tony WOODHOUSE

7. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND continued/...

**Minute
No.432**

7.2 Transport and Food Sector continued/.....

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.”

8. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER

**Minute
No.433**

8.1 Manufacturing Sectors

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: his thanks to Officers, Stewards and Activists; trade deals, tariffs & quotas; steel; electrical components for cars; continuing Covid issues; War in Ukraine and global supply chain; oil and gas industry; energy crisis crippling industry; climate crisis; comprehensive industrial strategy needed from Government; Cummins engines; Rail initiative; Bentley; Pay claims; shorter working time; and Unite Industrial Strategy “Manufacturing Matters”.

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

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

Climate Action & new approaches to industrial production – The resolution was submitted by the North West Regional Committee and called on the Union to take the lead in creating new approaches to industrial production; and consider using credit unions to bypass financial blocks in place from government. In response, the Council agreed to leave the resolution on the table for further discussion.

At the close of consideration, the Council

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

**Minute
No.434**

8.2 Retired Members, Community Membership & Other Reports

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

The Council were updated on the following: Cost of Living Crisis; Universal Credit; State Pension; Inflation; Community Members; Retired Members; attacks on social contract with pensioners.

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

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

Triple Lock Pension – The resolution was submitted by the West Midlands Regional Committee and called on the Union to start a campaign, with TUC to lead, to protect Triple Lock. 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.”

13. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT

**Minute
No.435**

13.3 Industrial and Other Group Membership 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 Sector; COP26, Commonwealth Games in Birmingham; Get Me Home Safely campaign; Fair Tips campaign; CMA membership; Royal Mail; and Campaigns.

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

The CPPT Sector report was verbally supplemented by National Officer, Tony Devlin.

The National Officer referred to: Drop in membership; Pay negotiations; Exolum; Syngenta; BOC Recognition Agreement; GSK industrial action ballot; XPO Air Liquide pay award; attacks on stewards; Energy crisis; Invasion of Ukraine – Russian oil, issue of Russian imports throughout the sector.

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

At the close of consideration, the Council

RESOLVED: “That the reports be accepted.”

9. REPORT OF ASSISTANT GENERAL SECRETARY, GAIL CARTMAIL

**Minute
No.436**

9.1 Service Sectors

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

The National Officer referred to: Frontline & key workers mental health; Covid vaccinations – campaign against compulsory vaccinations; Health Sector; Serco; Energy crisis; Energy Policy; Public Sector Pay; Local Government; Higher Education; Actavo dispute; and Cashless society.

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

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

Mandatory vaccination for NHS England employees – The resolution was submitted by the Health NISC and called on the Union to use judicial review to challenge the Government policy on mandatory vaccines. In response, the Council agreed to remit the resolution due to Government legislation but will keep a watchful eye on future progress.

Organising Social Care and Support Workers – The resolution was submitted by the CYW&NFP NISC and called on the Union to undertake membership mapping and identify larger employers for recruitment campaign; and establish a care and support workers combine. In response, the Council agreed to support the resolution.

At the close of consideration, the Council

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

11. DEPARTMENTAL DIRECTORS REPORTS

Minute
No.437

11.2 Report of the International Director

The Council were shown slides illustrating the key issues in the Ukraine conflict with Russia and were supplemented by the International Director. He also highlighted the current situation including the refugee crisis; the reaction of the international trade union movement; multinational companies pulling out of Ukraine and Russia; ITUC and ITUC Support Fund; Implications and impact on UK and global workforce and economy; sanctions on Russia; dependency on Russian gas; NATO.

A document detailing the Executive Council Statement on the Ukraine Crisis was circulated to the Council and supplemented by the International Director.

A discussion on the statement took place and questions and comments from members of the Council were responded to. The General Secretary advised that the statement would be taken away and amended in light of the discussion and brought back to the Council for agreement. She also referred to practical ways that the Union could help and proposed that a donation be made to the fund. The Council agreed that a donation of £50,000.00 be made to the ITUC Financial Support Fund on behalf of Unite and that we would ensure our contributions were channelled towards non-Ukrainian nationals and LGBT+ people who were most likely to encounter prejudice and discrimination.

A 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 situation in relation to Brexit which continues to be a major source of difficulty and uncertainty with all the subsequent knock-on effects on the UK economy. Relations between the EU and UK continue to deteriorate with the UK continuing to threaten a unilateral revoking of the Northern Ireland Protocol. Should the unilateral suspension of the Protocol occur, the EU has made it clear it will retaliate with a full suspension of the EU-UK TCA. In a further worrying development, the Prime Minister has announced his intention to introduce legislation that would enable the government to abolish EU regulations in a much quicker and easier fashion. The Steel sector continues to be another major victim of the Brexit process with the USA continuing to refuse to lift tariffs on UK steel even though the dispute between the EU and USA has been resolved. The USA refuses to lift the tariffs on UK steel on the basis that it is no longer part of the EU and remains concerned that Chinese steel may be brought to the UK and then processed and shipped to the US.

Unite remains extremely active in the work of building stronger international trade union alliances aimed at holding multinational companies to account and ensuring their adherence to international labour standards. The work of the department has included

activities in relation to Siemens Energy, Dyson, IAG, GE, Sofidel, Amcor, UPM, Engie, Veolia, Moy Park, Google, British Steel, Cummins, BMW, Magellan, Menzies, Leonardo, Safran, Swissport, Princess Food and Aeronova. Support and involvement have ranged obtaining and ensuring compliance with Global Framework Agreements such as Engie and Safran, to supporting an assisting national combines, I&C structures and EWCs, such as Siemens Energy and GE, to regular support for EWCs, such as IAG and Google, to building support for unions in conflict, such as UPM and Moy Park. Significant work is still being undertaken in relation to the Brexit effect on UK reps in multinational companies with EWCs and a further conference of Unite EWC reps is in preparation.

Unite has played a full role in the work of the European and Global Federations to which it is affiliated. The work has focussed primarily around multinational companies and sector wide activities covering the auto, graphical and paper, passenger, public services, construction and food & drink sectors. The global construction federation, BWI has also been active concerning the legacy situation in Qatar at the end of the World Cup, while PSI and EPSU the public services federations and the IUF and EFFAT have worked on Covid 19 protections for workers in their sectors. IndustriALL and IndustriALL-Europe have continued to work on a 'Just Transition' for workers in the manufacturing sectors. The European TUC continues with major internal difficulties in the face of the UK's TUC pursuing a 50% reduction in affiliation (which Unite has opposed) and the major Swedish confederation LO suspending its membership altogether over the ETUC's support for European legislation on a minimum wage.

Unite has been active in various aspects of solidarity work with Palestine and welcomed the long-awaited Amnesty International report identifying Israel as guilty of the crime of apartheid in its treatment of Palestinians. Since the last meeting, Israel has pushed ahead with the demolition of a home in the Sheik Jarrah district that was at the centre of the ethnic cleansing attempt that sparked the massive unrest in mid-2021. In Colombia, another trade union activist from Unite's sister union Fensuagro was brutally murdered, and the situation remains very tense in advance of elections pending in March and May. Meanwhile in the Middle East, Turkey continues to repress trade unionists and launch military assaults on Kurdish controlled areas in Iraq and Syria.

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

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

Medical Aid for Palestinians (MAPS) – The resolution was submitted by the West Midlands Regional Committee and called on the Union to affiliate to MAPS nationally. In response, the Council agreed to circulate to all branches, as the constitution of MAPS means it is not possible for organisations to affiliate.

Campaign on death of 6 Amazon workers at Edwardsville, USA – The resolution was submitted by the NEY&H Regional Committee and called on the Union to gather more information and report in internal publications; and campaign for international recognition through Workers Uniting and other organisations. In response the Council supported the resolution.

At the close of consideration, the Council

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

10. STRATEGY FOR GROWTH

10.1 Organising & Leverage Report

A written report had previously been circulated to the Council and was verbally supplemented by Senior Organiser, Derek Thomson.

On behalf of the department, the Senior Organiser extended condolences to the family of Jack Dromey who had played an integral part in the formation of the Organising Department.

The Senior Organiser reported that significant areas of growth are opening up in the CAT and Construction sectors which are being mapped out to ensure key groups of workers can be organised as they return back to the workplace.

The department continues to support national disputes and supply resources in key areas. The Senior Organiser drew the Council's attention to a number of disputes: Actavo, FLB Letts, Forth Ports and Coventry Local Authority. He updated the Council on the activities that had been undertaken to support the bin workers and advised that the Council would be kept updated on it.

Senior Organisers have been asked to identify key campaigns as the cost of living crisis has the potential to be the worst crisis for a generation and pay cannot be allowed to stagnate and workers left to pay the price.

The Senior Organiser reported that Combines will be a key to defending members and driving through sector specific issues and they are in the process of being set up in Health, Passenger, Local Authority and Construction (M&E). The department is working closely with the combine leads and the General Secretary to help drive and deliver the combine plans.

The Senior Organiser reported that a successful CAC recognition campaign was won in DHL Line Haul Drivers across 46 DHL sites in England, Scotland and Wales. A co-ordinated campaign was run by the department using traditional and remote organising techniques. This was against a back drop of significant anti-union tactics and blockages by the employer. This gives Unite a strong foothold within this area of DHL and talks are ongoing on the recognition agreement.

The Senior Organiser highlighted the issue of the National Care Service in Scotland and the serious issues in relation to the scale of private sector involvement.

The Senior Organiser referred to the support given by the department to Tracey Scholes through her victimisation by Go Ahead Northwest. Tracey was reinstated to her job following a campaign that gained national and worldwide publicity.

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

The General Secretary referred to the membership system and advised that there will be a review of the system to make it more industrially based than financial.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

THURSDAY, 10TH MARCH 2022

IN THE CHAIR: Tony WOODHOUSE

13. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT continued/....

Minute
No.439

13.1 Legal Report

A detailed report was submitted to the Council including updates on recent developments in various areas of the law. In the absence of AGS Howard Beckett, the report was verbally supplemented by National Employment Solicitor, Neil Gillam.

The National Employment Solicitor updated the Council on the following areas:

- Public Inquiry into Covid 19
- Road Traffic Accidents
- Small Claims Limit
- Legal cases not making it through the system review
- New Certification Officer powers
- Cases of significance
- Equal pay cases in Southampton

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

The General Secretary referred to her earlier report on her conversation with the CEO of Thompsons and also reminded the Council that there is a legal services review being undertaken to see if a different approach is needed.

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

Unite Free Legal Assistance to cover Lasting Power of Attorney – The resolution was submitted by the Wales Region and called on the Union to extend existing free legal assistance to include lasting power of attorney in relation to both health & welfare; and property and financial. In response, the Council agreed to leave the resolution on the table for further investigation.

At the close of consideration, the Council

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

11. DEPARTMENTAL DIRECTORS REPORTS continued/....

Minute
No.440

11.4 Membership Report

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

The Director reported on the following:

- Formal access to database
- Unite portal
- New membership cards
- New Reps cards
- On-line joining
- PayPal
- Membership comparison 2021/2022

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

12. CONSTITUTION & ADMINISTRATION continued/....

12.3 National Constitutional Conferences 2022

**Minute
No.441**

12.3.1 National Industrial Sector Conferences 2022 – Distribution of Delegates

A document detailing the distribution of delegates for the National Industrial Sector Conferences had previously been circulated to the Council and was verbally supplemented by the Co-ordinator of Constitutional Affairs, Hannah Reed.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.442**

12.3.2 National Equalities Conferences 2022

A document detailing the arrangements for the National Equalities Conferences to be held in Bournemouth from 24 – 26 October 2022 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.443**

12.3.3 Retired Members Conference 2022

A document detailing the arrangements for the Retired Members Conference to be held in Birmingham during the same week at the National Industrial Sector Conferences had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.444**

12.3.4 National Young Members' Conference 2022

A document detailing the arrangements for the National Young Members' Conference to be held in Birmingham on 15/16 October 2022 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

11. DEPARTMENTAL DIRECTORS REPORTS continued/.....

Minute No.445 **11.3 Report of the Education Director**

A written report on the work of the department had been circulated to the Council and was verbally supplemented by the Director of Education, Jim Mowatt.

The Director of Education referred to the following: Budget statistics; Learn with Unite; Equalities Education; Face to face classes; Regions and Celtic countries education courses; skills report; and Unite Environment Taskforce.

Questions and comments from members of the Council were responded to and the General Secretary advised the Council that there will be a discussion on education at the June meeting of the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

12. CONSTITUTION & ADMINISTRATION continued/.....

Minute No.446 **12.1 Central Office Departments & Administration**

A detailed written report had previously been circulated to the Council and was verbally supplemented by Senior Advisor to the General Secretary, Simon Cox

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.

Wales

- | | |
|----------------------------------|-----------------|
| • Regional Co-ordinating Officer | Sarah Davies |
| • Regional Co-ordinating Officer | Alan McCarthy |
| • Regional Officer | Andrew Pearson |
| • Regional Officer | Jonathon Davies |

South East

- | | |
|--------------------|-------------|
| • Regional Officer | Janet Nobbs |
|--------------------|-------------|

South West

- | | |
|--------------------|-------------|
| • Regional Officer | David Smith |
| • Regional Officer | Amy Roberts |

Scotland

- | | |
|--------------------|---------------|
| • Regional Officer | Carrie Binnie |
| • Regional Officer | Pat Egan |

London & Eastern

- | | |
|--------------------|----------------|
| • Regional Officer | Nadine Edwards |
|--------------------|----------------|

West Midlands

- | | |
|--------------------|-----------------|
| • Regional Officer | Nathan Allen |
| • Regional Officer | Mark Astley |
| • Regional Officer | Vivienne Martin |

The Council were advised that preparations are under way for the annual TUC Congress and the Labour Party Conference and a report will be brought to the June meeting of the Council.

Reference was made to the agreement at the last meeting to convene an EC ICT Working Group and the members elected were: David Agleby, Julian Allam, Dave Allan, Andy Dyer, Ruth Hayes and Ken Smith. The Working Group has now met with the Director of IT, Paul Mease and discussed a number of issues including ICT support for EC members not being up to scratch. There will be another meeting following this EC and a report will be given at the next meeting of the Council. It is part of the review of ICT which will be looking at how to bring in other areas of the Union such as branches.

The Council's attention was drawn to a document detailing social media trends and patterns.

Reference was made to the BAEM Officers' Network proposal for a race charter which is still work in progress. Having spoken to AGS Diana Holland and Susan Matthews, Chair of the National BAEM Committee, nothing will be finalised until it has been discussed by the National BAEM Committee.

With reference to the earlier discussion on Officer recruitment, the interesting ideas that came out of that will be fed back to the HR Director and could have an impact on recruitment more widely in the Union. More information will be brought back to the Council at the next meeting.

The attention of the Council was drawn to the Experiences and Attitudes to Work survey results that had previously been circulated to the Council.

The Council were reminded of the discussion at the previous meeting in relation to dealing with Motions carried at the Policy Conference. A document detailing actions that have been allocated to different departments had been circulated to the Council. The Council were advised that the next stage will be a discussion around how reporting back on Motions at the Executive Council and from Policy Conference be brought together to report back to the Council.

Questions and comments from members of the Council were responded to and the General Secretary advised that in relation to the process for Executive Council by-elections and the upcoming Executive Council elections, a paper would be presented to the Council meeting in September. She also noted that the complaints procedure and the link with Rule 27 is under review and will be brought back to the Council at a later date.

At the close of consideration, the Council

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

13. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT continued/.....

**Minute
No.447**

13.2 Affiliated Services Report

A detailed written report had previously been circulated to the Council and in the absence of AGS Howard Beckett was verbally supplemented by Simon Cox.

The Council were advised that there were no changes as yet to the Unite Home Insurance services as referred to at the last meeting.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

12. CONSTITUTION & ADMINISTRATION continued/...**Minute
No.448****12.1 Central Office Departments & Administration continued/....**

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

Re-opening and fully staffing of all Unite Offices – The resolution was submitted by the NEY&H Regional Committee and called on the Union to open up and fully staff all Unite offices in a controlled manner. In response, the Council were advised that Unite offices have all been opened for meetings and now with the Covid situation, staff are coming back into the offices.

Enterprise Collaborations Software (ECS) for Unite – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to set up a working group to explore; pilot in volunteer branches; evaluation of pilot group reports back to working group. 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.”

13. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT continued/....**Minute
No.449****13.3 Industrial and Other Group Membership Report continued/.....**

In the absence of AGS Howard Beckett, the written report was verbally supplemented by Simon Cox.

The Council were advised there is an on-going issue with the Public Sector in Gibraltar and the Union is looking at potentially having more input from Central Office on that.

Preparations for the Young Members’ Conference are under way and branches are being asked to ensure good participation.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

11. DEPARTMENTAL DIRECTORS REPORTS continued/.....**Minute
No.450****11.1 Political Report**

A separate written report on political activities had been circulated to the Council and was verbally supplemented by the Executive Director of Policy & Political, Amy Jackson.

The Executive Director referred to the following areas:

- Situation in Ukraine
- Cost of Living Crisis
- Energy Crisis
- HGV Driver Shortages
- Leonardo Helicopters
- Statutory Sick Pay Campaign

- Trade Union Rights
- NHS Campaign
- Mandatory vaccinations
- Human Rights Act – Retired Members Committee
- Get Me Home Safely Campaign
- Work Plan 2022

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

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

Net Zero and electric vehicle charging companies charging rates – The resolution was submitted by the NEY&H Regional Committee and called on the Union to develop a campaign to press UK Government to regulate these unregulated companies including charging cost reductions. In response, the Council agreed to remit the resolution back to the NISC and taxi committee.

Health & Social Care Bill – The resolution was submitted by the North West Regional Committee and called on the Union to develop a national campaign involving other unions and the Labour Party to oppose the Bill. In response, the Council supported the resolution.

Police, Crime, Sentencing and Courts Bill – The resolution was submitted by the West Midlands Regional Committee and called on the Union to organise a campaign to stop the Bill. In response, the Council agreed to support the resolution.

Labour Party Proscriptions and Exclusions – The resolution was submitted by the West Midlands Regional Committee and called on the Union to begin a campaign with other trade unions affiliated to the Labour Party, to reverse the NEC decision and thereby to lift the bans that have been imposed. 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.”

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

**Minute
No.451**

5.1 Report of the General Secretary continued/....

As a consequence of the earlier discussion in relation to the setting up of a Sub-Committee for Pensions, the following EC members were proposed:

Wendy Gilligan
Simon Rosenthal
Jas Gill
John Cooper

At the close of consideration, the Council

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

11. DEPARTMENTAL DIRECTORS REPORTS continued/....

**Minute
No.452**

11.2 Report of the International Director continued/...

With reference to the earlier discussion, an amended EC Statement on the Ukraine Crisis was circulated to the Council for their endorsement.

A Statement of Solidarity with Svitzer workers on strike was also circulated to the Council for their endorsement.

At the close of consideration, the Council

RESOLVED: “That both Statements be endorsed.”

**Minute
No.453**

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 announced to the Council that Tam Mitchell is standing down from the Executive Council and this has been his last meeting. The Chair paid tribute both personally and on behalf of Len McCluskey and expressed his gratitude and appreciation for his support and work for the Union. In response, Tam expressed his thanks and outlined his new role and would take the Council's best wishes back to his wife.

The Chair then announced that it was also the last meeting for Irene Dykes who will be retiring from the Union. He expressed his personal thanks for all the support and friendship he had been given. Howard Percival wished Irene a long and happy retirement on behalf of the Executive Council.

The Chair closed the meeting and thanked the Council for their support and for all the business completed this week and wished them a safe journey home.

**The Meeting of the Council
thereupon terminated**