

FIGHTING FOR  
**JOBS, PAY &  
CONDITIONS**



# Executive Council Report

6th Policy Conference, Liverpool

18-22 October 2021

Sharon Graham: General Secretary

Tony Woodhouse: Chair - Executive Council



# Unite Executive Council Members

2021 - 2023



**Suzanne Abachor**  
Health Industrial Sector



**David Agbley**  
London & Eastern Region



**Julian Allam**  
West Midlands Region



**Dave Allan**  
National Disabled  
Members



**Richard Allday**  
London & Eastern Region



**Nigel Atkinson**  
Passenger Transport  
Sector



**Debi Bell**  
Food, Drink and  
Agriculture Sector



**Cliff Bowen**  
Chemicals, Pharmaceuticals,  
Process & Textiles Sector



**Gary Buchan**  
Engineering, Manufacturing  
& Steel Sector



**Chris Cadman**  
Government, Defence, Prisons  
& Contactors Sector



**Mary Callaghan**  
North West Region



**Mick Casey**  
Road Transport Commercial,  
Warehousing & Logistics Sector



**Eddie Cassidy**  
Scotland Region



**Lisa Colquhoun**  
Local Authorities Sector



**John Cooper**  
Automotive Industries  
Sector



**Mick Darlington**  
Aerospace &  
Shipbuilding Sector



**Patricia Davis**  
Passenger Transport  
Sector



**Tim Davison**  
Energy & Utilities Sector





**Jenny Douglas**  
National LGBT+  
Members' Seat



**Ken Drury**  
Education Sector



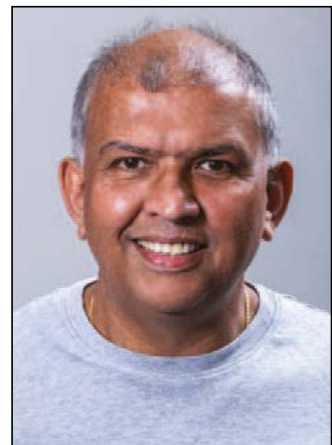
**Andrew Dyer**  
North East, Yorkshire &  
Humberside Region



**Hayley Garner**  
South East Region



**Noel Gibson**  
Ireland Region



**Jas Gill**  
Civil Air Transport Sector



**Wendy Gilligan**  
Wales Region



**Jacob Goddard**  
Finance & Legal Sector



**Matt Gould**  
Food Drink &  
Agriculture Sector



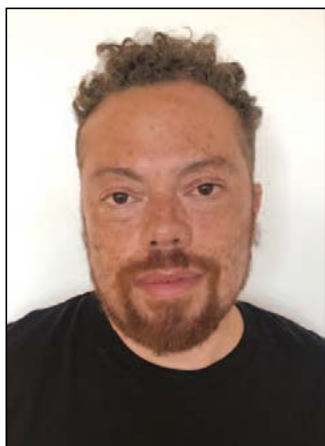
**Andy Green**  
Docks, Rail, Ferries and  
Waterways Sector



**Ruth Hayes**  
CYWNFP



**Steve Hibbert**  
East Midlands Region



**Zimeon Jones**  
London & Eastern Region



**Trudi Lanigan**  
Civil Air Transport Sector



**Lesley Mansell**  
Health Sector



**James Mason**  
National Young  
Members' Seat



**Susan Matthews**  
National BAEM Seat



**Helen McFarlane**  
Scotland Region





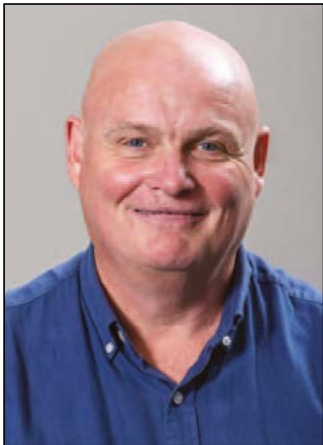
**Tam Mitchell**  
Aerospace &  
Shipbuilding Sector



**Therese Moloney**  
Ireland Region



**Frank Morris**  
Unite, Construction,  
Allied Trades &  
Technicians



**Tom Murphy**  
Graphical Paper and  
Media & Information  
Technology Sector



**Kerry Owens**  
Wales Region



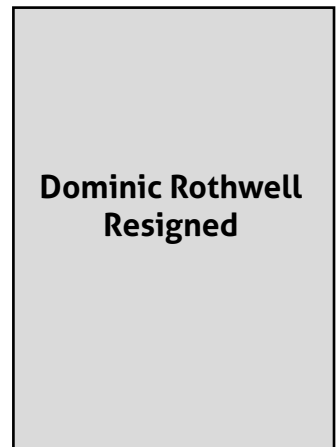
**Tony Pearson**  
Engineering,  
Manufacturing  
& Steel Sector



**Howard Percival**  
Service Industries Sector



**Simon Rosenthal**  
Passenger  
Transport Sector



**Dominic Rothwell**  
Resigned

**To be elected**  
South East Region



**Maggie Ryan**  
West Midlands Region



**Tony Seaman**  
Unite Construction,  
Allied Trades &  
Technicians Sector



**June Shepherd**  
East Midlands Region



**Michelle Smith**  
North East, Yorkshire &  
Humberside Region



**Kathy Smith**  
Local Authorities Sector



**Kenneth Smith**  
Automotive Industries  
Sector



**Monica Sorice**  
London & Eastern Region



**Jane Stewart**  
National Womens's Seat



**Nigel Stott**  
Civil Air Transport Sector

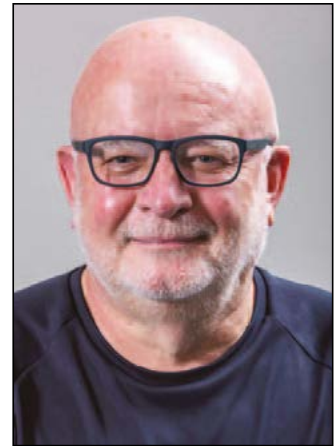




**Fiona Tatem**  
Finance & Legal Sector



**Jayne Taylor**  
South West Region



**Stephen Thompson**  
Health Sector



**Nick Wareing**  
West Midlands Region



**Dave Williams**  
Road Transport, Commercial,  
Warehousing & Logistics  
Sector



**Phil Wiseman**  
National Retired Members

**Executive Council Observer**



**Tony Woodhouse**



**Chris Young**



**Christian Duo**

## Constituency

### Industrial Sectors

Aerospace & Shipbuilding  
Automotive Industries  
Chemicals, Pharmaceuticals, Process & Textiles  
Civil Air Transport  
Community Youth Workers & Not for Profit  
Docks, Rail, Ferries and Waterways  
Education  
Energy & Utilities  
Engineering, Manufacturing & Steel  
Finance & Legal  
Food, Drink & Agriculture  
Government, Defence, Prisons & Contactors  
Graphical Paper and Media & Information Technology  
Health  
Local Authorities  
Passenger Transport  
Road Transport Commercial, Logistics and Retail Distribution  
Service Industries  
Unite Construction, Allied Trades and Technicians

### National Constituencies

National Black & Asian Minority seat  
National Women's seat  
National Disabled members seat  
National LGBT+ members seat  
National Young members seat  
National Retired members seat

### Observer

Observer - Gibraltar

### Regional Constituencies

East Midlands  
Ireland  
London & Eastern  
North East Yorkshire & Humberside  
North West  
Scotland  
South East  
South West  
Wales  
West Midlands

## Members

Mick Darlington, Tam Mitchell  
John Cooper, Kenneth Smith  
Cliff Bowen  
Jas Gill, Trudy Lannigan, Nigel Stott  
Ruth Hayes  
Andy Green  
Ken Drury  
Tim Davison  
Gary Buchan, Tony Pearson  
Jacob Goddard, Fiona Tatem  
Debi Bell, Matt Gould  
Chris Cadman  
Tom Murphy  
Suzanne Abachor, Lesley Mansell, Steve Thompson  
Lisa Colquhoun, Kathy Smith  
Nigel Atkinson, Patricia Davis, Simon Rosenthal  
Mick Casey, Dave Williams  
Howard Percival  
Frank Morris, Tony Seaman

Susan Matthews  
Jane Stewart  
Dave Allan  
Jenny Douglas  
James Mason  
Phil Wiseman

Christian Duo

Steve Hibbert, June Shepherd  
Therese Moloney, Noel Gibson  
David Agbley, Richard Allday, Zimeon Jones, Monica Sorice  
Andrew Dyer, Michelle Smith  
Mary Callaghan, Tony Woodhouse  
Eddie Cassidy, Helen McFarlane  
Hayley Garner  
Jayne Taylor, Chris Young  
Wendy Gilligan, Kerry Owens  
Julian Allam, Maggie Ryan, Nick Wareing





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# Executive Council Report

## To the 6<sup>th</sup> Policy Conference 2021

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## MANUFACTURING SECTORS

*Assistant General Secretary: Steve Turner*

*National Officers:*

*Aerospace & Shipbuilding – Rhys McCarthy*

*Automotive Industries – Des Quinn, Steve Bush*

*Engineering, Manufacturing & Steel (including Foundry and SIMA) – Linda McCulloch, Harish Patel, Tony Brady (acting national officer for Tata Steel)*

*Graphical, Paper, Media & Information Technology – Louisa Bull*

Since our 2018 policy conference our manufacturing sectors have faced myriad of challenges. For the past eighteen months in particular, the impact of the unprecedented crisis from Covid-19 has led to the tragic loss of too many friends and colleagues while at work we've contended with closures and shutdowns, global supply chain disruption and greatly reduced demand. The delivery of the furlough scheme, for which we can rightly claim much credit, has protected millions of jobs over the period.

**It is important to place on record our collective thanks to all of our stewards, safety representatives and officers who have worked tirelessly to negotiate arrangements and introduce engineering controls to protect the safety, pay and jobs of so many of our members.**

Beyond the immediacy of Covid-19, the sector has faced decades of structural underinvestment in both people and tooling, the off-shoring of component and wider manufacturing requirements, short-term profiteering and asset stripping by venture capitalists. **Many of the difficulties faced by the sector stem from political decisions to place finance capital and services at the centre of our economy and the consequential stripping out of core manufacturing capabilities.**

*The UK government has no industrial strategy, is ideologically opposed to the level of direct intervention, support and investment required to develop any meaningful plan to support UK Plc and despite the rhetoric of Brexit and our ability to 'take back control' has little intention of doing so in a practical way.*

From the initial uncertainty over a no-deal exit from the European Union to the impact of new tariffs, non-tariff barriers and customs arrangements following our eventual departure, **the failure of the UK government to champion and develop any meaningful industrial strategy to support, intervene and invest in UK Plc has undermined business confidence** in the UK as a manufacturing base and skills crisis that threatens our capacity to meet either the immediate or longer-term challenges of climate change, let alone our demands for a workers' transition to a new fairer, more equal and greener economy.

**Despite the challenges we face and lack of any comprehensive strategy from government, Unite has developed its own strategy with our manufacturing combine;** *'Manufacturing Matters – Fighting for the future of manufacturing'*, launched our *'SOS4Jobs'* campaign and developed our *'Magnificent seven - shovel ready projects to green our economy'*. We've used this work to develop our campaigns internally with our stewards and membership and built

political and industrial alliances to force political intervention and support. **Much of our work has found its way into the Labour Party and forms the basis of Labour's industrial policy.**

**Over this period we've had a number of important successes** from **Bombardier** and **Harland and Wolff** in Belfast to **Wrightbus** in Ballymena and **Cammell Laird** in Birkenhead, all kept open and now thriving operations despite threats to close and risks to thousands of jobs. We retained turbine manufacturing at **GE** in Rugby, forced the government to place **British Steel** into the hands of the 'official receiver', effectively nationalising the operations until they were sold on and secured the reopening of the **Appledore** shipyard in North Devon. Most recently we secured the nationalisation of **Sheffield Forgemasters**.

*We waged a successful campaign to secure funding for the next generation fighter aircraft, 'Tempest' from the MOD, protecting some 30,000 highly skilled defence jobs and hundreds of apprenticeships while retaining our national capabilities and sovereignty over defence technologies and manufacturing for our armed forces here in the UK.*

**We campaign to re-shore work to the UK and build resilient local supply chains** and for government at every level, including our devolved nations, majors and local authorities, to prioritise UK manufacturing when procuring goods and services from its £294 billion annual procurement budget. Our '*Make local – Buy UK*' strategy is leading the way in developing the arguments industrially and politically to rebalance our economy, investing in people as well as research and development. **We continue to push for affordable energy, skills and the finances** necessary to provide confidence and stability, including access to credit and equity for SMEs and the wider manufacturing supply chain to facilitate investment in the UK.

**We rightly demand that the UK's public sector procurement budget is used to support jobs and communities dependent on UK manufacturing and its supply chain.** To compel public bodies to prioritise UK content, social benefit and economic impact when procuring. Disgracefully **we've witnessed the loss of public contracts in our print sector**, most notably the loss of UK Passport production to Europe, alongside the loss of major UK infrastructure supply to projects from HS2 to the roll out of fibre optic broadband.

We continue to argue the case for the UK manufacture of **wind turbines and blades** for our off-shore wind farms, **hydrogen, synthetic and bio-mass fuel** generation and the multiple products necessary to decarbonise and retrofit our homes, from **heat-pumps** to high speed **fibre-optic cables**.

Our **automotive sector** has campaigned for a just transition to electrification and mobility including autonomous vehicles, with skills and future green technologies at the centre of this. We have been successful in the first stages of this campaign with new **EV production** at **Ellesmere Port** and **Luton** alongside a new **Gigafactory** at **Nissan**.

*We need six more giga-factories to support auto transition alongside the manufacture of fuel cells, drive units, motors, inverters and other key components to support our sector.*

We continue to look to work with industry, government and the Labour Party, demanding the investment in research and development, repurposing of plant and the skills necessary to

rebuild and recover our economy and leave no worker or community behind in our transition to a green economy.

This has been a challenging period and our thanks and full support should be placed on record for the work of our representatives, officers and staff for the role they play in keeping our people safe, protecting jobs, pay and conditions and building a powerful, confident union for the future.

## **CPPT SECTOR**

*Assistant General Secretary: Howard Beckett*

*National Officer: Tony Devlin*

Industrially we have seen the impact of a volatile economy within Chemicals Oil and Pharmaceuticals, Rubber, Glass etc that continuously deals with unstable interest rates and the varying cost of a barrel of oil, energy costs, the fallout of Brexit and Covid-19. We have had significant health & safety wins to protect members through Covid and industry pay increases keeping pace and surpassing inflation, and resolving serious issues such as the closure of Avara Avalon (Ex Astra Zeneca) where we negotiated a deal with Astra Zeneca and the administrators through PWC that saw Unite members receive collectively around £14.6 million.

Internationally we have been leading the agenda on issues in Europe and Globally such as ILO (International Labour Organisation) Digitalisation negotiations, De-Carbonisation, Just Transition, REACH and Brexit. In the pharmaceuticals sector we made GSK reopen a site in India to ensure the workers and families could get food and access to community facilities until a longer phased closure was complete.

Strategically the sector has been working hard on the many issues arising from Climate change and Just Transition culminating in our well received document 'A Green Economy – A Workers Transition' that looks at the life/industrial changing issue of 'A Just Transition' and what it means to workers and Unite members industrially and socially. In addition we have developed a well-received education program with Unite/GLI to deliver our strategy and address the many industrial/social issues that arise such as Black Lives Matters & Mental Health or the political/industrial issue at a given time.

The sector is actively involved with Unite's Environment Taskforce that is progressing at pace successfully to address, influence and lead the debate as a union for the benefits of Unite members.



## **PUBLIC SERVICES, ENERGY AND CONSTRUCTION SECTORS**

*Assistant General Secretary: Gail Cartmail*

*National Officers:*

*Local Authorities – Jim Kennedy, Ian Woodland*

*GDPC – Jim Kennedy, Ian Woodland, Caren Evans*

*Education – Siobhan Endean*

*Health – Colenzo Jarrett-Thorpe; Jackie Williams*

*Community, Youth Workers & Not for Profit – Siobhan Endean, Colenzo Jarrett-Thorpe (Social Care)*

*Energy & Utilities – Rob MacGregor*

*Unite Construction Allied Trades and Technicians – Jerry Swain, Ian Woodland*

*Finance & Legal – Dominic Hook*

The union's broad policy aims continue to be undermined by the damage inflicted by 'austerity'. The irony subsequently of our reliance during the pandemic on the key workers who have borne the brunt of austerity is not lost on Unite members.

The government's decision to loop back to a pay freeze policy for the majority of public sector workers and effectively a pay cut across the NHS is evidence that there is no intention to tackle widening income and health inequalities, which will worsen as publicly funded bodies are asked to do more with less.

Members in public services have pushed back against cuts to services and pay; campaigned against privatisation and in some cases succeeded in bringing services back in house.

The necessity of defending the NHS from further fragmentation requires the full weight of our union and labour movement and Unite's Health Sector is leading the way.

Genuine 'building back better' would aim to tackle the housing crisis by a programme of council built homes for rent, providing good quality apprenticeships and jobs – as well as government backed infrastructure projects that recognise the centrality of good, unionised jobs. Again, the absence of such public policy is leading to a skills shortage cliff edge.

The 800 jobs at Springfields Fuels, plus 2,000 in the supply chain at risk epitomises all that is wrong with the government's failed industrial strategy and dithering on new build low carbon nuclear reactors. Our campaign aims to save the UK's only producer of nuclear fuels, currently decisions are in the hands of a US based private equity company. Central to Unite's campaign is an alternative ownership model.

Unite has been at the forefront on determining safe working during the pandemic including homeworking, especially significant for our financial services membership. Throughout Unite's workplace representatives have served members tirelessly. They deserve our gratitude.

### **Community, Youth Workers and Not For Profit**

Unite has 42700 members in the Community Youth Workers and Not for Profit sector, a net growth of 5% in paying members since our last policy conference. There are now 600 recognition agreements with organisations across the sector. The Unite for Our Society website continues to reach out across Unite members and activists to promote the sector

campaigns. We continue to organise around local authority procurement, social care, safe guarding and dignity at work. The efforts of reps and members have won pay increases across the sector our members have also fought back against proposals to slash pay and conditions, fire and rehire and threats to Unite's collective agreements.

### **Unite Construction Allied Trades and Technicians**

From March 2020 until July 2021 visitors have not been allowed on most construction sites due to the pandemic. However, using social media construction maintained a high profile, which has seen large numbers of new joiners.

During the pandemic Hinkley Point C the largest site in the UK remained open with no major Covid outbreaks. Unite members played a key part in keeping workers safe, Unite negotiated the position of Covid Marshall, which were filled by Unite members. Many of the site safety measures stemmed from Unite proposals. It was Unite that ensured our members remained safe at HPC.

### **Education**

Unite has 17200 paying members in the education sector a net growth of 10% in paying membership since our last Policy Conference. Our members in the Education sector are across Further and Higher Education. The NISC and RISCs have organised training on organising ballot ready branches to support our national pay bargaining, building networks of reps in estates, technicians, pensions reps and equality and learner reps. We organise around current issues, job security, work load, stress, pensions, career development and equal pay. Our branches regularly look at all options of ways to recruit new members, especially young members.

### **Energy & Utilities**

**EDF-A** ground-breaking defueling agreement was reached with the employer, demonstrating Unite's delivery of a 'just transition' for nuclear workers. A pension reform package was negotiated which included contractual rights to severance arrangements.

**SSE-Members** have comprehensively voted to reject a 3 year pay deal and new pay progression framework.

**Future of Nuclear-**Unite is ramping up its political campaigning with both opposition parties and the UK government over the lack of commitment to the industry ,with concerns over Springfield Fuels and Sizewell C. Unite has challenged the failure of the Conservatives to include nuclear in its green finance framework.

### **Finance & Legal**

During the pandemic the main employers in the sector worked closely with Unite reps and did the right thing: Covid-related absence did not count towards sickness absence; employees who couldn't work because they were looking after children or did not have the right facilities at home continued to be paid in full. Reps were closely involved in the health and safety of those returning to offices and especially for those in bank branches who continued to work throughout the pandemic, often feeling like the forgotten key workers.

Campaigns against bank branch closures continued with a well-received guide launched at the sector conference. The enforced move to digital during the pandemic has put more bank branches at risk, along with the reduction in use of cash affecting the job security of distribution drivers, cash centre and branch staff.

### **Government, Defence, Prisons & Contractors**

During the pandemic our reps have definitely gone the extra mile. They have worked closely with Government Departments and private sector employers to ensure safe working environments. They have been actively involved in workplace and individual risk assessments, negotiated working from home policies and ensured full pay for our members who have fallen ill or have been required to self-isolate.

Throughout the last 18 months we have continued to campaign for our members for better employment rights. As a sector we have successfully taken on private sector employers including Babcock, Capita and ESS Compass to safeguard T&Cs and safe working practices. This has included industrial action resulting in a substantial pay increase for our members at Babcock RAF Leeming.

### **Health**

We have fought against the privatisation of the NHS in with our “NHS means NHS” campaign in Wholly Owned Subsidiaries (WOS) companies used by NHS trusts to avoid taxes and cut staff pay terms and conditions. The Government changed their approach and flood in the creation of these companies was stopped.

The pandemic saw us campaign on PPE, testing and vaccinations to keep those members who look after us safe.

We demanded 15% or £3000 decent pay rise for our members.

Equality is a key issue with the launch the Health sector B&AEM resource for our reps and activists.

### **Local Authorities**

The sector has a unity of purpose in meeting the many challenges that have faced our members across the sector during the pandemic. We have experienced significant successes in contracts coming back in house meeting the sector and EC’s policy of insourcing first, we have also seen success in industrial actions, for example in Newry Mourne & Downe District Council. We continue with the ongoing strategy to make the sector nationally ballot ready, to lead and influence national bargaining procedures, directly taking our lay members priorities to the negotiating table, and to raise the profile of Unite right across all sectors we cover.

## **SERVICE INDUSTRIES SECTOR**

*Assistant General Secretary: Howard Beckett*

*National Officer: Louisa Bull (including CMA)*

Due to the diversity of members and employers that make up our sector we have had various challenges and opportunities since the last policy conference.

Our CMA membership in the Royal Mail and Parcelforce have traditionally been strongly linked on pay and terms and conditions. A change of leadership at the head of the company saw a management restructure which impacted on our senior managers and also put a stop to the TUPE out of Parcelforce to a separate business. The company were forced to remodel the business to face the challenges of companies like Amazon and which has led to a big growth in the day to day delivery of parcels. As key workers during the pandemic the main challenges were safety and ensuring universal delivery of the service.

In hospitality, tourism, catering and security it has been a very different picture with many of our members furloughed throughout the pandemic. Even so, growth in this area of the sector has been continuous and the national strategy being developed from within this crisis will be beneficial long term. The sector is now seeing a skills shortage as it re-opens. Following the launch of our Unite Hospitality website we have now worked with NEYH Learn with Unite to establish a hospitality hub on the main Unite web site. We are now working on specific Regional pages and content. Much of the work in hospitality is undertaken by the vibrant branches we have in regions but there are big challenges as we try to encourage activist involvement in training and the union's internal democracy. The precarious nature of the work in this industry is still a challenge for the union and yet there is a wealth of talent and a much lower age demographic in the workforce we need to attract.

The challenges and lack of support given over to members in the social care sector has been well documented over the last period and in conjunction with other sectors in the public services our social care forum was developed to listen to and support members and activists.



## TRANSPORT & FOOD SECTORS

*Diana Holland – Assistant General Secretary: Diana Holland  
National Officers*

*Passenger Transport, Docks, Rail, Ferries & Waterways: Bobby Morton*

*Rail National lead officer: Harish Patel*

*Road Transport Logistics & Retail Distribution: Adrian Jones, Matt Draper*

*Downstream Oil Distribution: Tony Devlin*

*Civil Air Transport: Oliver Richardson*

*Food, Drink & Agriculture: Bev Clarkson, Joe Clarke*

### **“On the Front Line, facing the impact of COVID-19, ready for the challenge of the “new” future of work”**

As Assistant General Secretary for Unite Transport & Food sectors, I am overwhelmed by the exceptional part that our union’s membership, shop stewards and reps, branches, EC members, NISCs and RISCs, Transport Working Group, National and Regional officers, staff and organisers have played in the face of the COVID-19 global pandemic. Transport and Food workers have for the first time in living memory been properly recognised as key workers, carrying out an essential role for the economy nationally, regionally and globally, for communities, families and for people. There has been huge pride in transporting health and social care workers, food and vital medical supplies, keeping supply chains and people moving and supported; and in food and beverages production, processing, packing, logistics and retail, keeping everyone fed and sustained throughout lockdown. Our members have been on the front line. They have more than stepped up.

**Our priorities** have been clear: protecting and defending all our members’ safety, jobs and income; trade union voices at the table with government departments, ministers, shadow ministers and in industry bodies; identifying and acting to protect and build on our union’s strength in the transport and food sectors; linking up where we can industrially, and building workers’ power with other unions, the TUC and sectorally at all levels, including globally.

Unite has ensured workplaces across transport and food, where the majority have been in work, have been safer for all, and lives have been saved. We remember too all those who have lost their lives, and the terrible impact in particular among bus and taxi drivers, lorry and van drivers and chefs, including a high proportion of BAEM drivers. We have also acted to protect our members with COVID-19, Long COVID, ‘shielding’, who are pregnant, required to work from home, ‘furloughed’ on CJRS or SEISS, and been directly consulted by government on COVID-19 health and safety for our sectors. Media interviews, press releases, online and physical campaigning, industrial action and picket lines have all been needed.

The impact of COVID-19 on aviation and travel has been devastating. Our campaigning has been relentless and continues. Unite’s Blueprint for Aviation and updates have pressured the government to deliver on the promised aviation package, to ensure **recovery, regrowth and resilience**, environmental sustainability and worker protection throughout the supply chain and aerospace - as travel restrictions continue, we need transparency over the traffic light system, clarity over vaccine and testing arrangements and an extension of furlough support : [https://www.unitetheunion.org/media/3082/9086\\_ukaviation\\_booklet\\_a4\\_final-4.pdf](https://www.unitetheunion.org/media/3082/9086_ukaviation_booklet_a4_final-4.pdf)

We have defended Unite shop stewards and senior reps coming under increasing pressure from employers, and fought back against shameful 'Fire and Rehire' tactics. Seeking to use the pandemic as an excuse, some employers in transport and food have been at the forefront, beginning with BA, then Heathrow, STVA, coffee company Jacobs Douwe Egberts and bus company Go North West. A major tribute to all who have fought back and seen off fire and rehire, and recognition of Labour support and international solidarity through ITF, ETF, IUF and EFFAT.

**Key Workers** who have risked their lives during the pandemic to support communities, and keeping businesses going, deserved better than this, and we have been leading in the campaign to **outlaw fire and rehire**.

### **Transport and Food taking the strain : "COVID Customs and Christmas" 2020/21**

Across Transport and Food sectors, Unite raised key issues exposing the reality of the so-called 'oven ready Brexit deal'. The government proved ill-prepared and slow to respond, while our members at the sharp end were expected to pay the price. We ensured international trade and standards were raised with ministers and officials in DEFRA and DFT alongside COVID-19, and held special meetings with the Shadow Transport and Food & Agriculture teams. Key issues for our sectors include:

**FDA** - potential shortage fresh food from customs delays and tariffs; food standards, quality and safety from imports from parts of the world with lower standards than EU, and labour shortages from EU workers leaving and government 'hostile environment' policy; agricultural members working in France and Belgium for the Commonwealth War Graves Commission faced with impossible 'choices'

**RTCWL** - long-standing driver shortages exposed and impacting throughout the sector; serious concerns as customs arrangements unfold - in spite of our campaigning, fines for incorrect documentation being levied directly on drivers, queuing for customs arrangements without proper facilities, and resulting impact for the supply chain of delays and additional cost; EU Mobility Package needs to apply fully to the UK. **CAT** - still transitional arrangements over regulatory alignment and Single European Skies; airlines moving base from the UK to EU countries in response uncertainty; lack of aviation package in U.K. leaves members at a disadvantage when the industry starts to build back. **Docks** - delays led to bypassing of UK ports **Rail** - need to ensure common technical standards apply and UK rail manufacture not at disadvantage in awarding contracts across EU countries

The budget announcement of '**Freeports**' was not the response we needed, and Unite's submission to the government's consultation called for sector support and challenged government claims. Following announcement of the eight Freeports in England, ongoing discussions in Wales and NI, and on 'green' ports in Scotland, the EC agreed a comprehensive motion on Freeports, and confirmed National meetings led by AGS Transport & Food to strengthen coordination and implement the motion in support of decent jobs, protection of agreements and standards, union access and recognition, bringing together National Freeport initiatives, and Regional developments in Freeport areas.

### **“New Beginnings”**

In concluding, in spite of everything, transport and food workers are continuing to join Unite in their thousands. They have joined because of threats being faced, Unite representation, and because we are still breaking new ground, against all the odds : from Welsh government support for Welsh Taxis, membership growth in Jet2, and conversion of temporary to permanent contracts in Kraft-Heinz; to bereavement leave policies in First Bus, free fem care products throughout Tesco Logistics for period dignity, prevention of threatened derecognition at Avara Foods Newent site, mental health summit with employers in road transport and logistics and action on public ownership and parcels standards.

### **Action agreed at Unite Transport & Food sector conferences 2019**

The National Industrial Sector Conferences agreed vital priorities - see below - and launched the Unite film “Transport workers United, Ready for the Challenge” with new leaflet/poster including emissions register, Women transport workers charter, and international LGBT+ rights leaflet; global messages for World Toilet Day were posted; Unite white ribbons circulated for International Day to End Violence against Women and to call for ratification of ILO Convention on Violence and Harassment; Unite Climate Crisis and Mental Health guides and ITF Sanitation Charter were all provided. Key issues agreed include :

**Passenger Transport** - Maximum working temperature and driver cab air conditioning; Bus drivers rest breaks/PCV domestic driving regulations to be replaced; Mental health policy; Action on automation and new technology in passenger transport (job protection, risk to passengers, pedestrian safety and other road users risk and safety)

**Road Transport Commercial, Warehousing & Logistics** - EU derived legislation– sector Charter and negotiations to protect standards; Brexit and protection of workers’ rights; Lone working and Safety minimum standards agreement/template for negotiation of ‘new contracts’; Cab to be classed as the workplace; Transparency of OCRS (Operator Compliance Risk Score) ratings; Promoting Drivercare and its value to our retention strategy

**Civil Air Transport** - Disruptive passengers and action needed; CAT specific Health & Safety conference; ICAO/EASA shared benefits of technology; Technology Agreements/ Airports

**Docks, Rail, Ferries & Waterways** - HS3 complete Liverpool to Hull route fully electrified; Protection of terms and conditions of railway workers; Address threat posed in Canal & River Trust to health and safety, direct employment, skills and inadequate protection of historic structures, through increasing use of volunteers

**Food, Drink & Agriculture** -Apprenticeships pay and standards mandatory up to Level 6 including process production alongside engineering; T levels quality; Prospects UK Food & Agriculture : Brexit and push to precarious work and pay; No to chlorinated chicken; Mental Health First Aid; First Aid regulations to include Roving Health & Safety reps in Agriculture; Climate change in the Food industry

## EQUALITIES

*Assistant General Secretary: Diana Holland*

*National Officers Equalities:*

*Women: Siobhan Endean*

*Black, Asian & Ethnic Minorities, Disabled members, LGBT+: Harish Patel*

### **“Time for Equality 2020-2030”**

**Unity not Division   Equality not Discrimination   Trade Union Rights not Exploitation  
Solidarity not Hatred**

### **Unite action for equality NOW!**

Unite action for equality has been intensified throughout the pandemic, as COVID-19 has exposed and deepened existing underlying inequalities and systemic discrimination. The sadness, fear, passion and anger of our members has been a daily reality, and we have acted to represent, negotiate, lobby and campaign to bring about change to :

- stop the disproportionate impact of Covid-19 on Black & Asian people’s lives
- ensure women, many working on the front line, have safe PPE that fits and protects them
- check disabled workers and pregnant workers are not facing pay cuts or targeted for redundancy
- prevent LGBT+ workers being subjected to bullying & harassment, or isolated from support
- support workers facing impossible choices between family care and keeping a job
- or between safety and having enough money to survive on
- ensure anyone facing domestic violence and abuse, or mental health pressures has somewhere to turn
- protect members through recognition of “Long Covid”

Our approach has been clear - we have already measured inequality and produced the reports, now is the time we must have action for equality : **Risk Assessment and Equality Impact Assessment in all workplaces and on all policies**. Following two Unite Equalities Checklists for reps, a new Equalities Guide to equality impact assessment “*Making sure your workplace is fair for all*” has been produced,

<https://www.unitetheunion.org/media/3382/action-on-covid-19-equalities-booklet.pdf>

backed up by a new Unite Equalities Education course which has been running in every region. We have also produced Unite briefings on Women & COVID-19, Black & Asian ethnic minorities & COVID-19, Disabled members & COVID-19 and LGBT+ & COVID-19 – prioritising action that makes sure we effectively protect everyone’s safety, pay and jobs, dignity and security.

### **Changes needed – It’s time for Equality**

The report on implementation of motions agreed at 2018 Policy Conference includes key Unite equality actions and achievements, and motions agreed at 2021 Unite National Equalities Conferences are summarised below, while Unite’s long-standing campaigns continue : statutory rights for union equality representatives; new rights not just to measure the gender pay gap faced by Women, but action required to close it too, and to measure and act on pay gaps for Black & Asian Ethnic Minorities and Disabled and LGBT+ workers; employers to be required to prevent harassment including from third parties; an end to the

hostile environment for migrant workers, restoring the migrant domestic workers visa; and enacting Part 1 of the Equality Act on socio-economic class inequalities. We ensured these commitments were part of Labour's 2019 manifesto, are still Labour policy, and we continue to campaign with government and the Labour shadow team for change needed. Without these changes, the underlying inequalities exposed so starkly by COVID-19 will continue to deepen. It's Time for Equality – Now.

The proportion of Unite's membership who are Women and who are Black & Asian ethnic minorities, has increased over the last two years, BAEM women in particular. The proportion of declared disabled members has also risen, and following a significant increase in declared LGBT+ members previously, over the last two years, the proportion declined slightly then rose again to remain the same.

<b>Unite Membership 2021</b>		<b>Change since 2019</b>
<b>28% WOMEN</b>	<b>72% MEN</b>	<b>+ 1.2% Women</b>
<b>10% BAEM</b>	<b>90% WHITE</b>	<b>+ 2% BAEM</b>
of which 35% BAEM are BAEM Women		<b>+ 2.3% BAEM Women</b>
<b>1.8% DISABLED MEMBERS</b>		<b>+ 0.3% Disabled members</b>
<b>2.5% LGBT+ MEMBERS</b>		<b>same % LGBT+ members</b>

### **Fair and Effective Representation – Unite Equality Task Group**

The Equality Task Group was set up by the 2019 Unite Rules Conference to examine the involvement and representation of Women, BAEM, Disabled and LGBT+ members. An Action Plan was drawn up, and in spite of COVID-19, the task group has continued, and is preparing its report. In preparation for reps and committee elections due in 2021, a series of workshops were developed and offered in every region in 2020 : “Understanding your union and Getting involved” – 4 separate short workshops for women, BAEM, disabled and LGBT+ members to find out about becoming a rep, and “Building your Involvement as a Representative in Unite” 1 joint workshop for Women, BAEM, Disabled and LGBT+ Reps to find out about becoming a committee delegate. These are being repeated in 2021 for the elections taking place in 2022. More in-depth monitoring and a survey of committee delegates is being overseen by the task group and reported to National Equalities Committees/Conferences and the EC.

### **Unite Equality Reps Conference 2021**

The first of its kind, every Unite Equality Representative received an invitation to join the Unite Equality Reps Conference, which took place online on 22 February 2021. There was a very positive response from Workplace Equality Reps and Branch Equality Officers, all Unite regions and sectors, and representing the diversity of our membership, including workplace branches, retired members and community branches. The conference covered : Equality Impact Assessment; COVID-19 and safety, jobs, pay, dignity and security; Building involvement and tackling under-representation; Unite Equalities in English Regions, Scotland, Wales and Ireland; Unite campaign for Union Equality Reps' rights. On-line polls were held to introduce each session, a new Unite Equality Reps web-page has been established, <https://www.unitetheunion.org/what-we-do/equalities/unite-equalities-reps/> and we are looking at next steps, including a Unite Equality Reps Network.



## Unite National Women's, BAEM, Disabled Members and LGBT Conferences held 25-27 May 2021 online agreed priorities for moving forward :

### WOMEN

- Adoption of updated **Charter for Women** women's rights in society, at work, in the labour movement, working with our sisters across the labour and trade union movement, building a strong working class women's movement
- **Unite Women 50:50** full Unite equality monitoring, review and action to equalise opportunities for women, including all-women shortlists
- Strong **family policy** campaign for maternity rights, support parents to combine work with caring, additional maternity leave for premature babies
- Organising women on **low pay and zero hours contracts** including lower membership contributions
- Campaign to close the **gender pay gap** at much quicker rate
- **Action against domestic violence and abuse** – new Unite Toolkit for reps to support negotiations with employers backed up by a charter, legal rights and awareness campaign, no cuts to domestic abuse services, support for survivors
- **Unite Women's Network** for working women who are not reps, piloted in Wales, to attract, recruit and retain the next generation of women workplace leaders
- Strengthen **union equality reps** in workplaces and equality rep education courses
- **Cervical cancer** - ensure NHS and HSE (Irish Health Service) fully resourced, moratorium new outsourcing of health screening, prohibit test/analysis outside UK and Ireland
- Unite women campaigning with eg Child Poverty Action Group, TUC for **free school meals** to include all children in primary school
- Actively campaign and raise awareness of **street harassment on public transport** and unwanted attention women face including travelling to work
- Contact Law Commission to support their drive to **include women in hate crime legislation**
- Expose and campaign to end **gender inequality hiding in personal injury claims** through gender-based stereotypes in compensatory awards 'loss' calculation
- Work with eg Women in Prison, Prison Reform Trust on **women and the justice system** to reduce women's imprisonment, seeking alternatives to custodial sentences for non-violent crimes

### BLACK & ASIAN ETHNIC MINORITIES

- Action to audit **the race pay gap and race glass ceiling progression gap** in Unite-recognised workplaces, with new Unite information and campaign pack
- National Unite recruitment campaign **to grow our BAEM membership and training programme for all BAEM regional reps, delegates and membership** targeting BAEM communities and workers; training for all Unite reps, officers and staff on race discrimination and racial harassment; regional 'getting involved' development courses for BAEM members, committee delegates, and BAEM Leadership courses; ensuring all courses inclusive of BAEM members and all equality
- Lobbying to **defend freedom of movement of workers in the UK** across UK/Ireland and between EU-27 and UK
- Support for organisations specialising in **Windrush** issues, recognising many are run by volunteers and receive no government funding

- Raise awareness of **hate crimes**, how to report them and support available; Unite mobilisation and unity against “hate”
- **Eradicating health inequalities faced by Black and Asian patients in organ donation and transplantation** – Unite leaflet challenging myths and supporting NHS Blood and Transplant and National BAEM Transplant Alliance campaign; linking up with Unite Community members
- Developing with TUC a **BAEM Older Workers and Later Lives Strategy** in health and social care; lobbying for mandatory cultural awareness training
- Lobby Governments to tackle unemployment disadvantage faced by **young BAEM people who have been in care** to be brought into local authority workforce

## DISABLED MEMBERS

- **Reasonable Adjustment Disability Passports** – to be agreed with employers and respected for transfers/sub-contracting, new jobs; new materials to support Unite reps and officers raising disability passports in negotiations
- **Disabled workers pay reporting** to be raised in workplace negotiations, campaigned for as new right, added to Unite research and education materials
- **New rights for disabled people in employment** on decent work and support; UN Convention on the Rights of Persons with Disabilities (UNCPRD) incorporated into UK law
- **Putting the social model of disability at the heart of our union** – new 1-hour short course and guide, Social Model included in Unite Education
- New short guide on **mental health and hidden disabilities** to raise awareness with reps of issues and rights; Unite reps and branch officers Mental Health support
- Lobbying all UK governments on **disabled women and cervical cancer screening**

## LGBT+

- **Sexual harassment of LGBT+ people in the workplace and campaigning for stronger rights** – campaigning for new legal duty on employers to prevent sexual harassment
- Developing Unite guidance on **gender neutral uniforms** to prevent discrimination and harassment of trans members or members who identify as non-binary, or are gender fluid
- Review of policies and training with appropriate mental health organisations and support groups to ensure more understanding of the **mental health and well-being of LGBT+ members**
- **Turing law** – campaigning on injustices still faced, and for all affected to have their records automatically expunged and compensation
- Campaigning and public awareness raising for **reform of the gender recognition act** based on self-declaration and in line with global best practice; and for **trans equality, trans/non-binary awareness training and language diversification** including protections on unauthorised Trans disclosure, enabling X gender on UK passport for non-binary people as in other countries, and training for Unite reps and officers
- Support to members who are **LGBT+ EU citizens and who have partners who are EU citizens**; recognising homophobia
- **Solidarity with LGBT+ asylum seekers** – lobbying so no LGBT person seeking refuge is detained; support to asylum seekers who have suffered discrimination, harassment and torture

- Statement of support for delivery of **LGBT+ inclusive education** in line with legislation in England, Scotland and Wales, and being considered in Republic of Ireland; campaign to introduce legislation in Northern Ireland
- **Celebrating our LGBT+ History** – publicising the appeal for LGBT+ history campaign archive, recognising the role of TUs
- Unite to maintain support for **Pride as Protest**

**Thank you** to all for everything done to advance equality on behalf of Unite, and remembering Sean McGovern who was chair of Unite's National Disabled Members Committee and EC Disabled Members Rep, and all campaigners for equality who have so sadly lost their lives – we keep the flame of equality burning with their memory.

### **Equality Monitoring in Unite**

The EC report on *Implementation of Unite Rules on Equalities* required under Rule, is an Appendix. Unite's monitoring has been included in our contribution to the TUC Equality Audit. The Executive Council has continued to evaluate steps to address under-representation in officer and other union appointments.

## **RETIRED MEMBERS**

*Assistant General Secretary: Steve Turner*

Since 2018 conference our Retired Members have continued to grow in both numbers and influence, with some 66,000 members paying contributions and playing a full role across the union at a regional and national level. **Our members have elected their first full delegate to our Executive Council** and held a successful sector conference, alongside every other industrial sector of our union, in 2019.

Despite the impact of Covid-19 and the loss of too many friends and colleagues on our ability to publicly campaign and organise protest activity, our retired members fully engage in a whole range of activities and campaigns supporting both their own and the wider memberships' interests. **At a political and industrial level they support our pickets during disputes, organise demonstrations, campaign with direct actions and build alliances to advance our collective interests**, working in cooperation with our industrial, young and community members.

*Our members continue to play a leading role in the National Pensioners Convention and Scottish Pensioners' Forum, the Pensioners' Parliament and in the development of the pensioners' manifesto with other TUC affiliates.*

**Under cover of Covid-19 and the shielding of millions of pensioners and the vulnerable, the UK government has started its attack on the social contract with pensioners;** undermining long fought for benefits and threatening to remove the '*triple lock*' formula for increasing the state pension, the bus pass and winter fuel allowance while disgracefully removing the free TV licence from the over 75s.

*Our retired members lead the political fight for **dignity in retirement** and an **end to pensioner poverty**: including, a state pension based on two thirds of average earnings, action on isolation and loneliness, a warm, secure home for all, free use of public transport, community training and free access to TV, phone and broadband services to end digital exclusion for millions.*

**Unite retired members stand alongside our industrial members in the fight to:**

- *meet the challenges of the climate crisis*
- *end the privatisation of our NHS*
- *establish a National Care Service*
- *demand full employment and decent jobs for young workers*

## **YOUNG MEMBERS**

*Assistant General Secretary: Howard Beckett*

*National Officer: Rhys McCarthy*

Covid-19 has had a huge impact on young workers and they have been disproportionately affected by the pandemic in terms of job losses and furlough. However, our young members have continued to organise.

Imaginative campaigns have also meant we have won the last two 'Youth Award' for the TUC Congress Awards. In 2019 London and Eastern Young Members Committee and Mary Summers, young member and now regional officer Mary Summers took the award.

Mary led a great campaign against Greenwich Leisure Limited (Better) who run outsourced council leisure centres for not paying the 'living wage' for 18-21 year olds. This is despite numerous councils being accredited 'living wage' organisations. The campaign lead Greenwich Leisure Limited (Better) across several London councils being forced to pay the LLW for 18-21 year olds.

In 2021 Unite young member Lois McCallum won the 'Youth Award' for organising hundreds of young workers at the University of Sheffield who were being exploited on zero hour contracts.

Lois was elected as a Unite representative at the Sheffield University student union just before the pandemic started in the UK and led a campaign that ended zero hour contracts, negotiated 100% furlough payments and contractual sick pay at her workplace.

## **UNITE COMMUNITY MEMBERSHIP**

*Assistant General Secretary: Steve Turner*

*National coordinator: Liane Grove*

Unite Community has celebrated its 10<sup>th</sup> year anniversary this year and is now established as a great campaigning force within Unite. With over 120 branches and 14K members Unite Community membership is well embedded into our union.

The main focus of Unite community has been challenging the cuts to the benefits system. Unite has done more than any other union in campaigning against the cruelty of Universal Credit.

Unite Universal Credit campaign has involved many separate days of action both physically with stalls, publicity events, demonstrations and protests which all became digital and during the lock-down. The days of action have highlighted the poverty levels of Universal Credit. Unite Community have produced several surveys and have had various successful fringe meetings at LP conference and at the TUC.

The Covid pandemic has been a devastating time for many Unite members and led to a big increase in unemployment. To support Unite Community members who are unemployed and Unite industrial members who have lost their jobs, Unite Community produced a useful guide on what benefits are available, how to claim and where to get advice and support. It also offers advice on how to minimise outgoings and manage debt.

Unite Community has provided training for Welfare buddies who offer support to claimants. Unite Community has also run extensive training programmes on key skills for activists including: how to use social media; Advocacy; campaigning skills; how to write a press release; lobbying MPs and local government.

Another key advantage that Unite Community has brought to the union is the support to industrial members in dispute. Community members are present at almost every picket line in every dispute Unite runs. Unite Community members take direct action and raise money and campaign within communities to win support for our members' struggles.

Unite Community members also play a major role in defending our public services against austerity and in particular defend our NHS against privatisation and cuts. Unite Community continues to provide our union with positive publicity and positions Unite as the progressive union fighting for social justice in the UK and Ireland.

## NATIONAL ORGANISING AND LEVERAGE DEPARTMENT

*Executive Officer: Sharon Graham*

*Working on the organizing agenda: National coordinators – Maggie Hazelhurst & Mike Thompson*

### **Bargaining through the Pandemic**

Throughout the pandemic the Department developed practical guidance for Shop Stewards and Reps, including:

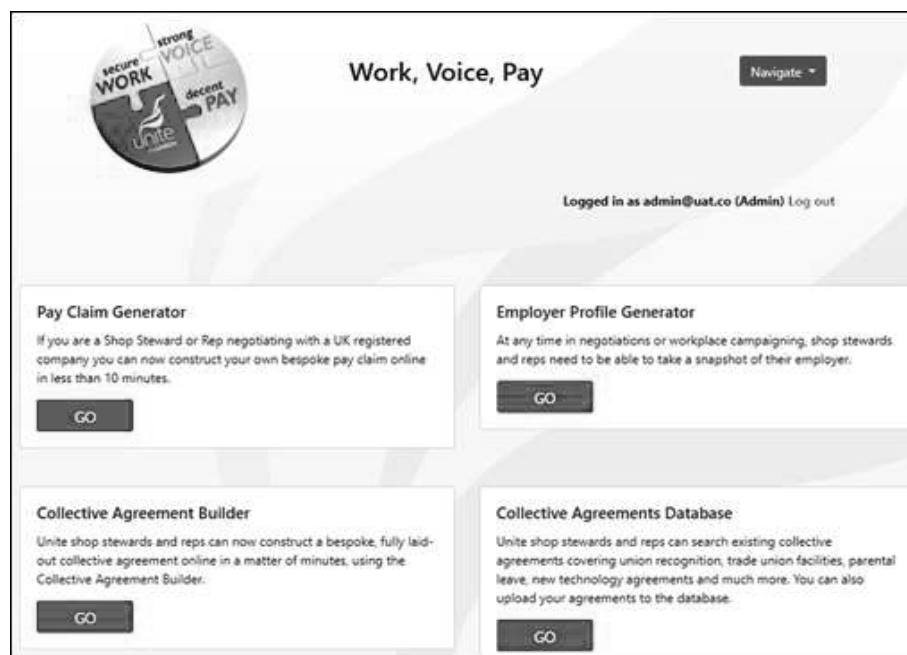
- Template Lockdown Agreement
- Financial Disclosure (open the books)
- Covid 19 H&S Checklist
- Homeworking Agreement

### **Work, Voice & Pay – Shop Stewards Toolkit**

We have continued to develop our WVP toolkit, adding new products and our online service continues to be heavily used. The Pay Claim Generator continues to be the most popular tool we offer:

- PCG total from launch (March 2018):
- Shop Stewards/Reps and Officials logged onto the Pay Claim Generator – **85,015**
- Pay Claims Generated – **17,565**
- In the last biannual period we have launched three new bargaining tools and built a new WVP login portal, including:
  - Employer Profile Generator
  - Collective Agreement Database
  - Agreement Builder

### *The New WVP Portal*





## **In Defence of RPI**

As part of our Work, Voice, Pay Strategy we monitor inflation and encourage reps to use RPI as opposed to CPI as a reference point for their pay negotiations.

The Government plans to stop RPI and we have been working with experts to make sure that the Union is best placed to continue collecting the data ourselves so that our Reps will not be forced to use CPI by default. We are also in the process of developing a much more comprehensive 'Cost of Living' index that can more accurately estimate the real inflationary pressures felt by our members.

## **Organising through the Pandemic**

Throughout the pandemic the Organising and Leverage Department has remained focussed on growth.

As a Department we have been heavily engaged in 'Remote Organising', which we have only previously used in hostile campaigns. It has been very successful in lockdown, particularly where access to workplaces is severely restricted. This work has also included supporting workers through 'crisis leverage' campaigns. Both have had a clear and positive impact on the number of workers joining the Union and has undoubtedly helped boost the numbers recorded.

Despite the obvious challenges over 160,000 new members have joined our Union. 70% of those coming in are in clusters of more than 4 new members in a single workplace.

### ***Clustered and Individual Joiners during lockdown (6 March 2020 to 31 July 2021)***

	<b>2020/2021</b>	
	<b>Joiners</b>	<b>%</b>
Clustered Joiners	110,975	67.88%
Individual Joiners	52,502	32.12%
<b>Overall</b>	<b>163,477</b>	<b>100.00%</b>

## **Top 10 Strategy**

The Department remains committed to the long term plan to organise the major non-Union employers in each of our industries. 51 top employers in Unite Sectors (UK) are non-Union and they cover over 900 workplaces. In accordance with our strategy they are now targets.

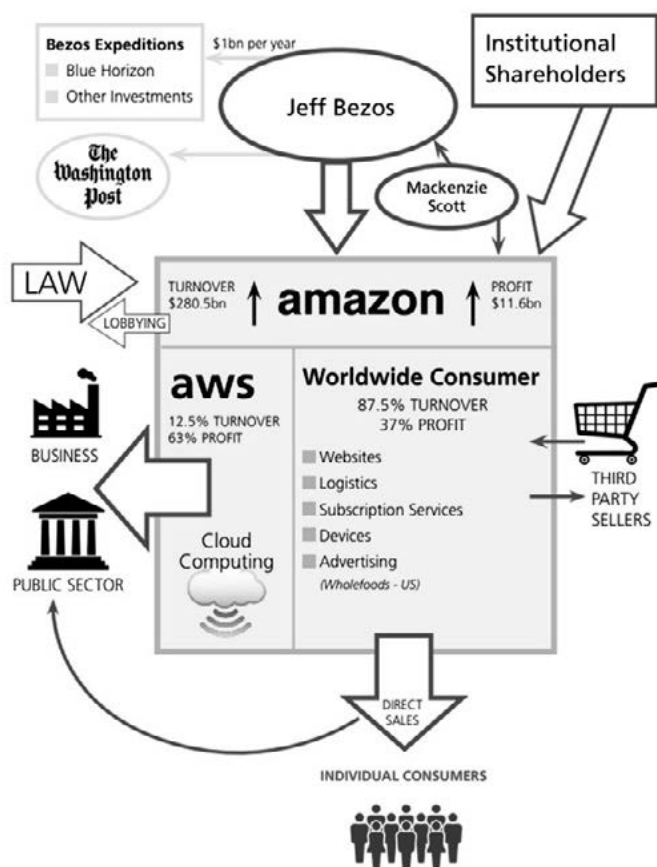
### **Top 10 Unrecognised sites (The Reds)**

<b>Sector</b>	<b>Employers</b>	<b>Sites</b>
Automotive	1	11
Chemicals, Pharmaceuticals, Process & Textiles*	4	10
Civil Air Transport	1	9
Community, Youth Workers & Not For Profit	8	123
Energy & Utilities*	2	16

Sector	Employers	Sites
Engineering, Manufacturing & Steel	3	27
Finance & Legal	9	83
Food Drink & Agriculture	2	61
Government, Defence, Prisons & Contractors	1	26
Graphical, Paper, Media & Information Technology	5	49
Health	4	246
Road Transport Commercial, Logistics & Retail Distribution (Amazon being No.1)	3	55
Unite Construction, Allied Trades & Technicians	10	191
<b>TOTAL</b>	<b>51</b>	<b>907</b>

### Amazon

The Department is now ready to take on the struggle to organise Amazon. It will be a long fight but providing the Union remains committed we are confident of success.



The campaign was launched on March 31<sup>st</sup> 2021 with our demand for Amazon to sign up to a declaration of neutrality that guarantees workers the freedom to talk with and form unions without fear of retribution.

We have now begun the first stages of Leverage in support of neutrality. This is necessary before recruitment can begin effectively.

We have escalated actions outside Amazon linked locations to AWS customers, attracting widespread local media attention.

We recently released the first Unite Action on Amazon report: *Time for a union, Time for a reckoning, Time to hold Amazon to account: The Testimony of UK Amazon Workers*. The report compiles the hotline testimonies of Amazon workers, including examples of workers having to urinate in bottles.

Research from our Department uncovered compelling evidence of price gouging from Amazon at the height of the Covid 19 pandemic.

We have submitted the first formal complaint to the UK Competition & Markets Authority (CMA) against Amazon for abuse of its market position in relation to this price gouging.

Tax avoidance: Our new Unite Investigates Report showed how Amazon's tax arrangements in Luxembourg are used to obscure UK earnings.

### **Defending Members through Covid**

Throughout the pandemic we tried to show that it is possible for the Union to deliver effective campaigns even in the most hostile of circumstances. The development of Crisis Leverage was critical to our approach.

### **Go North West**

Our Members at Go North West showed that 'Fire and Rehire' can be beaten. After weeks of action and the deployment of Crisis Leverage, the company was forced to drop disciplinary charges targeting our Shop Stewards, remove the threat of 'Fire and Rehire' and negotiate a pay rise, rather than impose a settlement.

I was privileged to stand with our Go-Ahead Reps in this dispute. Our Shop Stewards and Reps across the Union need to know how sustained industrial action can be supported and take confidence from the fact that it can be repeated.

We know that the politicians have failed and that it is now up to us to defend working people. The campaign at Go-Ahead showed that where our activists are given real, practical support to defend jobs – they can win.

### **BA Betrayal**

The BA campaign was a 'stake in the ground' for our Union. Following, BA's unprecedented decision to impose 'fire and rehire', deliver thousands of permanent redundancies and drastic cuts to pay, terms & conditions, we were asked to deliver a 'Crisis Leverage' campaign.

Despite being brought in at the late stages of the campaign, BABetrayal made clear to all that Unite is capable of delivering comprehensive, multifaceted campaigns in an incredibly pressurised time period. There is no doubt that 'Crisis Leverage' has the potential to dramatically increase the power of our members. This was proven during Lockdown which made many of the more obvious tactics redundant.

## **LEGAL, MEMBERSHIP AND AFFILIATED SERVICES DEPARTMENT**

*Assistant General Secretary: Howard Beckett*

### **LEGAL**

Unite Legal Services continues to deliver high quality representation to members, regularly achieving impressive compensation. We act for over 20,000 members a year and regularly recover over £200 million in damages.

#### **Covid-19 legal responses**

The department's work over the last 18 months has focused heavily on responding to the previously unimaginable challenges that the pandemic has presented since March 2020.

From the very outset we have provided tailored guidance and advice for officers and workplace reps in the form of a quick fire Q&A, detailed guidance notes and template letters to send employers on a multitude of issues including health and safety rights, lay-off/short-time working, wages, sick pay, furlough/CJRS rights, holidays, negotiating furlough agreements, agency/precarious workers, disability rights/reasonable adjustments and redundancy which have been updated as the Government's position, HMRC guidance and the various statutory instructions/directions has arisen and then, all too often, been amended.

We have threatened, issued and supported proceedings against the Government, police and administrators to ensure that our members' rights are best protected amid a whole new legislative arena; much of which (noticeably) urgently drafted and with ever changing and sometimes inconsistent non-statutory guidance.

Our first High Court intervention in Carluccio's 30 March 2020 administration ensured that our low paid hospitality members had opportunity to benefit from the then new furlough scheme.

Where the new laws and guidance (or lack of) have contained errors or contradictions, we have challenged issues via the TUC legal officers group and with our own judicial review applications or letters of claim prior to.

Our pre-action challenge to the Treasury and HMRC concerning the first CJRS Statutory Direction led to beneficial changes in the right to furlough workers whilst they qualify for SSP.

In November 2020 we successfully defended the right to lawfully picket during lockdown. After the North West Yorkshire Police broke up our socially distanced, lawful pickets outside the Optare bus factory during lawful strike action, we lodged Judicial Review applications against both the North West Yorkshire Police and the Secretary of State for Health. The Defendants backed down the day before our case was due to be heard and the Department of Health issued new guidance to all chief constables confirming that the lockdown exception which allowed workers to attend work, applied equally to lawful trade union picketing.

We subsequently had to take similar action in both Scotland and Northern Ireland on the SAICA and Hovis disputes, which achieved the right to picket across the whole of the UK.

### **The Trade Union Act 4 years on**

Since the last policy conference we have seen implementation of or dates set for the final few outstanding Trade Union Act provisions.

This included the need to report information to the Certification Officer regarding all industrial action ballots and industrial action taken since 1 January 2019, with strike and action short of strike counted separately. In 2019 this included 245 ballots with 1438 days of industrial action taken and in 2020 there were 113 ballots with 330 days of industrial action taken over the year.

In June 2021, the Government published its responses to the hurried consultations conducted in 2017 regarding the implementation of the remaining Trade Union Act provisions, which concern the grant of additional powers to the Certification Officer to impose financial penalties on trade unions, alongside wider investigative powers including third party complaints, and an annual levy paid by unions to fund the Certification Officer's regulation. The department submitted responses to both consultations and will continue to strongly oppose these additional powers/penalties and levy and campaign to repeal the Trade Union Act in full. Subject to the necessary statutory instruments and commencement order being made, these provisions are due to be implemented from April 2022.

### **Small Claims Limit**

Unite continues to meet the services of members despite the continued attacks by the government upon Trade Unions and the victims of workplace injury. The Civil Liabilities Act 2018 and associated Regulations established a tariff which significantly reduces the compensation payable to those who suffer whiplash injury as a result of road traffic (including work-related) accidents. The Government has also raised the small claims limit in road traffic accident claims from £1,000 to £5,000. These changes came into effect on 31 May 2021. There are further plans to raise the small claims limit in all other personal injury claims from £1,000 to £1,500 in April 2022. Any increase to the small claims limit raises significant health and safety concerns and has potentially huge implications for Unite, our members and Unite panel law firms. Unite has ensured that appropriate measures are put in place to deal with the changes that have taken place and planned future changes.

### **Legal Reforms – Supporting lobbying and campaigns**

Unite Legal Services continue to campaign in relation to changes in the law.

The Covid-19 pandemic brought the immoral, but generally lawful, practice of dismissal and re-engagement into sharp focus and the legal department has supported campaigns and lobbying to outlaw fire and re-hire.

The department has engaged with Barry Gardener MP on his current fire and re-hire Private Members' Bill on Employment and Trade Union Rights (Dismissal and Re-engagement), which has its second reading scheduled for the final day of conference. The bill seeks to amend the law relating to workplace information and consultation, employment protection and trade

union rights to provide safeguards for workers against dismissal and re-engagement on inferior terms and conditions; and for connected purposes.

We strongly opposed the Spycops bill (Covert Human Intelligence Sources (Criminal Conduct) Act 2021) and, as a core participant in the Undercover Policing Inquiry, we continue to challenge the police evidence of the Special Demonstration Squad's activities and press against the narrow approach taken thus far by the Inquiry.

Unite Legal Services are supporting 69 survivors or bereaved families in the ongoing Grenfell Tower public Inquiry.

### **The Continuing Development of Trade Union Legal Services**

Unite are looking to develop industrial solutions to deal with the constant attacks on workers. Development of the Legal Department is about bettering fulfilment of lay representatives and Officers to better deal with problems in the workplace.

### **Legal Website**

The Legal website is designed to promote legal successes of Unite to better demonstrate how legal successes are relevant for each Sector and to allow activists and Officers access to material and information needed to protect members' rights in the workplace.

The website ([www.unitelegalservices.org](http://www.unitelegalservices.org)) was launched in June 2015. It is supported by Unite Legal Services Facebook and Twitter accounts.

The website contains all the information members need to understand the wide range of legal benefits available to them, and brings together the latest legal news from Unite Legal Services and real-life stories from members.

### **Regional Legal Officers / Regional Dispute Teams**

Unite has Regional Legal Officers or Legal Managers (RLOs) in all GB regions to monitor legal services delivered regionally, ensure the continued improvement of legal services and to combat the Trade Union Act industrial action requirements.

The RLO role remains focused on the fact that a legal response or threat is part and parcel of the industrial response to a workplace issue, with the RLO needing to play a key part of the Regional Dispute Teams to ensure that the additional Trade Union Act ballot thresholds and procedural requirements are beaten and our members, reps and officers are fully supported in every dispute.

### **SIGNIFICANT LEGAL CASES**

Since the last policy conference there have been a number of significant cases supported by Unite Legal Services. We would encourage all to use the legal website (details above) to see the successes achieved and how these successes impact on your terms and conditions in the workplace. Set out below are cases which provide great examples of the work Unite Legal Services is carrying out to support members.



### **Blacklisting**

In May 2016, Unite Legal Services concluded blacklisting litigation on behalf of 256 members securing a compensation package of over £10 million along with non-financial demands upon the employers, which no other party was able to achieve. Then in May 2019, Unite Legal Services secured a further sum of over £1.9 million in compensation for 53 blacklisted workers. In addition, Unite secured a payment of £230,000 into a training fund to be used for the victims of blacklisting. The settlements secured reflect the gross injustice perpetuated by the employers. Unite Legal Services continues to support all members who have suffered from this outrageous practice and continues to call for a full public enquiry into blacklisting.

### **Unlawful Inducements to give up collective bargaining**

Our fight to protect collectively bargained agreements has reached the Nation's highest court and their decision is currently pending.

On 18 May 2021, the Supreme Court heard our landmark case involving members of Unite and Kostal UK Limited, who we say made 'unlawful inducements' to undermine a collective agreement. Unite Legal Services has supported our members' case all the way to the Supreme Court, after a Court of Appeal hearing in 2019 overturned the previous decisions of an employment tribunal and the Employment Appeal Tribunal.

The case dates back to 2015, when Kostal attempted to bypass union negotiations in the first pay talks since the majority of the company's workforce voted in favour of Unite being recognised as their trade union. In an attempt to break the union, the company wrote directly to members who had heavily rejected the company's pay offer and urged them to accept their offer individually and accept changes to their employment or lose a Christmas bonus worth £270. The offer was then repeated to those who did not accept it in January 2016 and was then coupled with the threat of dismissal if workers did not accept.

The employment tribunal ruled that both offers amounted to unlawful inducements, contrary to section 145B of the Trade Union and Labour Relations (Consolidation) Act 1992 and awarded Unite members over £420,000 in compensation. The decision was upheld at the Employment Appeal Tribunal but then overturned at the Court of Appeal. The Supreme Court reserved their judgment at the May hearing and we anticipate this will be handed down toward the end of the year.

### **Toxic Cabin Air**

Unite is currently supporting over 200 members who are pursuing claims for exposure to toxic cabin air. The litigation, currently proceeding through the High Court is at an early stage but is already achieving results in terms of raising awareness of the issue. A Coroners Court hearing accepted the need for thorough investigation to be carried out whenever it is suspected that a death may have been caused as a result of exposure to toxic cabin air. Unite has called for a public enquiry to ensure a full and thorough investigation is carried out into toxic cabin air and that changes are implemented to prevent further injuries being caused to those who work on board and travel by aircraft.

### **Covid-19 PI Claims**

Unite Legal Services has established a specialist team to advise members and family members who have contracted Covid-19 potentially as a result of workplace exposure. The service is being advertised in the Regions and on the main Unite and Legal Services websites. There have been issues with workplaces not carrying out risk assessments, not reorganising work processes, not providing ppe, and not enforcing social distancing leading to members contracting Covid-19. Presently, there are over 120 claims for members and family members being investigated. These cover different Regions and Sectors. Unite Legal Services is monitoring the number of claims being submitted by members and taking strategic decisions as to future conduct.

### **Judicial Review of the Restriction of Public Sector Exit Payments Regulations 2020**

Unite together with other unions and the BMA lodged applications for Judicial Review of the above Regulations. In response the government announced late on 12 February that it would be revoking the **Restriction of Public Sector Exit Payments Regulations**, which placed a £95,000 cap on public sector exit payments. The Regulations came into force in November 2020. Three months later, the government was forced to recognise serious deficiencies in the Regulations impacting long-serving dedicated public sector employees and issued a Treasury Direction to suspend them, whilst the process of formal revocation took place when the Restriction of Public Sector Exit Payments (Revocation) Regulations 2021 came into force on 13 March 2021. The revocation regulations provide for back pay on reduced exit payments made as a result of Regulations in the intervening period.

### **Sainsbury's Equal Pay claims**

In 2018 and 2019 further equal pay claim campaigns were run amongst our retail members in preparation for and following the company's forced changes to terms and conditions. We are supporting around 1500 members in claims for equal pay for work of equal value in England, Wales, Scotland and Northern Ireland. The GB claims are progressing with the selection of lead claimants and comparators for the equal value process. As with historic public sector equal pay claims, the tribunal procedure is long-winded and time consuming for multiple claimants. To-date the employer has opted to seek to delay and waste money on unmeritorious legal arguments, rather than looking to evaluate the predominantly female store-based jobs fairly and increase pay to fill the equal pay gap.

### **Carillion Protective Award claims**

Following the Carillion group collapse in January 2018, we brought protective award claims for 263 members made redundant at qualifying workplaces without the requisite collective consultation. In July 2021, we robustly and successfully defended an appeal raised on behalf of the insolvent companies to the employment appeal tribunal, which had potential to drive a cart and horses through established law and make it much easier for liquidators to defend failures to comply with their duty to collectively inform and consult in circumstances of a compulsory liquidation. Unite is the only trade union that has proceeded with protective award claims following the Carillion collapse.

## **FUNDAMENTALS OF UNITE REPRESENTATION**

### **Personal Injury**

Unite continues to support members in pursuing personal injury claims. By using Unite Legal Services to pursue their personal injury claim, a member will receive 100% of their compensation. There are no fees, no deductions and no compromises.

Unite has and will continue to support the most difficult personal injury cases. Members are covered in respect of a whole range of injury claims including: accidents at or away from work, amputations, asbestos diseases, brain injuries, industrial diseases, serious injuries and road traffic accidents. Non-working family members also benefit from free legal assistance from Unite Legal Services.

Unite's legal support goes far beyond that provided by a 'no win-no fee' solicitor practice. Members can access Unite's personal injury service by telephoning the 24-hour legal helpline (0800 709 007) or by telephoning their Regional office.

### **Employment Law**

Employment law is constantly changing and workers need protection and industrial legal solutions now more than ever. Unite members have access via their Regional Officer to free legal advice and representation. Unite Regional Legal Officers are on hand to provide advice and monitoring and continued improvement of regional legal services. Members always receive 100% of any compensation they are awarded in any employment tribunal claim.

Members are covered in respect of a wide range of employment matters including: Unfair Dismissal, Redundancy, Protective Awards, Discrimination, Contractual Issues, Collective bargaining and trade union rights, Working time issues and Holidays, Pay and other benefit, TUPE, Employment Status, Equal Pay, Pregnancy; Maternity; Paternity; Parental; Adoption or Flexible Working Rights, Agency Worker Rights and Settlement Agreements.

## **MEMBERSHIP**

The most significant event to affect the union has been the Covid outbreak and the way it has seriously affected our members who have not been able to carry out their jobs, this has hit the service and civil aviation industries particularly badly, but all sectors have been hurting from the effects.

To help our members we introduced some new initiatives during the crisis, the first one was to reduce our members subs where they had been put on furlough and so had reduced income, or even lost their entire income. At the height of the crisis, we had nearly 50,000 members on furlough. The tables below show the rates available for these members.

The tables below show the furloughed rates compared to their full pay equivalent

Scale		With Pol Fund GBP		Without Pol Fund GBP			With Pol Fund EUR		Without Pol Fund EUR	
		Weekly	Monthly	Weekly	Monthly		Weekly	Monthly	Weekly	Monthly
1	Basic	3.45	14.95	3.26	14.14		4.20	18.20	3.97	17.22
1A	Basic Part Time	2.03	8.80	1.92	8.33		2.45	10.62	2.32	10.05
2	Enhanced	3.75	16.25	3.56	15.44		4.60	19.93	4.37	18.95
2A	Enhanced Part Time	2.18	9.45	2.07	8.98		2.65	11.49	2.52	10.92
1X	Basic from 1/3/18	3.55	15.38	3.45	14.95		4.30	18.63	4.20	18.20
1AX	Basic P/T from 1/3/18	2.13	9.23	2.03	8.80		2.55	11.05	2.45	10.62
2X	Enhanced from 1/3/18	3.85	16.68	3.75	16.25		4.70	20.36	4.60	19.93
2AX	Enhanced P/T from 1/3/18	2.28	9.88	2.18	9.45		2.75	11.92	2.65	11.49
F1	Basic	2.76	11.96	2.61	11.31		3.36	14.56	3.18	13.78
F1A	Basic Part Time	1.63	7.04	1.54	6.66		1.96	8.50	1.86	8.04
F2	Enhanced	3.00	13.00	2.85	12.35		3.68	15.94	3.50	15.16
F2A	Enhanced Part Time	1.75	7.56	1.66	7.18		2.16	9.20	2.02	8.74
F1X	Basic from 1/3/18	2.84	12.30	2.76	11.96		3.44	14.90	3.36	14.56
F1AX	Basic P/T from 1/3/18	1.70	7.38	1.62	7.04		2.04	8.84	1.96	8.50
F2X	Enhanced from 1/3/18	3.08	13.34	3.00	13.00		3.76	16.28	3.68	15.94
F2AX	Enhanced P/T from 1/3/18	1.82	7.90	1.74	7.56		2.20	9.54	2.12	9.20

And the tables below show the other reduced rates compared to the normal rates.

Scale	With Pol Fund GBP		Without Pol Fund GBP			With Pol Fund EUR		Without Pol Fund EUR	
	Weekly	Monthly	Weekly	Monthly		Weekly	Monthly	Weekly	Monthly
RRX	0.65	2.81	0.55	2.38		0.75	3.25	0.65	2.82
LBX	2.25	9.75	2.15	9.32		2.75	11.91	2.65	11.48
LEX	2.55	11.05	2.45	10.62		3.15	13.64	3.05	13.21
LPTX	1.13	4.88	1.08	4.66		1.43	6.17	1.33	5.74
B2WX	0.65	2.81	0.55	2.38		0.75	3.25	0.65	2.82
LPBX	2.25	9.75	2.15	9.32		2.75	11.91	2.65	11.48
LPEX	2.55	11.05	2.45	10.62		3.15	13.64	3.05	13.21
1X	3.55	15.38	3.45	14.95		4.3	18.63	4.2	18.2
2X	3.85	16.68	3.75	16.25		4.7	20.36	4.6	19.93
1AX	2.13	9.23	2.03	8.8		2.55	11.05	2.45	10.62
2AX	2.28	9.88	2.18	9.45		2.75	11.92	2.65	11.49

We also introduced the 'Still Here For You' campaign, wholly funded by the union, as a way of supporting those members who had lost their employment as a result of this crisis, this means that these members who are struggling at this time, can still retain their union membership and the benefits that this brings them; we are currently helping out over 33,000 members in this way.

We are constantly working on developing the membership system to improve the information that we provide our workplace reps and branch officers. The Branch Portal allows these reps to view the members in their domain and they can download the information to communicate with the members and update that information with changes as required.

Another significant change to our systems was the introduction of the GDPR which gives our members greater say in how we communicate with them and ensure that the members can define in detail what they want to hear about from the union.

We are currently working on a new app that will work on all mobile devices, so that reps and other members can access their own information, keep it up to date, find their local office and have their membership card available on their device. We will be adding other facilities as the technology allows.

Even during these difficult times, the staff have been able to access the membership system remotely, so that they can stay safe and work from home where convenient. The auditors have also been able to carry out the Membership Audit Certificate (MAC) remotely via conference calls with the staff at the required offices and have been able to complete the MAC as necessary.

### **COLLECTIVE ACTION AND CONSULTATIVE BALLOTS**

Across the Sectors, Unite has won for a number of members, without having to take any action, including National ballot for Syngenta Ltd (Pay Claim CPPT Sector), Norwich City Council, Local Authority L&E Region (Pay and Conditions claim) and Stadler Rail Service UK Ltd, DRFW Sector NEYH Region Important Public Service Pay Claim ballot.

Over 75% of ballots relate to wage claims, conditions of employment and pay offers going to the heart of our members' terms and conditions of employment and more so due to Covid 19 where many members have faced pay freezes, eg. P&O Ferries (National) – as well as dismissal and re-engagement on lesser terms and conditions. Pension issues also continue to be a common cause for trade disputes for our members. Marshalls of Cambridge Ltd (L&E Aerospace and Shipbuilding Sector) members were balloted with regard to the proposal to impose changes to how a number of current allowances are classified, making them non-pensionable from 1 April 2021, but the matter was settled to the satisfaction of our members without having to take action.

From June 2018 to December 2018, 137 industrial action ballots were held; January to December 2019, 204 industrial action ballots were held and only 80 industrial action ballots (mainly due to Covid-19) were held from January to December 2020; and January to June 2021, 64 industrial action ballots have been held. Approximately 65% were settled on improved terms which reflect the collective strength of our members which was needed more than ever, particularly with regards to a very difficult SE Region long running dispute at Jacobs Douwe Egberts OPS GB Ltd (FD&A). This related to the employer's intention to dismiss and re-engage members on inferior terms and conditions, including changes to working patterns and shifts.

Our members stood firm, and after a substantial amount of action, both strike and overtime ban, our members won a new pay and employment conditions' package which removed the management's proposal to 'fire and rehire' staff.

Currently, preparation for national consultative ballots for our Health Sector members and our Local Government members is being held over pay.

The ballot team continues to work closely with the Membership Department, Regions and Newcastle Data Centre to ensure members' correct employers are registered on Stratum and work is continually carried out to also ensure members' workplaces and job categories are correct and Contracts/ Agreements identified, where possible. Membership is continually checked for accuracy so challenges to the integrity of our membership can be defended.

## **AFFILIATED SERVICES**

### **Back to Work**

The Back to Work programme which costs 55p per week, aims to help members who have lost their job, remain part of Unite and assist them in finding employment. As at 1 August 2021 there were 26,292 members in the programme.

### **Retired Member Plus**

There are now 66,385 members in the retired member programme and these members now generate subscription income of £1,898,611 per annum. We are continuing to work on the project to convert 'retired free' members across to Retired Member Plus.

### **Drivercare**

The total number of members who have Drivercare stands at 52,945. We have now stepped up our recruitment activity to try and build up the numbers covered by the scheme.

## **Membership Services**

### **Revenue**

In 2020, the membership schemes provided by third party partners generated £1,025,068. In the first half of 2021, £304,379 has been generated.

### **Unite Home Insurance**

The scheme continues to perform well in a difficult marketplace and the total policy count now stands at 18,449 which reflects the excellent retention rate of 85%. This book has generated revenue of £127,324 for Unite so far this year. In addition, following the signing of the new contract, UIA paid £500,000 as an advance commission to Unite. This will be amortised over the 5-year term of the contract so £100,000 is treated as being earned in 2021 so this brings the total income so far this year to £227,324.

### **Financial Advice**

The service continues to be very popular and provides important support for Unite members.

In 2020 a total of 184 surgeries/seminars were conducted. These events involved 1,619 members and resulted in 806 one-to-one meetings. In addition, there were 1,337 first time meetings with members who had requested a free financial review.

In the first half of this year, 53 surgeries/seminars have been conducted involving 315 members. Following these events 93 one-to-one meetings took place. In addition, 653 meetings with members who have requested a free financial review took place. This activity has generated income of £31,051 for Unite so far this year.

In 2017, a total of 202 surgeries/seminars were conducted. These events involved 1,815 members and resulted in 1,115 one-to-one meetings. In addition there were 1,628 first time meetings with members who had requested a free financial review. This activity generated income of £282,085 for Unite.

In the first quarter of this year the scheme has yielded revenue of £112,054.07 for Unite.



### **Unite Credit Union Service**

The panel has expanded to include 22 Credit Unions which provide extensive coverage of the UK mainland. Awareness of the service is increasing within the membership with around 100 members a month contacting the service.

### **Unite Energy Switching Group**

This scheme was launched at the end of 2016 and provides an easy hassle-free way for members to switch energy supplier and save money.

We have now run 17 auctions and around 170,000 members have registered with the scheme. Members who have switched saved an average of £170 on their annual energy costs; collectively the savings provided by the scheme now exceed £4.65 million.

### **Unite the Union Discounts**

This scheme enables members to obtain discounts on their shopping from local high street shops. Over 420,000 members are registered and the number of local businesses offering discounts to Unite members stands at over 8,000.

### **Unite the Union Lottery**

The lottery generated £83,317 for the Unite Benevolent Fund in 2020 and so far this year a further £36,457 has been produced. Amongst other things, this money has enabled the Fund to continue to help members and their families who have been affected by the Covid pandemic.

## **UNITY OVER DIVISION**

*Assistant General Secretary: Steve Turner*

*National Co-ordinator: Liane Groves*

Since its launch in 2018 the Unity over Division initiative has gone from strength to strength. No other union has such a well-developed strategy to train and educate our officers, reps and members about the dangers of the growth in the far-right and the skills to challenge the narrative of hate in our workplaces and communities.

The education department, and in particular Barry Faulkner, has been key in the development and delivery of Unity over Division. The first phase of the project involved bringing together representatives from each region to lead on Unity over Division to ensure regional buy-in. A range of materials were produced including: a video of testimony of Unite members who have been victims of racism and homophobic attacks; a myth-busting booklet and a range of training modules for Unity over Division courses. The materials are constantly updated to reflect the current political trends.

The second phase of Unity over Division was to organise regional events bringing together reps, members, activists and officers followed by bespoke company-based training. So far over 1000 reps and workers have either attended our events or have been trained in Unity over Division courses. The work has been delivered in many sectors and regions.

A key strand of the Unity over Division project has been introducing a practical and measurable charter which is negotiated with many public and private sector employers including: Birmingham, Bristol, Caerphilly, Cardiff and Swansea councils; Pandrol Global; Wincanton logistics; Arriva East Midlands.

The charter is negotiated with each employer and covers:

- Unite and the employer will each appoint an inclusion champion to lead the agenda
- Employees are given training on the company's equality and diversity policy with annual reviews
- Unite and the employer will provide materials to promote tolerance and equality
- Local and national examples of hate crime and discrimination will be jointly condemned.

Unite is also working with other sister unions at employer level and internationally. In the Republic of Ireland Unite has teamed up with Communities Against Racism and provided training to over 350 people. The Irish Congress of Trade Union are also rolling out Unity over Division training for all union affiliates.

## **CAMPAIGNS AND COMMUNICATIONS DEPARTMENT**

*Director: Pauline Doyle*

The past three years have been a time of incredible change and challenge for our movement. From Brexit to the pandemic, Unite's communications department has worked to ensure that this union was at the forefront of the national conversation.

In terms of Brexit, we worked with colleagues across the union to build and manage the social media resources, including the BrexitCheck website, needed to keep members informed of developments since the vote to leave the European Union. Brexit was the dominant political of the day and our movement's splits on the vote and its impacts reflected those across the UK and Ireland.

The General Secretary was again a leading figure in the national debate which meant endless requests for interviews. The GS used his position to reflect our members' concerns, which were that the vote was to be respected and a soft Brexit was to be negotiated. His meeting with the then prime minister Theresa May and her Brexit leads was headline news as he sought to prevent a hard Brexit.

Not long after Theresa May resigned and the Conservatives chose Boris Johnson to lead them, the Comms department was then focused on supporting colleagues in producing materials for the general election, running a register to vote campaign and managing the GS's media appearances. The Conservative victory and mass scale loss of Labour seats in heartlands area of England and Wales – the so-called 'Red Wall' – led to yet more demands on the GS from the media.

As the country headed towards the EU exit, Unite warned about supply chain concerns for core sectors, such as auto manufacturing. Then the Coronavirus landed on our shores and the world was battling a health crisis which precipitated an economic crisis.

In the weeks and hours before lockdown, the Comms department provided round-the-clock support for officers responsible for front line members as they negotiated with the government and employers to protect lives and preserve services.

As the country went into lockdown and members faced huge uncertainty, the Comms team worked with the GS to produce regular communications to members, including the Here for You newsletter which aimed to keep members across the wins and achievements of the union during this difficult time.

This message from the GS one year on from the first lockdown, sums up how the union stepped up to this challenge <https://youtu.be/4BFtSxrqwTM>

Right across the transport, NHS and public services, manufacturing and supply chain infrastructures, Unite's officers and members faced massive challenges.

We worked with health and safety colleagues to establish up-to-the minute Covid-19 information on the website, and provided mass communications for the regions translating health guidance into workplace materials on the theme of Stay Safe – Join Unite.

For sectors in crisis, such as aviation, we supported officers and members by providing all the materials needed and campaigns targeting decision-makers such as this campaign from August 2020 <https://unitelive.org/wish-you-were-here-to-save-aviation-jobs/>

We also supported officers battling against fire and rehire, from Go North West to JDE Banbury, and provided full support tour colleagues as they battled to save Barnoldswick in a campaign that was highly commended in the TUC's 2021 union campaigns awards <https://unitelive.org/battle-for-barnoldswick/>

And we worked with our colleagues in Unite Community to continue to fight for improvements to Universal Credit, which is now a campaign to prevent the government from cutting £20 a week from the support in September this year <https://www.unitetheunion.org/campaigns/cancel-the-cut/>. Unite has been the leading union on this issue, and have been proud to work with the Mirror and our colleagues in the TUC and NEU to mobilise public support. Recently, Tory MPs from the economic right of the party, have been expressing the same concerns as Unite, reflecting the widespread concern about a move that will hammer household incomes – including the incomes key workers who served the nation so heroically - at a time of great uncertainty.

We have also tried to assist with the public health message, producing both a video to encourage the public to 'stay safe - get the jab' (translated into messages in key languages) [https://youtu.be/BiqR9\\_YOPcU](https://youtu.be/BiqR9_YOPcU) and when the government in Westminster removed all restrictions, we appealed to the public - and ministers - to keep wearing a mask to protect our members



<https://twitter.com/i/status/1427227889917825024>

There is not the room here unfortunately to go into detail across the sectors as the Comms department worked to support the extension of furlough, to promote solutions to the climate crisis, to alert the country to the poor treatment of haulage drivers which has caused the feared-for driver shortage, to fight for proper PPE for our members – and now to fight for pay justice for our workers right across the public services [see our summer 2020 campaign here <https://youtu.be/wlSe785ZWIA> ]

Our YouTube channel is the place to head to see how our people have spoken up and fought for our members since this crisis took hold  
<https://www.youtube.com/user/UniteTheUnion/videos>

On Unite Live, we continue to build with now around 60,000 dedicated readers, spread across all ages and areas of the union. One of the most popular reads of 2021 so far has been the GS's message to members <https://unitelive.org/a-time-like-no-other-a-union-like-no-other/>

But even while battling demand and bad bosses, the Comms team was still able to take our union forward. Our new digital magazine, UX, is leaps and bounds ahead of what we were able to offer members and our 350,000 plus and growing readers hitherto  
<https://www.unitetheunion.org/news-uniteextra-events/uniteextra>

We have invested in building our Instagram channel too, providing tailored content in order to build our audience, which is working. As resources allow, we want to do the same for our Facebook channel which urgently needs development.

In the press office, we have seen the rapid decline of regional media. When we supported the SW region for the G7 summit in Cornwall, for example, we found that there was no daily paper for the region and so had to go online with our call for a Cornwall for All.

We are working with regional journalists about the challenges they face now as many work for home or cover a patch that spans hundreds of miles. This is a strain of work that we will

develop in the coming months because the crossover with social is now very clear. We want to develop media and social media training for officers that will reflect this vastly-changed media environment. And we will continue to develop engaging, moving content, to tell our union's myriad stories to the outside world, and build on the interest in the work of unions which has been revived as a result of this crisis.

## **EDUCATION DEPARTMENT**

*Director: Jim Mowatt*

'Prediction is easy: It's predicting the future which is difficult' Niels Bohr, the great Nobel Prize winner Physicist said in the fight against the Nazis.

Our union has had to confront two cataclysmic events since our creation in 2007 – the Global Financial Crisis in 2007 onwards and currently the Covid-19 pandemic; again triggering a major economic crisis paralysing the world economy.

Exacerbating this reality is the ever present environmental issues such as Climate Change, deforestation, loss of biodiversity and the most visible – melting Polar Ice Caps. Our union has confronted these realities – head on.

To do that Union has heavily invested in Education to equip our members and their representatives to deal intelligently and effectively with all these crises in the workplace, in the community and politically.

### **The Evidence**

Too often, individuals use statistics like a drunken person using a lamppost – more for support than illumination. Nevertheless the statistics which are gathered in our Education programme are audited and verified by the Government's Education Officers.

Unite the union Education Statistical Returns 2018 – 2020:

<b>Year</b>	<b>Number of Courses</b>	<b>Number of Students</b>	<b>Number of Teaching Days</b>
<b>2018</b>	1225	14047	57721
<b>2019</b>	1168	12454	55982
<b>2020</b>	563	5661	22686.5
<b>TOTAL</b>	2953	32162	136389.5

These figures, representing over 30,000 sisters and brothers, are a testament to the professionalism and determination of all of our Education Administrators, Education Officers and Tutors in very difficult circumstances – for throughout this reporting period the governments (plural) have attempted to eviscerate the education of working people, adult, and community programmes – and all too often successfully. The TUC Education Service has had to retreat from the classroom and shut down Trade Union Study Centres all over the UK. Adult Residential Education Colleges are pale shadows of their former selves. And the most famous prestigious of them globally, Ruskin College Oxford, has been salvaged at the eleventh hour by a takeover by the University of West London!

Most indictable, the closure of the Government's 'Union Learning Fund' established in 1998 to promote activity through 40,000 trained and accredited Union Learning Organisers to support a learning society, that vindictive decision of a Conservative Government to shut off the £12 million Union Learning Fund, exposing the fundamental class nature of adult education in England. To our credit, the members of the Executive Council have funded the continuation of our 'Learn with UNITE' provision to allow 736,000 individuals to benefit from our 'Learn with UNITE' programmes.

### **Education of Unite Representatives**

The concentration of our Educational resources are focused on our elected workplace representatives. This is the most demanding of roles in the movement whether they be:

- Workplace Reps (Shop Stewards)
- Equality Reps
- Union Learning Reps
- Health and Safety Reps
- Pensions Reps
- Environmental Reps
- Branch Officials

As all these responsibilities are immediate and dynamic, our Unite education courses reflect these realities.

Continuous development, refinement and fine tuning are required to ensure the materials, teaching resources and case studies are bang up to date. And all our tutors, too. Regular reviews and briefings are part of the professional process which we employ week in, week out in the education department.

That way we guarantee top class topical courses related to the role of our representatives.

### **Education Provision During The Pandemic**

The transition from face to face classroom based education to 'Virtual Learning' has been accomplished seamlessly. This is an enormous accolade to everyone involved in Unite Education Administrators, Tutors, Students and Education Organisers. Students specifically have positively risen to the challenges confronting them – and although the whole process has not been frictionless, it has been unquestionably a real success.

### **ULF: Unite: The Reality**

Unite the Union has a long history of involvement with the Labour Government's initiative to promote learning and skills in the workplace. Labelled the 'Union Learning Fund' (ULF), the Conservative Government has cut the source of funding. Though we have had to endure regular hiccoughs and uncertainties, we have managed to provide a whole range of services to our members – and to their officers, especially in times of redundancies.

We now have actual economic proof of that tangible benefit to our members. And it is from pure economic research from the University of Exeter.

The Economic contribution of Unite's LwU project is £325.4 million. Unite learning have benefited by £199.5 million. Their employers' benefit is £125.8 million

The subsequent return to the Exchequer from the ULF project is in excess of £94 million.

The decision to jettison the Union Learning Fund is an example of a Government cutting off its nose to spite its face'. A well-known Marxist phase!

### **Unite History Project**

In concert with the M.M.L. significant progress has been achieved. Our work is well within our planned schedule. Indeed the first volume of 'Unite History Volume 1 (1880 – 1931)' has been published.

A really professional three minute film has been made to encourage participation with a voiceover by our London and Eastern Education Organiser. Danny Freeman. There is a remarkable vocal resemblance to Bob Hoskins – uncanny really!

Regional groups plus gatherings of the Welsh, Irish and Scottish members are conducting their own researches both literally and orally. It is anticipated that specific wee projects may materialise into publications / films / case studies. Of particular interest has been the impact interviewing members for the Oral History element of the project; indeed a number of Unite pamphlets have materialised from the endeavours of lay members – features on Betty Gallacher and the campaigner for LGBTQ+ and Betty Tebbs in the print industry are such examples.

### **Mental Health Awareness**

In addition to the many courses which we have designed and delivered on Mental Health, the Mental Health Taskforce, which the Director of Education convenes, has commissioned two pamphlets:

i) 'Unite Mental Health Guide for reps and negotiators – preventing stress and promoting good mental health at work'.

and more recently:

ii) 'Mental Health at Work – whose business is it anyway? A Unite reps guide to facilitating and leading the agenda for mentally healthy workplaces'.

Both of which are the product of active lay members on the Mental Health Taskforce led by Anne Mathie and encouraged by Gail Cartmail our Assistant General Secretary.

### **Unite Environment Taskforce**

Assembled to respond and give leadership to the union in order to ensure that all our members are made aware of the immediate and long term threats to their jobs, terms and conditions, ways of life and to their families and communities, the main task has been to influence and shape the policies of employer and governments which are already impacting on our members. Our work is focused on workplaces, collective bargaining and 'Just Transition'.

## HR, TRAINING, LEARNING & DEVELOPMENT DEPARTMENT

*Director: Barbara Kielim*

### **Coronavirus Covid-19 Risk Assessments & employee arrangements**

The Government's road map has continued to guide how we work and when we can expect to begin a return to offices – to re-open them for our employees and for our members.

Revised risk assessments will be carried out at the appropriate time and comprehensive guidance will be produced ahead of a return which will be discussed with the internal Bargaining Groups.

HR and lead members of the internal Covid-19 response team continue to monitor the situation and update relevant guidance to employees as required.

We will continue to ensure that all measures and re-inductions will further reassure employees' that Unite provides a safe working environment and this will continue to be the case when government advice permits a future return.

### **Recruitment and Selection**

Fulltime Officials - during the course of the past year to 15 August 2021 recruitment and selection exercises have been undertaken as follows:

Regional Coordinating Officer	5
National Officer	1
Regional Officer	19
Regional Women's & Equalities Officer	1
<b>Total</b>	<b>26</b>

These exercises have led to the appointment of 17 new post-holders. 9 are awaiting ratification.

During the course of the past year to 15 August 2021 recruitment and selection exercises have been undertaken as follows:

Staff - Recruitment in progress = 29; Recruitment completed = 22

Organisers - Recruitment completed = 2

We are currently reviewing our recruitment practices to reflect the needs of the members by ensuring we are scrupulous in our selection of both officers and staff.

We are also currently undertaking a full revamp of the Recruitment and Selection skills course we run with a view to enhancing it, making it much more practical and informative. We will be setting up further courses for those who have not attended but are / will be or should be involved in recruitment. We will be rolling out the new programme in the second half of the year.



## Employee Numbers

At 15 August 2021, the total number of employees within the union was:

Officers:	362
Organisers:	128
Staff	720

**Total: 1,210**

## Policies & Procedures

Since the last report to Conference in 2018 the HR department has introduced the following policies:

- Menopause Policy
- Drug & Alcohol Policy
- Dignity at Work Addendum Policy
- Smoking Policy
- Social Media Policy and Guidance

We have also introduced an Employee Assistance Programme which provides our employees with support 24/7.

We continue to analyse sickness absence trends and have introduced **Mental Health and Wellbeing Workshops** which were being delivered in person but are now done online due to the pandemic.

The **General Data Protection Regulation 2018** has created a lot of work for all organisations, the union included. We have an Employee Privacy Policy and have delivered training for all employees annually.

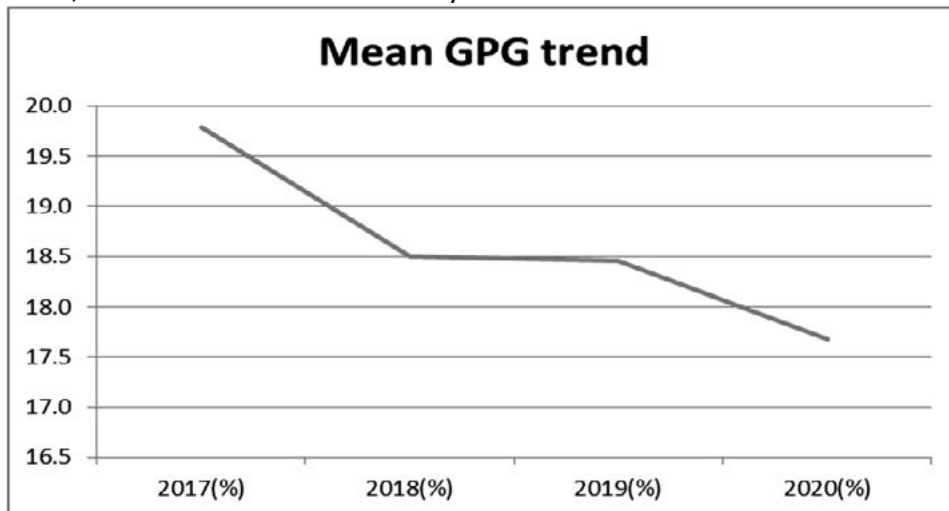
## Gender Pay Gap Reporting

The union's Gender Pay Gap Report was published in April this year, based on a snapshot of employee pay as at April 2020. Figures show a marginal narrowing of the gap between the pay of men and women employees in the union.

## DATA:

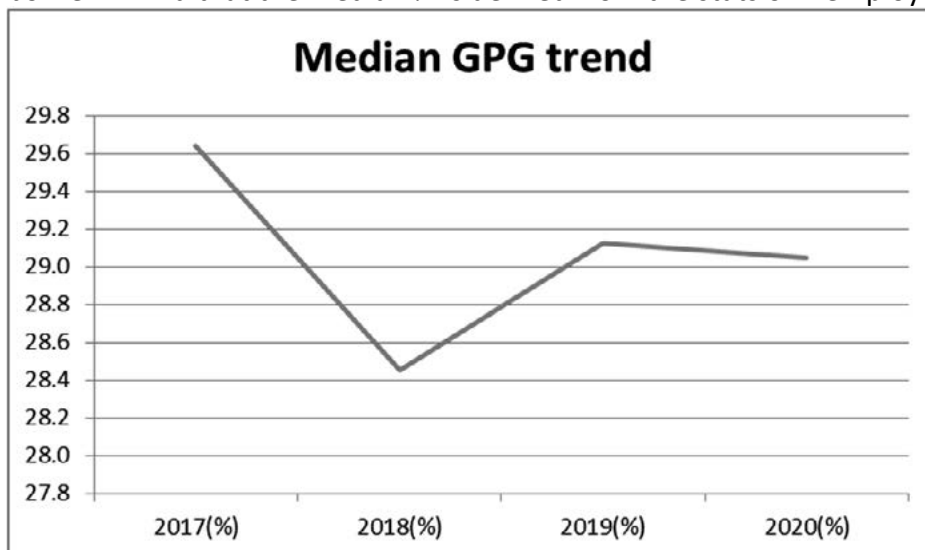
### Mean gender pay gap: 17.7%

The mean pay gap at 17.7% is down by 0.8% on the previous year. Since reporting began in 2017, the mean has come down by 2.1% from 19.8% to 17.7%.



### Median gender pay gap: 29.0%

The median gender pay gap at 29.0% is down by 0.1% on the previous year. Since reporting began the median has fluctuated but overall has come down by 0.6%. (It does need to be borne in mind that the median % is derived from the stats of 2 employees.)



Overall there is a gradual lowering year on year on the gender pay gap in the union. This is more sustainable than having significant margins fluctuating from one year to the next. The data shows when broken down that occupational segregation is still a factor but this has shifted since we first reported. The number of female employees in quartile D has increased for 2 years running, and we have minus (i.e. positive) figures within both the organiser and officer cohorts.

### **Race awareness sessions and a Race Charter for the union**

Working with the BAEM Officers' Network, we have partnered with external trainers and speakers to pilot a race awareness programme for the union. The pilot ran at the beginning of August and we will be scheduling its rollout for all employees of the union starting in the late Autumn/ early Winter.

We are also currently working on a draft Race Charter for the union which will be discussed with the new General Secretary.

### **Apprenticeship Levy**

The Levy came into force in June 2017. The roll out of the courses funded by the apprenticeship levy continues. The number of employees having completed or currently undertaking apprenticeships in the union is 47 and courses range from finance and accounting to digital skills and cybersecurity.

### **Trade Union Official Apprenticeship**

The TU Official Apprenticeship was approved by the Institute for Apprenticeships and Technical Education in June 2020. There are currently 3 union courses running. The first Unite programme launches in September 2021 and we have 20 serving regional officers enrolled onto the programme.

The training provider we have partnered with is Shrewsbury College. The Apprenticeship is a Level 4 standard which is the equivalent to the first year of a degree. The course runs for 18 months with 6 months to complete the assessments.

### **New integrated system for Human Resource management**

The union's investment in a new HR system, Cascade, has given managers greater access to information to enable them to manage employees more effectively. We are working on the development of a self-service and mobile functionality to allow employees to manage their leave and records on the move.

The system has enhanced our recruitment, payroll and training activities and provide metrics and analytics to enable us to undertake effective workforce planning.

Specifically we have launched an online recruitment platform called Networx which has transformed the way we recruit staff into the union. We are hoping to extend its usage into officer and organiser recruitment in the near future.

We are also reviewing our employee expenses system and will be introducing a more user friendly system with an app, which will be easy to audit and will be integrated into Cascade.

## ICT & DIGITAL DEPARTMENT

*Director: Paul Mease*

Since the previous policy conference it was agreed that the Digital department is to be managed by myself (Paul Mease). During the past few years and during the pandemic the rate of change in IT and digital communications has never been faster or more important.

It should be noted that at the start of the pandemic there was enormous pressure on our IT department to deliver the significant shift of moving our operations to home working. This unprecedented circumstance was not something we had ever considered before and was not in the unions plans to allow. Overnight the department took on the challenge and through some good decision making we had major parts of our operation up and running from home in a matter of hours. This plan was then rolled out across our regions over the next few days and whilst there were some major technical obstacles, these were all over come and now the fact that we can do everything from home is taken as the new normal.

During the pandemic our members traditional methods of interacting with our union has significantly shifted towards digital mechanisms such as our websites and social media channels.

Developing a Digital Department within Unite started little over two years ago, we have come a long way since then. Whilst we still have much more to cultivate within the department and the union in terms of digital technological advancement and the way in which we assign digital as an integral core function across the organisation, the foundation, structures and team are firmly in place.

Paul Mease, Director of IT & Digital created a bespoke digital strategy for the union to implement. Part of this strategy was to create a role for a National Digital Coordinator who could assist in the delivery of the strategy, this role is carried out by Kat Albanese and to have a digital employee across each region, a Regional Digital Assistant (RDA). The role of the National Digital Coordinator is to work with the Regional Digital Assistants in elevating the union's digital presence for each of the regions across social media platforms and to campaign digitally to bring to life the work that Unite carries out for our members to ultimately recruit more members into the union. This offering far extends covering industrial disputes and includes creating bespoke content in supporting all campaigns for all departments, managing online events, conferences, Facebook live streaming, seminars, training, whilst also supporting the overall management of mass communications across all regions.

The COVID crisis marked a significant turning point for the development of the digital department. The original road map had been for the digital team to ease into a training and digital communications schedule developed by the National Digital Coordinator to deliver and review gradually. However, with the intensity of the crisis unfolding, the union like many other organisations had to adopt to remote working overnight. The Digital department were driven into action and together with the COVID taskforce team, Communications, and all departments across the union, the true journey for Digital began. Collective strength, team working, and a union wide effort from all saw the union receive some of the largest engagement figures from both members and non-members. Unite's digital presence has been praised by other unions and organisations – content across Facebook, Instagram and Twitter

peaked across regions, all of which would not have been possible without the support of our reps, activists and members who were able to work with the team in providing content.

The RDA's continue to develop organic content for the union, with members' stories at the heart of all of our campaigns and recruitment drives. We continually look to advance the way in which we operate, both in the content we create and in the analysis of the assets that we use. We have recently employed a highly skilled Digital Web Developer into the team, this means that Unite is now in a position to bring in-house many of the projects that we have previously outsourced. This includes developing an advanced digital infrastructure to host our own websites across the regions and branches.

In conjunction with this new strategy we have developed a new online join website. This significantly reduces and streamlines the process for new members which has achieved remarkable success. Previously the completion success rate of new members joining our union was approximately 20%, this has now increased to over 50%. There are plans for further enhancements including direct selections from our membership cost calculator, unique joining websites for specific employers and branches including the ability for online checkoff joining for employers with such agreements.

With the increase in regional communications and following a request from a previous policy conference request we have been developing a fully integrated mass communications system. This new system will remove the need for us to download membership lists, allow members to opt out directly from specific mailings without any required administration and allow for detailed analysis of our engagement rates.

Combined with the new mass mailing system we have developed a new survey tool which was first used last month for the all members' survey. This delivered more than 650,000 emails and resulted in over 31,000 completed surveys at less than 0.01% of what would have been the usual cost. The new system will be used not only for information gathering and research, but can also be utilised for consultative ballots and data cleansing. We see this development as a significant step forward in our ability to develop our digital communications to our members.

In light of the significant increase in online activity the union has also invested to improve our core infrastructure at our Newcastle Computer Centre. This investment will see performance improvements on our systems, improve reliability, allow the union to expand in to digital development and host campaigning websites including the ability to self-host our main Unite website.

## **INTERNATIONAL DEPARTMENT**

*Director: Simon Dubbins*

Despite the impact of the Covid19 crisis since the last Policy Conference Unite's International Department has continued to play a critical role in supporting and assisting Unite reps and officers to defending and furthering the interests of Unite's members. The work has taken many different forms and has focused in many different areas, including dealing with the aftermath of Brexit and leaving the European Union, dealing with restructurings and various issues in multinational companies, ensuring that Unite's voice and interests are fully represented in the European and International trade union federations, developing the work with the North America steelworkers union (USW ) and the Mexican miner's union (Los Mineros) within the global trade union structure - Workers Uniting, and solidarity work in relation to countries where workers are suffering systemic repression and attacks on human and workers' rights – such as Palestine, Turkey and the Middle East, Colombia and Brazil. Notwithstanding the complete absence of physical meetings during the Covid19 crisis and the challenges that this has presented, the use of new video conferencing technologies has enabled a much greater and more regular degree of contact and coordination between trade unions internationally – particularly between reps in the same multinational companies. It is vital that the movement seeks to make maximum use of these facilities in the coming years, and it is vital that Unite maintain its international perspective and engagement in order to deal with global capital and global corporations.

### **Brexit:**

Unite sought to make sure workers rights and jobs and investment were protected in the protracted and difficult Brexit process and has used all means at its disposal including political lobbying and direct approaches to companies. A series of regional seminars were held to explain the dangers identified in the Brexit process and to listen to reps and officers about their main concerns and priorities. Work was undertaken to support reps and officers in the badly affected food and drink sector – particularly on the island of Ireland, while additional work was undertaken in relation to the specific situation in Gibraltar. A number of legal actions have been undertaken to try and protect the status of UK EWC reps in companies that are trying to exclude them post-Brexit and coordinated political lobbying and pressure has been brought to bear in conjunction with the European trade union federations. Serious preparations have been made to deal with legal challenges in Ireland now that the UK's role in this area will diminish, good cooperation with SIPTU and the ICTU assisted in this process. Unite will remain extremely vigilant to resist any further attempts to attack workers rights in the aftermath of Brexit and will remain vigilant in a process that, far from being 'done', promises to continue creating huge problems for workers and the constitutional structure of the UK itself.

### **European and Global Trade Union Federations:**

Unite maintained its affiliation to the six European and Global Trade Union Federations and continued to play an active and leading role in all of them. Just as Covid19 impacted on different Unite sectors in different ways, so too the European and Global Federations were impacted differently and responded to their own particular priorities, varying between the manufacturing, servicing, transport and public services organisations. Interestingly most organisations have come through the initial Covid19 period relatively well with the complete

absence of physical meetings leading to significant financial savings, however it remains to be seen whether this will continue once meetings start again and once the real impact of Covid19 on national union memberships becomes clear. Overall, there is no doubt at all that all the European and Global organisations have made tremendous use of the new technologies with European and Global meetings of workplace reps more frequent and more focused than ever before. Unite remains affiliated to and active in IndustriAll & IndustriAll-Europe (manufacturing), UNI & UNI-Europa (services and graphical), the ITF & ETF (transport), PSI & EPSU (public services), the IUF & EFFAT (food and drink), and BWI & EFBWW (construction).

### **Multinational Companies:**

Unite's work around scores of multinational companies has continued to develop in a concrete and focused way giving reps and officers the vital expert support they need to act effectively. Since the last Policy Conference this has centred around supporting and improving coordination and cooperation in European works Councils, with particular attention focused on dealing with the wave of restructurings that followed in the wake of the Covid19 crisis. Numerous legal actions were taken to ensure that companies informed and consulted in the correct manner and also allowed for indepth investigations into their proposed courses of action. More recently defending members in companies that are trying to exclude UK reps post-Brexit has become a priority as has preparing for Ireland to become the focus for legal challenges to companies moving forwards. Unite's work in relation to multinational companies has not only been limited to efforts at European level but has also involved taking action at the global level to deal with companies ignoring and infringing basic workers' rights wherever they operate. Since the last Policy Conference officers and reps have been given ongoing assistance in a huge number of companies including IAG, Safran, GE, Siemens, Rolls Royce, BMW, Nissan, Toyota, GSK, Westinghouse, ITW, HSBC, Amcor, MMP, DS Smith, Antalis, Sofidel, Westrock, Vinci, Emerson, Vertiv, Menzies, Swissport, Norwegian Air, Ineos, Syneos, Wepa, Alstom/Bombardier, RSA, Google, Stellantis, Engie, Veolia, etc.

### **Workers Uniting:**

Unite's relations with sister unions in the Workers Uniting structure have continued to strengthen and deepen with work continuing around education and equality initiatives, building member to member solidarity in common employers, coordinating our joint efforts in the global trade union federations, and developing solidarity work in relation to Mexico, Colombia and other countries. Particularly important were the joint efforts made around Black Lives Matter with USW colleagues participating in online events organised by Unite and making significant progress in sharing perspectives and developing joint strategies. With the Covid19 crisis and the UK and US elections in 2019 and 2020 respectively, together with the changing composition of the USW leadership team, it remains a matter of priority to hold an in-person meeting of the Steering Committee as soon as is practically possible once Covid19 restrictions are lifted.

### **Solidarity Work:**

Unite has continued to play a pivotal role in solidarity work with peoples and organisations suffering extreme repression and fighting for respect for human and workers' rights. Through work with the Palestine Solidarity Campaign and Labour & Palestine solidarity activities have intensified significantly with the Palestinian people in their struggle against Israel's ethnic

cleansing, illegal occupation and settlement building, ethnic cleansing, de-facto annexation, and effective establishment of a system of apartheid. Similarly, through involvement in the Freedom for Ocalan campaign and work with Turkish trade unions and civil society groups, Unite has continued to play a full role in the struggle of the Kurds and wider Turkish civil society to oppose the brutal oppression of the Turkish state and defend democratic principles and structures. Unite has organised delegations to observe trials and provide solidarity to arrested Turkish trade unionists, as well as delegations with MPs to Northern Iraq and North-eastern Syria to support the efforts of progressive forces in these areas. Despite high hopes for improvements following the peace deal agreed in Colombia in 2016, Colombia remains the most dangerous place in the world to be a trade unionist and human rights abuses and repression have reached appalling levels again. Unite remains extremely active in the work of Justice for Colombia and has continued to build solidarity with Colombian trade unions and civil society. Unite has also maintained full involvement and support for the Cuba, Venezuela, Nicaragua and Brazil Solidarity Campaigns, and has intervened to support efforts in other countries such as Belarus, Western Sahara, and Hong Kong. As with other areas of Unite's International work maximum use was made of online events and meetings to maintain and build solidarity during the difficulties of the Covid19 crisis.



## POLITICAL DEPARTMENT

*Director of Executive Policy: Amy Jackson*

The last three years in politics have been turbulent, with events that will see far-reaching consequences for our nations. We have endured a government paralysed by Brexit that suffered historic defeats inflicted on it by its own Party, as well as the Opposition. The inability, or unwillingness, to secure a Brexit deal ultimately led to the downfall of a Prime Minister, the rise of Boris Johnson as Tory leader, and a snap election in 2019.

The election was fought on three words. 'Get Brexit Done.' Contrasted with Labour's convoluted position on Brexit which retreated from the commitment to respect the referendum which had been made in 2017, the Conservatives had a strong and decisive position that ultimately secured them a majority of 80. Labour also suffered from relentless media attacks that undeniably damaged Jeremy Corbyn and ultimately the Labour vote. Following the loss of the General Election, Jeremy Corbyn resigned and a Labour leadership election followed. Only three candidates secured enough nominations from MPs/CLPs/Affiliates to stand: Rebecca Long-Bailey, Lisa Nandy, and Keir Starmer.

Keir Starmer won with more than 50% of the vote, and therefore was elected on the first round as Leader of the Labour Party.

Unite supported Rebecca Long-Bailey, but unfortunately she was not successful.

	Total
<b>LONG-BAILEY</b>	135,218 (27.6%)
<b>NANDY</b>	79,597 (16.2%)
<b>STARMER</b>	275,780 (56.2%) <b>[ELECTED]</b>

Keir Starmer stood on Ten Pledges, all of which indicated he was standing on a socialist platform and would maintain and enhance democracy in the Labour Party. Following years of division, he promised to unite the Party, and to use the 2017 manifesto as a starting point that he would build on. However, since becoming Leader, Starmer has rowed back on many of these pledges. He has also spent the first year of his leadership creating further division within the Labour Party, with relentless attacks on the left, most notably, the suspension of Jeremy Corbyn. Although the NEC agreed to readmit Corbyn, Starmer has refused to give him the whip, meaning he is not part of the Parliamentary Labour Party and will be unable to be a Labour candidate in the next election should the situation remain unresolved. The division caused by this and other attacks on the left has caused immense dissatisfaction among members, and has resulted in a loss of 130,000 members, which is expected to go much higher due to members currently in arrears.

Keir Starmer has struggled to gain popularity in the polls as well. Despite the appalling mismanagement of the pandemic, which has resulted in the UK having one of the highest death rates in the world, and the sharpest economic contraction in Europe, the Conservatives have managed to remain over 40% in the polls, with Labour trailing by an average of 11%. Unite's overarching political goal of returning a Labour government remains. We will continue to organise within Labour: ensuring we have influence over policy, that Unite is represented on the NEC, in CLPs and all other levels of the Party.

The next General Election is not due until 2024, although it is widely thought that the Conservatives will bring that forward to 2023. Unite's political department are developing a 'Future Leaders' course, to continue our work of training and developing working-class candidates to stand for election, and ensure Unite's socialist values are represented in Parliament.

Further constitutional upheavals are also widely expected. In the 2021 elections, Scotland returned a clear pro-independence majority to Holyrood, sparking calls for a second independence referendum.

While Labour remain in Opposition, Unite will continue to organise effectively in Parliament to ensure our members' voices are heard at the highest levels.

Internally in Unite, we also recognise there is a need to strengthen the link between our industrial structures, equality structures and our political structures.

Unite recognises that to defend our members we have to take on government policies and help shape the political landscape to deliver a better future. Yet our members frequently feel alienated and unable to influence or exercise political power. As a union we have always sought to draw strength from our roots in a diversity of workplaces and communities and the wider labour movement. Recent measures such as our survey of members and invitation to become CLP delegates, where we had 4300 members sign up to represent Unite at their CLPs, have demonstrated that there is a desire to be politically active on behalf of our members.

**We are also furthering our political education and communications, with successful online initiatives like 'Lunch & Listen', Our Collective Voice events, Women's Political Schools and our bitesize political education series for social media**

With the Labour Party currently on a rightward trajectory, with a political agenda often at odds with our own, Unite must also focus on political campaigning and coalitions in wider society. While not diminishing the importance of Westminster, devolved governments and increasingly mayoralities across England, it must be recognised that our extra-Parliamentary activity as a trade union, industrially and politically on a wide range of progressive issues and campaigns, played a crucial role in creating the opportunity for the left to be strengthened in the Labour Party and Parliament. There is an urgent need for single issue campaigns, such as The Right to Food, protest movements like BLM, broad progressive fronts, trade unions and wider labour movement alliances. With a Conservative government with a majority of 80, and a clear hard-right agenda being driven through Parliament, we must turn such alliances into an electoral force that can stem the worst of their policies and remove the Conservatives from power at the next General Election.

The political uncertainty we currently face must inject our political work with a renewed sense of urgency. Defeating the Conservatives and their policies, removing them from office and winning a Labour government – and a Labour government that is committed to implementing the policies of sweeping change that will transform our country - is the most pressing issue facing the labour movement.

## APPENDIX 1

### IMPLEMENTATION OF UNITE RULES ON EQUALITIES

Our union's rules on equalities remain central to our democratic structures and accountability, as set out below :

- **Promoting Union Equality Representatives** has been an important industrial priority at industrial sector committees and conferences, the first online Unite National Equality Reps Conference was held in 2021, and the campaign for statutory rights was supported at TUC Congress and in the Labour manifesto 2019. The Unite Equality Reps Handbook and guidance for Branch Equality Officers have been updated.
- **Regional and National Women's, Black & Asian ethnic minorities, Disabled Members and LGBT+ Committees** elected in 2018 continue to meet quarterly. The stronger industrial links with RISCs have been implemented, and steps are being taken to build on this for the 2022 elections. Links through joint campaigning are also maintained with AACs, Retired Members and Community Members.
- **Regional Women's, Black & Asian ethnic minorities, Disabled Members and LGBT+ Members Conferences** are next due to take place in 2022. The Conferences held in 2018 were well-supported, and elected the appropriate Regional equalities committees for the triennial period, now extended to 2022.
- **The Unite National Women's, Black & Asian ethnic minorities, Disabled Members, and LGBT+ Conferences "Time for Equality 2020-2030"** were exceptionally held online due to the COVID-19 pandemic on 25-27 May 2021, having been postponed from the planned conferences due to take place in Bournemouth 31 March-2 April 2020. Full reports are available, and a major tribute to all concerned for ensuring our conferences were able to be held. The next conferences, planned to be in person, are planned for Autumn 2022.
- **Minimum Proportionality for Women and BAEM members** – to ensure fair and effective representation and diversity has continued to be implemented and monitored, and the report required in rule follows. Following Rules Conference 2019, the Unite Rules Conference Equality Task Group has been looking at representation of women and BAEM members as workplace/branch reps and in non-constitutional committees and conferences as well.
- **Representation of Disabled and LGBT+ members** – Following Rules Conference 2019, the Unite Rules Conference Equality Task Group has also been looking at representation of disabled and LGBT+ members as workplace/branch reps and in constitutional committees and conferences.

## SUMMARY REPORT ON INVOLVEMENT OF WOMEN AND BLACK & ASIAN ETHNIC MINORITY MEMBERS IN UNITE 2021

Unite is the most diverse trade union, and its structures ensure industrial, geographical and equalities representation and diversity. This Report, which is required under rule, covers implementation of the Unite Rule to tackle under-representation of women and Black & Asian ethnic minority members in the conferences and committees of our union<sup>1</sup>. The COVID-19 pandemic delay in elections means that **apart from the Executive Council elections held in 2020, this report covers the same elections reported to the 2018 Policy Conference. It therefore provides a 2021 update, and to assist in preparing for 2022 elections, a summary of reports to Policy Conferences from 2014-2018.**

Please see above for action to tackle further issues of under-representation.

### ACTION TAKEN

1. EC Guidance for Regional Industrial Sector Conferences, Area Activist Meetings and Regional Equalities Conferences includes procedures to ensure involvement of women and BAEM members reflecting at least the proportion of the membership they represent and equality monitoring to take place.
2. EC Guidance for the establishment of Regional and National Industrial Sector Committees, Regional Committees, Area Activist Committees, Regional and National Equalities Committees includes procedures to ensure women and BAEM delegates reflecting at least the proportion of the membership they represent. The Executive Council has ensured committees reflect the rules.
3. EC Guidance for election of delegates to the Executive Council, Policy and Rules Conferences include procedures to ensure women and BAEM delegates reflecting at least the proportion of the membership they represent, and equality monitoring takes place.

### KEY POINTS

Monitoring shows that women and Black & Asian ethnic minority delegates are involved throughout Unite's structures.

Where committee vacancies have been identified, action to fill them is required in line with Rule, to ensure at least proportionate women and Black & Asian ethnic minority delegates. The Rules Conference Equality Working Group set up in 2019 is reviewing progress and action needed.

For Regional Committees, National industrial Sector Committees, Area Activist Committees and Regional and National Equalities Committees, seats are designated for women and BAEM members to achieve at least proportionality. For Regional Industrial Sector

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<sup>1</sup> **RULE 11. EQUALITIES** : "11.2 All constitutional conferences and committees of the Union shall have a gender and ethnic balance of elected representatives at least reflecting the proportion of the Black & Asian ethnic minority and women membership which they represent. The Executive Council shall ensure the implementation of this rule and shall report on its implementation to the Policy Conference of the Union."

Committees, the provision of 'additional seats' to achieve at least the minimum number of women and BAEM delegates is used.

2021 UDATE and Summary Report on Involvement of						
Women and Black & Asian Ethnic Minority Members in Unite 2018-2021 <sup>2</sup>						

## Unite Executive Council elections 2020-2023

Total EC 2020/1	Inc min women members	Number women elected	At least Minimum achieved?	Inc min BAEM members	Number BAEM elected	At least Minimum achieved?
62	17	22	YES	6	6	YES

## Unite Executive Council 2014-18

Women members elected				BAEM members elected			
At least minimum achieved?				At least minimum achieved?			
2014	2016	2018	2021	2014	2016	2018	2021
YES	YES	YES	YES	YES	YES	YES	YES

<sup>2</sup> **Note** : Figures used are as reported to the Policy Conferences in 2014, 2016 and 2018. Where vacancies are noted, action was/is being taken to fill them in line with this rule; where further information was awaited this was generally due to meetings taking place or being reconvened exceptionally during June 2018

## 10 Regional Committees 2021 UPDATE and 2014-18

Women members elected	BAEM members elected
At least minimum achieved?	At least minimum achieved?

### East Midlands

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update	<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update

### Ireland (Irish Executive)

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	+4 women since 2018	<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update

### London & Eastern

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES	<b>YES</b>	When vacancy filled	<b>YES</b>	+1 BAEM since 2018

### North East Yorkshire & Humberside

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	more recent vacancies to be filled	When vacancy filled	<b>YES</b>	When vacancy filled	<b>YES</b> +2 BAEM since 2018

### North West

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	When vacancies filled	When vacancy filled	no further update	<b>YES</b>	When vacancy filled	<b>YES</b>	no further update

### Scotland

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES	<b>YES</b>	<b>YES</b>	<b>YES</b>	+1 BAEM since 2018

### South East

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	When vacancies filled	Awaiting further information	when vacancies filled, +3 women since 2018	<b>YES</b>	<b>YES</b>	Awaiting further information	when vacancies filled

### South West

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	When vacancies filled	When vacancies filled	when vacancies filled	<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES

## Wales

2014	2016	2018	2021	2014	2016	2018	2021
When vacancy filled	When vacancies filled	When vacancies filled	when vacancies filled	When vacancy filled	<b>YES</b>	<b>YES</b>	still YES

## West Midlands

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES +3 women since 2018	<b>YES</b>	<b>YES</b>	<b>YES</b>	more recent vacancies to be filled

## 19 National Industrial Sector Committees;

## 4 National Equalities Committees Women BAEM Disabled

## Members LGBT+ 2 National Young & Retired Members Committees

## 19 National Industrial Sector Committees

## 2021 UPDATE and 2014-18

Women members elected	BAEM members elected
At least minimum achieved?	At least minimum achieved?

## Aerospace & Shipbuilding

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES	<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES

## Automotive Industries

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	When more recent vacancy filled	When vacancy filled	<b>YES</b>	<b>YES</b>	When more recent vacancy filled

## Chemicals, Pharmaceuticals, Process & Textiles

2014	2016	2018	2021	2014	2016	2018	2021
When vacancies filled	When vacancies filled	<b>YES</b>	no further update	When vacancy filled	When vacancy filled	When vacancy filled	no further update

## Civil Air Transport

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update	<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update

## Community Youth workers & Not for Profit

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	When vacancies filled	When vacancies filled	no further update	<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update

## Docks, Rail, Ferries & Waterways

2014	2016	2018	2021	2014	2016	2018	2021
When vacancy filled	When vacancies filled	When vacancies filled	no further update	<b>YES</b>	<b>YES</b>	When vacancy filled	no further update

## Education

2014	2016	2018	2021	2014	2016	2018	2021
When vacancies filled	When vacancies filled	When vacancies filled	no further update	<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update

## Energy & Utilities

2014	2016	2018	2021	2014	2016	2018	2021
When vacancy filled	When vacancy filled	When vacancy filled	no further update	-	-	<b>YES</b>	no further update

## Engineering, Manufacturing & Steel

2014	2016	2018	2021	2014	2016	2018	2021
<b>GEMS</b> When vacancies filled	<b>GEMS</b> When vacancies filled	Awaiting further information	no further update	<b>GEMS YES</b>	<b>GEMS</b> When vacancy filled	Awaiting further information	no further update
<b>Metals YES</b>	<b>Metals</b> When vacancies filled			<b>Metals</b> When vacancies filled	<b>Metals</b> When vacancy filled		

## Finance & Legal

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update	<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update

## Food, Drink & Agriculture

2014	2016	2018	2021	2014	2016	2018	2021
<b>Food Drink &amp; Tobacco</b> When vacancies filled	<b>YES</b>	Awaiting further information	when vacancies filled, + 2 women since 2018	<b>Food Drink &amp; Tobacco</b> When vacancy filled	When vacancies filled	Awaiting further information	<b>YES +2 BAEM</b> since 2018
<b>Rural Agricultural &amp; Allied</b> When vacancies filled				<b>Rural Agricultural &amp; Allied</b> When vacancies filled			



## Government Defence, Prisons & Contractors

2014	2016	2018	2021	2014	2016	2018	2021
<b>MOD and gov dept</b> When vacancies filled	<b>MOD and gov dept</b> When vacancies filled	When vacancies filled	no further update	<b>MOD and gov dept</b> When vacancy filled	<b>MOD and gov dept</b> When vacancy filled	When vacancy filled	no further update

## Graphical Paper Media & Information Technology

2014	2016	2018	2021	2014	2016	2018	2021
When vacancies filled	When vacancies filled	When vacancies filled	when vacancies filled	When vacancies filled	When vacancies filled	When vacancy filled	when vacancy filled

## Health

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES +1 woman since 2018	<b>YES</b>	<b>YES</b>	When vacancy filled	when vacancy filled

## Local Authorities

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update	<b>YES</b>	<b>YES</b>	<b>YES</b>	no further update

## Passenger Transport

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES	<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES

## Road Transport Commercial, Warehousing & Logistics

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	When vacancy filled	When vacancy filled	When vacancy filled NISC Equality sub-committee set up to involve more RTCWL women, BAEM	<b>YES</b>	When vacancy filled	When vacancy filled	When vacancy filled NISC Equality sub-committee set up to involve more RTCWL women, BAEM

## Service Industries

2014	2016	2018	2021	2014	2016	2018	2021
Sector not set up	<b>YES</b>	Awaiting further information	When vacancies filled	Sector not set up	<b>YES</b>	Awaiting further information	when vacancy filled +2 BAEM since 2018

## Unite Construction, Allied Trade & Technicians

2014	2016	2018	2021	2014	2016	2018	2021
When vacancy filled	When vacancy filled	<b>YES</b>	When more recent vacancy filled	When vacancies filled	When vacancies filled	When vacancy filled	When vacancy filled

## 4 National Equalities Committees Women BAEM Disabled Members LGBT+

### 2021 UPDATE and 2014-18

Women members elected	BAEM members elected
At least minimum achieved?	At least minimum achieved?

#### Women

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES	<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES

#### Black & Asian Ethnic Minorities

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES	<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES

#### Disabled Members

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES	<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES

#### LGBT+

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	still YES +2 women since 2018	When vacancies filled	When vacancy filled	<b>YES</b>	still YES

## 2 National Young & Retired Members Committees

### 2021 UPDATE and 2014-18

Women members elected	BAEM members elected
At least minimum achieved?	At least minimum achieved?

#### Young members

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	Still YES	<b>YES</b>	<b>YES</b>	<b>YES</b>	Still YES +1 BAEM since 2018

#### Retired members

2014	2016	2018	2021	2014	2016	2018	2021
<b>YES</b>	<b>YES</b>	<b>YES</b>	Still YES	-	-	<b>YES</b>	Still YES

## APPENDIX 2

### UNITE LAY MEMBERS EXPENSES POLICY

#### EFFECTIVE FROM 6<sup>th</sup> April 2019

In order to fulfil its duty, the EC is obliged to ensure that appropriate financial procedures operate and are fully complied with at all times.

As general principles, it was agreed that meetings requiring substantial travel by members should start at 11am as a norm and that no unnecessary overnights are incurred.

This policy applies to statutory and other duly sanctioned meetings of Union members and Unite Education courses. It does not apply to Branch meetings or meetings where the member's employer is present (where the employer should pay). Buffets (or other meals) should not be provided at any Union meeting/course with the exception of those held at Esher or Eastbourne. If the members attending the meeting ask for a buffet to be provided, then £5 (the average cost of a buffet) must be deducted from the allowances claimed.

#### 1. Claim Forms

Members submitting a claim for the reimbursement of expenses in respect of union meetings and activities on behalf of the Union, MUST ensure the following requirements are met:

- i) Full details of the relevant expenditure incurred must be included on the appropriate Lay Members Expenses Form. Members must include the time and date they left home for the meeting and the time and date they returned;
- ii) Under the new HMRC regulations, it is not necessary for members to prove that they had incurred some level of expense when claiming allowances and, therefore members are not required to provide food/drink receipts for allowances for meetings on and after 6<sup>th</sup> April 2019. Receipts are still required for travel – e.g. rail journeys, taxis etc.
- iii) *With respect to the International Allowance, payment will be made irrespective of whether any receipts are collected;*
- iv) The union official organising the event (for example, National Officer) will sign the claim form indicating that the claim is correct and therefore valid for payment by the Union. The Regional Secretary (or Regional Administration where responsibility has been so delegated) or, where appropriate, National Administration will process the claim for payment. Once processed (and paid), the claim will be checked to ensure that the claim fully complies with Unite policy and any anomalies will be identified to the payment authoriser to be queried and, if appropriate, rectified.

The Finance Department will usually make payment by BACS within five working days of receiving the claim form. (Note: the payment arrives in the member's bank account two working days after it has been processed and submitted to the bank to be paid.) BACS is the preferred method of payment.

## Transport

In respect of claims relating to transport costs, the EC has agreed that members will be expected to utilise the most economical means of travel. This means, for example, if members live close by each other and are travelling in excess of 100 miles (return) to a meeting, they will be expected to travel together as long as this is practicable and off-peak rail tickets should be purchased (in advance when possible).

Transport costs will only be reimbursed as follows:

- i) By train (or bus for local travel) — rail travel will either be booked by the Union in advance or reimbursed to the members. Used tickets (not collection or credit card receipts) to be submitted as evidence. Members are required to book the most economical fare (Advance, off peak) unless not practicable. Used tickets will not be required to be submitted where not commonly available or impractical (e.g., Tube, local bus, etc.) but the member must detail separately each journey and fare paid for non receipted travel. Due to the extraordinarily high cost, travel on Heathrow/Gatwick Express is not reimbursable except in exceptional circumstances. For travel on the London Underground, the fare shall be the Oyster cost of the journey unless receipted; claims for Oyster Top-ups and Rail fare fines are not allowable.
- ii) By car — a rate of 45p per mile will apply for the first 10,000 miles and 25p per mile thereafter. ROI members may claim 46.25c per kilometre for the first 6,437 kilometres and 23.62c thereafter.
- iii) Where several members travel in one car, members can claim an additional 5p per mile (€0.06 per kilometre) for each additional member transported (names/membership numbers and pick-up location details must be identified on claim form). Congestion charges and parking are reimbursable upon production of a receipt (whereas speeding tickets and parking fines are not). In line with HMRC requirements, travel by motorcycle is reimbursable 24p per mile (ROI members check with Regional Administration for details) and push bikes at 20p per mile (€0.08 per kilometre in ROI).
- iv) Taxi's can only be utilised where essential and must be receipted. The expectation is that public transport will be used where available and practicable.
- v) Air fares will only be appropriate on the basis that the Officer authorising the expenditure considers that either the distance involved, the start time of the meeting coupled with the alternative higher costs of overnight accommodation, make air travel the best practicable means available. Air Travel should generally be booked via the Union and where this is not possible or practicable then receipts must be provided. International travel (outside the UK/ROI/Gibraltar/Channel Islands) must be approved by an AGS and booked by Central Office.

## 2. Daily Allowances

When on Union Business (including Unite Education courses), the following Daily Allowances to cover meals and other subsistence will apply for each 24 hour period:

5 hour allowance	£5 (€6.50) where a member is away from home and away from their normal place of work on Union business for at least 5 hours and where Unite does not provide food. Note: members can claim only one 5, 10 or 15 hour allowance within the same 24 hour period (but the Special Regional 5 hour allowance can be claimed in addition to the 5 hour allowance).
Special Regional 5 hour allowance	£5 (€6.50) where a member is away from home and away from their normal place of work on Union business within their Region for at least 5 hours and less than 10 hours. This allowance can be claimed in addition to the normal 5 Hour Allowance above. This allowance is taxable and Unite will settle the tax on behalf of members.
10 hour allowance	£10 (€13) where a member is away from home and away from their normal place of work on Union business for at least 10 hours and where Unite does not provide any food. Note: members can claim only one 5, 10 or 15 hour allowance within the same 24 hour period.
15 hour allowance	£25 (€32.50) where a member is away from home and away from their normal place of work on Union business for at least 15 hours and where Unite does not provide any food. Note: members can claim only one 5, 10 or 15 hour allowance within the same 24 hour period. If the Union provides an evening meal, then the member is only entitled to claim the 10 hour allowance (and incidental overnight allowance if staying overnight) for that day.
Evening meal Allowance	£10 (€13) where a member is away from home and away from their normal place of work on Union business, returns home after 8 pm and Unite does not provide an evening meal. Note that this allowance cannot be claimed if the member is claiming a 15 hour allowance for that day.

*Note: The sum of the above allowances cannot exceed £25 (€32.50) in a 24 hour period. Note also that the HMRC allowances operate on a 24 hour time clock. For example, the 5 hour allowance cannot be claimed by a member on a second day of an overnight unless the member has been away on Union business for 29 hours (24 hours plus a further 5 hours). Further note: for facilities where all meals are included (e.g., Eastbourne, Esher, etc.), claims can only be made for the travel time to and from home to the facility (plus the Incidental Overnight Allowance below). This means that the member's combined to/from travel time must exceed 5 hours in order for a claim to be made. If arriving home after 8 pm, then members can claim the Evening Meal Allowance.*

Incidental Overnight ROI and Gibraltar) Allowance	£5 (€6.50) where a member is away overnight on(UK, Union business
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*Note: The sum of allowances therefore could total £30 (€39) for a member staying away overnight*

Int'l Overnight (other than UK, ROI, Gibraltar)	£50 (€65)
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*For this purpose, the Republic of Ireland and Gibraltar shall be treated the same as the UK. In respect of the Republic of Ireland members, the re-imbursement for any expense other than the above allowances shall be converted into Euros at the published HMRC exchange rate for the month of travel.*

### **3. Overnight Accommodation**

Where overnight accommodation is essential this should be booked by the Union whenever possible. The Union will book bed and breakfast as standard practice. Any and all extras (room service, dinner, lunch, bar, phone, internet, minibar, payTV, etc.) shall be paid by the member. In the exceptional circumstances where accommodation is not booked by the Union, reasonable claims for room inclusive of breakfast will be reimbursed upon production of a receipt.

### **4. Wrong claims.**

Any member whose claim(s) are subsequently proven to be incorrect must re-pay the Union any amounts overpaid and shall, where the claim(s) are found to be fraudulent (a proper investigation having been conducted), the member shall, as appropriate, be subject to disciplinary procedures of the Union. The Union shall likewise pay the member any amounts underpaid.

## UNITE LAY MEMBER EXPENSES CLAIM FORM

**IMPORTANT: SEE OVERLEAF FOR INSTRUCTIONS AND GUIDANCE**

Your Name:					Membership Number:				
Home Address:									
Has your address changed since your last expenses claim YES/NO									
Bank Name:		Account No:							
		Sort Code:							
Title of Meeting:					Venue:				
Date of Meeting:		From:			To:				
Date & Time Leaving Home:					Date & Time Returning Home:				
Date:					Date:				
Time:					Time:				

### Travel Costs

By Car	From Postcode	To Postcode	No of Miles	@ 45/25p mile + 5p pm per additional passenger (See over)	
By Rail (2 <sup>nd</sup> class fare) – Receipted (If warrant used, specify warrant number)					
By Air (only if authorised in advance) - Receipted					
Taxi (only if essential) – Receipted					
Other Travel (Bus / Tube / Parking / Tolls) – Receipted					
Non-Receipted Travel (Please list separately overleaf)					

### Daily Allowances

<b>5 Hour</b>	£5.00	
<b>10 Hour</b>	£10.00	
<b>15 Hour</b>	£25.00	
<b>Evening Meal</b> (return home after 20.00 and no meal provided by Unite)	£10.00	
<b>Incidental Overnight</b> (UK/Rol/Gibraltar)	£5.00	
<b>Overnight</b> (Other than UK/ROI/Gibraltar)	£50.00	

### Overnight Accommodation

Bed and Breakfast cost only - must be receipted		
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Loss of Pay Allowance – (See guidance overleaf – not claimable for Education courses)		
<b>TOTAL CLAIM</b>		
<b>Signature of Member</b>		
Authorised by Event Organiser:	Name	Signature
<b>Authorised by Regional Administration:</b>	Name	Signature

Form: NatLayExGBP0419

## INSTRUCTIONS

Please complete this form in BLOCK CAPITALS in ink. For constitutional meetings, please sign and send to the addresses below. For all other meetings, please ensure that this form is signed (authorised) by the person organising the event you attended, as well as (Central or Regional) Administration and either hand it to them or send it (signed) to the addresses below.

**Where to send your form: All members for non-National meetings & conferences - to appropriate Regional Office.**

<b>Non-Receipted Travel</b>				
Date	Type of Travel	To	From	Fare
<b>Total</b>				

### Guidance Notes

#### Mileage

1. Mileage may only be claimed for the distance driven. Where travel is shared using only one car, only the driver may claim.
2. It is important to declare the starting and destination postcodes.
3. 45p per mile may be claimed for the first 10,000 miles per tax year and 25p per mile thereafter. A further 5p per mile is claimable per additional member transported to the meeting. Tax years are from April 6<sup>th</sup> to April 5<sup>th</sup> the following year. Members may wish to maintain a cumulative record of mileage claimed per year.

**Please explain complicated car journeys; multiple stops, diversions, road-works, completed routes or any reason why your journey is not from point A to point B and return. List the name and membership number for any passenger transported in member's vehicle.**

#### Loss of Pay

To be eligible for loss of pay, members need to meet the following three criteria:

1. Be in employment.
2. Would have worked on the day(s) claimed for.
3. Have not been given paid release by their employer to attend the Union activity.

It is the accepted practice that member's (with the support, if necessary, of their local union official) will negotiate time off with pay from their employer for Union responsibilities. If the employer will not co-operate, the appropriate Regional Secretary/National Officer must be approached to attempt to resolve the problem.

In the circumstances where this is unsuccessful, loss of pay will be reimbursed as follows:



The Loss of Pay claim is to be calculated based upon actual net basic pay lost (including shift premium but excluding overtime) plus make-up for lost employer pension contributions.

Losses will only be paid upon the production by the member of evidence documenting the loss – e.g., payslip, confirmation from employer, etc. In order to avoid delay in payment, members intending to claim loss of pay should speak to Regional/National Administration in advance so that they clearly understand how the loss will be calculated and what evidence they will be required to produce.

For the avoidance of doubt, at the insistence of HMRC, the former regime where members could claim up to £55.80 per day without producing evidence of loss is rescinded.

Self-employed members are not eligible for Loss of Pay but can claim their gross loss via invoice. Members should consult with Regional/National administrators in advance to be fully advised as to the procedure to be followed.

#### **WRONG CLAIMS**

**Any member whose claim(s) are subsequently proven to be wrong must re-pay the Union any amounts overpaid and shall, where the claim(s) are found to be fraudulent (a proper investigation having been conducted), the member shall, as appropriate, be subject to disciplinary procedures of the Union. The Union shall likewise pay the member any amounts underpaid.**

Form: NatLayExGBP0419
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