

**National Industrial Sector Committee Meeting
Community, Youth Workers and Not for Profit Sector
King Street, 3rd November 2009**

Action

01/09 Apologies

Apologies were received from: Sis. Joan Allen (WM), Ruth Hayes (L&E), Jackie McLeod (SE and EC), Karen Walsh (NE,Y&H), Margaret Manning (NW), Kellie O'Dowd (I), Pat Stuart (EC) and Bros. Martyn Reuby (EM), Roy Whitney (W), and Anton Johnson (L&E).

02/09 In Attendance

Members

Tony Eaton-Beaudains (NE,Y&H), Paul Boskett (CYW), Russell Cartwright (L&E), Debbie Crerar (S), Vicky Grandon (S), Des Loughney, (S),Joan Brown (S), Tabi Mpala (L&E), Tricia O'Neill (I), Keith Patterson (SE), Sharon Singleton (EM), Marie Taylor (CYW), Katie Whittam (WM), Leonie Cooper (L&E), Dawn Williams (NW), Bob Braddock (NW), Jennie Twydell (L&E).

Officers and staff

Rachael Maskell (NO), Doug Nicholls (NO), Harriet Eisner, Kerry Jenkins and Rick Graham.

03/09 Introductions and welcomes

Round the table introductions were made. Apologies were given regarding the problems experienced by some with regard to the committee administration. It was hoped that any remaining problems would be resolved.

04/09 Expectations of NISC

This had been put on the agenda to provide the opportunity to enable wide discussions regarding the aspirations of the committee for our new committee and sector. It could also provide the opportunity to explore issues relevant to members on the committee and identify opportunities for the sector. Notes on the discussions can be found in Appendix One. The points raised, together with those from the sub committees later, the decisions of the NISC and the National Industrial Sector Conference would form the work plan and priorities for the NISC over the next two years. This would be reviewed and monitored.

05/09 Election of Chair and Vice Chair

The process of election was proposed: In the event of a contested election, candidates would be given the opportunity to participate in hustings. Each candidate would be given two minutes. Hustings would be taken in alphabetical order. This was **agreed**.

Sharon Singleton and Marie Taylor were proposed and seconded for Chair. Hustings were held and the vote was taken. Sharon Singleton received 9 votes. Marie Taylor received 8 votes. Sharon Singleton was **elected** as Chair.

Bob Braddock, Marie Taylor and Des Loughney were proposed and seconded for Vice Chair. Following hustings by Bob and Des, Marie Taylor withdrew from the process. The vote was taken. Bob Braddock received 7 votes and Des Loughney received 10 votes. Des Loughney was **elected** as Vice Chair. All candidates were thanked for their participation in this process.

06/09 Report from Regional Industrial Sector Conferences and Committees

A report of all the industrial sector conferences had been circulated. Some problems had been encountered with regard to the notification of members to the conferences and in some regions the turnout had not been as high as expected. 150 reps had attended the conferences across the regions. Getting time off work to attend had been cited as being one of the main reasons for non attendance.

Facilitating participation from members was seen as being vital in the sector and where members wanted to build the union. Every attempt should be made to ensure that members are able to fully participate in the sector. Further discussion was held regarding ways of ensuring better attendance at conferences and committee meetings and this included ensuring that information was kept up to date and the use of technology such as video conferencing to assist with inclusion.

Concerns were raised in relation to the fact that not all committee members would be attending the National Industrial Sector Conference. The committee was informed that delegates to conference had to be elected by the RISC, and being on the committee did not give an automatic right to go to the conference. At the RISCs in the North West and the West Midlands mis-information was given. This would be followed up with the Conference Department.

07/09 National Officers' Reports

Rachael Maskell presented her report and the following points were noted for action:

1. The death of Graham Goddard, Deputy General Secretary, was reported and sincere condolences to the family were recorded and would be forwarded. **ACTION**
2. The funding campaign was ongoing and an on line funding survey had been launched and committee members were encouraged to circulate as widely as possible. **ACTION**

The National Officer was thanked and her report was **endorsed** by the committee.

Doug Nicholls presented his report and the following points were noted for action:

1. The new sector brings together three different traditions, and a variety of workplaces and occupations. It is vital to retain the best practice from all three former sectors now part of the new sector and that the committee supports the relevant instruments of transfer applying. **ACTION**
2. A spate of recent serious victimisation cases had been extremely concerning and work was ongoing supporting these members. A campaign and legal action was currently underway for a member that had been sacked and it was recommended that the committee expressed their solidarity to this member. **ACTION**
3. Defending national terms and conditions was vital as many of the smaller bargaining committees were coming under threat by employers attacks under the guise of equalities risk assessments and single status job evaluations. There are several

different national collective bargaining agreements being used in local authorities and the NJC is one that often provides the model for the voluntary sector. The NJC was set up under strict rules that it should not encroach on other negotiating agreements. JNC is the national bargaining committee for youth and community workers both in local authorities and the voluntary sector in England, Wales and Northern Ireland. The former CYWU hold the secretariat and majority seats on this bargaining committee. The JNC has recently been coming under attack by some local authorities and this also appears to be the case for other small bargaining committees such as Soulbury and Craft Workers. The most serious attack on JNC had recently been in Wakefield and a campaign here had just been won. Job evaluations carried out for JNC grades in the sector are inappropriate and it was hoped that EC representatives would reflect this again at EC. The defence of our bargaining committees was crucial in the period ahead.

Action

ACTION

4. Members in Coventry were currently involved in industrial action to save youth services and it was requested that the committee expressed their solidarity to them in this important fight.

ACTION

5. A recommendation was made to recognise the skills that youth workers possess relating to youth participation and engagement in order to get young people involved in political activity and that the EC should be encouraged to make use of this element of the membership.

ACTION

6. Information regarding training provision by the GFTU was circulated and it was recommended that this quality training could be promoted in addition to other existing courses.

ACTION

7. The former sections brought together to create the new union brought with them a strong internationalist tradition and it was hoped that the new NISC would enhance these traditions. There had been a call for a national meeting to examine the difficulties face by those working in international aid organisations and it was hoped that this could be progressed.

ACTION

The National Officer was thanked and his report was **endorsed** by the committee.

08/09 NISC Standing Orders

A discussion was held regarding the information presented in the 'Standing Orders' paper. It was suggested that a notice period for meetings was included and the committee were informed that the system being put into place was that calling notices would be sent out six weeks in advance, the agenda would close four weeks in advance, and notice of AOB and paperwork would be sent out two weeks in advance. Further discussion to clarify the purpose and scope of the committee was held. The standing orders were **adopted**.

09/09 Motions to the National Industrial Sector Conference (for noting)

All motions going to the National Industrial Sector Conference have already gone before the Standing Orders Committee and some might be composited, we believe with the agreement of the National Officers, Chair and Vice Chair. Guidance on amendments had not as yet been produced by the EC. Concerns were noted with regard to the absence of some Chairs

of RISCs to the National Industrial Sector Conference. It was suggested that a formal position on Chairs attending the National Industrial Sector Conference might be useful. The National Officers would speak to the Conference Office regarding this situation for this year.

Action
ACTION

Clarification was given regarding the process and that if motions were passed at the conference then some would come back to the NISC in January to be progressed. The London and Eastern member raised concern that one of the motions put forward by their RISC had not reached the Conference Office composed as the RISC agreed. This would be followed up. The motions were **noted**.

ACTION

10/09 Motions to NISC from RISC

A number of motions had been put forward from Regional Industrial Sector Committees and these were discussed and amended:

Motion 1 GFTU – North West RISC

The Community, Youth Workers and Not for Profit NISC recognises the problem of offering day release for Trade Union training within the CYWNfP sector.

The NISC believes that the weekend course programme and customised course opportunities of the GFTU should be available to more members throughout the CYWNfP sector and calls upon Unite to increase the number of members in our sector affiliated to the GFTU.

This motion was **agreed**. Due to the financial implication regarding affiliation it was **agreed** to pass the motion to the EC.

ACTION

Motion 2 – To Raise the Profile of the CYWU – North West RISC

We ask Unite the Union to raise the profile of youth and community workers via a national media campaign.

To prioritise, via our own Organising Unit, to organise further this beleaguered and much under valued body of professionals and thereby raising our professional body status amongst the wider professional community and employers.

It was **agreed** to lay this motion on the table.

Motion 3 – Minimum standards of working practices through all Housing Associations and housing providers – North West RISC

We call upon the CYWNfP National Industrial Sector Committee to support the minimum standards of working practices for Housing Associations and housing providers as set out by the Tenancy Support Agency (TSA) and for Unite to evaluate and develop these standards to ensure safe working practice for our members.

To disregard these standards would be detrimental to our members and service users.

It was **agreed** to lay this motion on the table and refer back to the RISC for clarification.

ACTION

Action

Motion 4 – Develop International Voluntary Development Work – North West RISC

This Conference recognises the valuable work that Unite does with unions in developing international solidarity and support for trade unions world wide.

However, we feel that this work could be developed further by utilising the skills and experience of our members from the different sectors and professions that make up Unite.

In order to further these aims we ask the CYWNfP National Committee to look at ways that the sector and the wider union can develop a system of international voluntary development work.

ACTION

It was **agreed** to lay this motion on the table and refer back to the RISC for clarification.

11/09 Dates for NISC's 2010 - 2012

Provisional dates had been set for the next two years and these would be confirmed following the EC meeting.

ACTION

12/09 Introduction to sub-committees

It was felt that it would be of use to split into a number of groups in order to discuss key themes for discussion and the involvement of the new sector with these key objectives. The areas identified for discussion being: Learning; Equalities; Communications and Organising. It was **agreed** that it would be more appropriate to use the term 'working groups'.

13/09 Organising

A paper had been circulated that set out the sectors organising strategy as an area of growth for Unite. The following key points were highlighted:

- In order to fully realise the potential of the sector, it would be essential that resources were made available.
- Various organising models had been examined and some key areas for growth had been identified.
- There had been an annual net increase in membership in the sector.
- Statistics show the huge potential for organising as the majority of workers in the sector are not unionised.
- Initial mapping and analysis of Unite's membership system had identified three areas of greatest potential for recruitment as being housing associations; children's charities and play workers.

The organising strategy was **adopted**.

14/09 Campaigns

The National Officer gave an overview of progress in regard of campaigning work linked to funding. The core element of the campaigns was to ensure that the sector was not used as a cheap alternative to public services. An update on the Funding Survey was given. This information will be compiled into a report, and used to advance the issues which are impacting on our members. The Funding Survey is available on the Unite website on the Sector pages.

The Recession Charter had been launched earlier this year and is a major initiative to focus the debate about the sector's future funding arrangements on those working for Not for Profit organisations, and the very real challenges they face as job losses mount and funding severely dips.

The creation of long-term and sustainable funding for community, youth work and not for profit organisations is one of Unite's most crucial campaigns in the sector. Poor funding systems are the underlying problem to many other issues that exist in the sector. Everything from bullying, and poor training to pensions and short term contracts can be attributed to the problem of funding in the sector.

There were a number of motions going to the national sector conference that would assist in the progression of these campaigns and in particular, the funding campaign.

16/09 Focus on an issue - Pay

The National Officers gave an overview of key issues surrounding pay. These are highlighted below:

- A number of successful workshops were held at the January 2009 conference and some of the points below were raised there.
- Many bargaining groups over the last two years had been offered 0% and others 1%. Most offers equal a pay cut in real terms based on the inflation forecasts. Most such offers had been accepted.
- Workers are being compelled to settle for nothing. Workers are often making large sacrifices and then companies are still going into administration.
- Pay must be addressed or it will drive down the quality of the work and the sector will continue to be seen as a cheap alternative.
- Statistics released in the Bargaining Brief show that average pay awards across the public sector are 2.5%. In the voluntary sector, the norm is between 0% and 0.5%.
- Competitive tendering will only result in a worsening situation in this sector. This is contributing massively to inequality and is resulting in a two tier workforce.
- To turn this position around requires a massive cultural shift in the sector in fighting for pay and terms and conditions.
- Work had been undertaken with regard to the response to the consultation paper 'Refreshing the Compact' asking for provision to be made for trade unions to work with commissioners and ensure that bids do not undercut pay, terms and conditions. .
- There were gross pay differentials within the sector and there was a need to challenge senior directors high comparable salaries. A paper has been written to look at pay inequality, promoting fairness in pay settlements and undertaking equal pay audits..

Discussions were held regarding the issues highlighted. After discussion the following issues required further discussion and work were raised:

- The need to promote equal pay audits within the not for profit workplaces.

- The need to produce comparative pay and conditions figures across the sector.
- The need to carry out risk assessments for 'on call' workers.
- The need to prioritise pay.

Action

ACTION

It was further **agreed** to keep the question of pay as a regular agenda item.

17/09 Focus on an issue – future items

A discussion was held in order to identify other industrial issues for future exploration. The following issues were highlighted:

- Zero hour contracts
- Representing relief workers, resulting in workers being given lessened terms and conditions. A policy would be required.
- Issues relating to health and safety such as 'well being' strategies and stress policies.
- Statutory bodies are employing commissioners to oversee the commissioning of services. There is no clear information as to how many exist, nor the work they were undertaking, the qualifications they held and how this work impacts on our members. Research into this would provide some useful information to inform campaigns.
- How might the potential change of government impact on our sector.
- Focus on Play Workers, Children Charities and Housing Associations as these are prioritised areas.

18/09 International

The National Officers explained that this item was required on agendas of all committees within the union. There are different internationalist traditions amongst former unions. The majority of the old trade groups had an international federation link. This was less easy to establish within our diverse sector, but should continue to be explored.

There was a need to explore proper international trade union affiliation as there was a strong tradition of solidarity to other trade unions, trade union development and campaigns overseas.

There was a need for some thought about the structure and format of internationalism and international work within our new sector. This should not be seen as a distraction or diversion to the other issues and priorities, but a recognition that international responsibility should not be ignored throughout the union.

There would be some international organisations exhibiting at the National Industrial Sector Conferences as well as some international speakers at the Conferences and fringe meetings.

This Sector is also involved with industrial work internationally

A discussion was held regarding international issues and interest was expressed in gaining information on the involvement of the former unions and sections in international issues.

ACTION

These points were **agreed**.

Action

19/09 Agenda items for next meeting

The committee were asked to consider other items that might need to be discussed at the next meeting. A report from the EC would be forthcoming. It was **agreed** that a programme of work would be formulated following the National Industrial Sector Conference with a mechanism for monitoring and reviewing the progress on our work.

ACTION

18/09 AOB

With regard to *Motion 2 – To Raise the Profile of the CYWU* from the North West RISC, it was proposed that this be referred to the National Committee of the CYWU Section for further clarification. This was agreed.

ACTION