

National Sector Conference 2011

Education

Hilton Brighton Metropole Hotel

Contents of Agenda Book

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**Education Sector
National Industrial Sector Conference
Dukes Suite Hilton Brighton Metropole Hotel
27th November 2011**

A G E N D A

Plenary Session.

This will take place in the Oxford Suite, Hilton Brighton Metropole Hotel at 9 a.m. (see enclosed plan) and will be chaired by Tony Woodhouse, Chair Unite Executive Council. The business for this session will include:

1. General Secretary's Report
2. Assistant General Secretary's Report
3. Contributions from the mothers of the Miami 5.
4. Nominations for the SOC for the 2013 National Industrial Sector Conference will also be taken at this session.

Following the plenary session each conference will adjourn to its own room and follow the agenda set out below:

**Education Sector
National Industrial Sector Conference
Dukes Suite, Hilton Brighton Metropole Hotel
The conference will be chaired by the National Industrial Sector Committee
Chair**

5. Apologies, Introductions and National Officers welcome
6. National Reports. Mike Robinson National Officer
7. 100% Campaign
8. Consideration of Sector Motions
9. Guest Speakers
 - a) Jocelyn Prudence Chief Executive Universities and Colleges Employers Association.
 - b) Stephen Twigg MP Shadow Minister for Education
 - c) Venezuela Solidarity Campaign Speaker
10. Elections
 - (a) Unite delegation to the 2012 TUC (Brighton)
 - (b) Unite delegation to the 2013 TUC

The exact order of business may be amended to accommodate guest speakers.

Delegate List 2011

REGION	FORENAME	SURNAME	Delegate no.
East Midlands	Sulina	Hendy	1
East Midlands	Christopher	Marlow	2
London & Eastern	Tony	Britton	3
London & Eastern	Tamsin	Piper	4
London & Eastern	Will	Smith	5
NEY&H	Lenny	Lauchlan	6
NEY&H	Richard	Warhurst	7
NEY&H	Jo	Westerman	8
North West	David	Jones	9
North West	Sandra	Robinson	10
Scotland	Alex	Brown	11
Scotland	Dianne	Massie	12
Scotland	Marjory	Parker	13
Scotland	Stewart	Pearce	14
South East	Paula	Burr	15
South East	Graham	Wright	16
Wales	George	Aldridge	17
Ireland	Gerry	Devine	18
Ireland	Maeve	Fitzpatrick	19
Ireland	Catherine	Mallon	20
Ireland	Robert	Stacey	21
West Midlands	Niki	Constantinou	22

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2011

Education

SECTOR MOTIONS

1 Future Pension Strategy

This Conference notes the brave attempt by Unite members at University of Sheffield to defend their final salary pension scheme. Faced with an obdurate employer, unsympathetic to the effects on staff pensions or the hardship caused but singularly determined only to remove the University from the risk of future pensions it has ignored the financial penalty caused to staff in retirement, our members at Sheffield faced a difficult uphill struggle.

Unite members in many UK higher education institutions have also been battling with similar problems.

Alongside these difficulties it has been noticeable of a separation between staff on different grades, some of who are protected from the most severe effects to pension changes at a time others are forced out of final salary schemes and in many cases new staff coming into the sector will be pushed into poor defined contribution annuity type schemes.

This Conference believes such a separation and the inherent inequality of different schemes for staff polarises reward and benefits and creates a two or sometimes three-tier workforce with have's and have not's.

Conference calls upon Unite to oppose such a separation wherever possible and to draw attention to the growing inequality between existing staff and new starters into the sector.

Conference also instructs our negotiators at all levels to challenge the inequality of tiered pension schemes in HEI's and at national level with the employers association UCEA.

Conference calls on Unite to urgently organise a pension seminar of Unite representatives in the Education sector with a view to finding positive ways of empowering our representatives and negotiators on pension scheme changes that removes inequality.

Moved by: Diane Massey
Seconded by: Jo Westerman
National Industrial Sector Committee

2 Pay

Conference supports the decision of the National Education Industry Committee to ballot staff for industrial action on the insulting pay increase offers of £150 in higher education and £125 for staff in further education. Conference notes both offers are in effect a pay cut because in real terms inflation has been over 12% during the last three years and the offers equate to less than 2%.

Conference also notes that other unions in the sector have decided to accept these offers. This disappointing division can only assist the employers who see a split in trade union ranks.

As a means of ensuring trade unions present the strongest possible front against the employers Conference instructs Unite to attempt to organise a meeting between Unite national committee members and national committee groups of the other unions such as Unison, UCU, GMB, EIS and ATL with a view to finding common ground and co-ordinated activity in 2012 and beyond on pay and terms and conditions in both higher and further education.

Moved by: Chris Marlow

Seconded by: Tony Aldridge

National Industrial Sector Committee

3 National Pay Bargaining in Higher Education

"This Conference notes the low level of pay offers made by UCEA over the last three years.

It is the view of this conference that as well as the offers being inadequate and well below the prevailing RPI, the whole system of national bargaining in HE is being seriously undermined by the inability or refusal of UCEA on behalf of Universities and Colleges to negotiate in any meaningful way.

We ask the next incoming National Industrial Sector Committee to consider how best Unite should respond to this problem. We also urge the new incoming NISC in 2012 to make a detailed analysis on any pitfalls or benefits in adopting conglomerate bargaining (Russell Group, Alliance, Million +, Scottish JNCHES etc) and how best to deal with any HEI that selects to move outside of the current national bargaining arena and to report its findings to the 2012 Education Sector Conference."

Moved by: Dave Roche

Seconded by: Chris Marlow

East Midlands

4 Defend Current UK National Pay Bargaining Structures

This Conference notes that the NEIC meeting on 19th July 2011 minuted the following in respect of the UCEA final pay offer:

A lengthy debate followed with arguments for and against acceptance. One question that was asked was how could a dispute be pursued? It was explained that if enough HEI's rejected the offer it would leave individual membership groups free to press their own University for an improvement over and above the UCEA offer.

When several significant Universities have already abandoned the national pay bargaining framework and we also know that several others are considering doing the same, we must be very careful that anything we do or say does not give employers & our members the impression that as a union we would favour such a development. This Conference therefore re-affirms this union's long standing commitment to the UK national pay bargaining arrangements in the University sector.

Moved by: Gerry Devine
Seconded by: Catherine Mallon
Ireland – NI

5 Pay and Proper Reward

This conference notes that in real terms there has been a 10% short fall in the wages of our members in Higher Education over the last 3 years.

Unite must reverse this trend and strive to secure proper pay and reward in the Higher Education sector.

Moved by: Gerry Devine
Seconded by: Catherine Mallon
Ireland – NI

6 National Bargaining in Higher Education

This conference calls on the Executive Council to maintain National Bargaining in the sector for the benefit of the members working in the sector.

Moved by: Richard Warhurst
Seconded by: Jo Westerman
North East, Yorkshire and Humber

7 Student Fees

This conference acknowledges and recognises that all individuals have the right to a universal education. In its technical sense, education is the process by which society deliberately transmits its accumulated knowledge, skills, and values from one generation to another.

A right to education has been created and recognised by many jurisdictions e.g. since 1952, Article 2, of the first protocol to the European Convention on Human Rights, which obliges all signatory parties to guarantee the right to education. At a world level, the United Nations International Covenant on Economics, social and cultural rights of 1966, guarantees this right under Article 13.

Conference therefore calls upon the United EC to lobby the Government and the opposition to reverse the imposition of student fees for Universities and to ensure that the Higher Education Sector is properly financed so that higher education can be delivered free to all.

Moved by: Chris Marlow
Seconded by: Sulina Hendy
East Midlands

8 Regional Representation on National Industrial Sector Committees

This conference notes that, when NISCs were established it was on the basis of 3 delegates from each region. This policy fails to reflect the different sizes of regions and the concentration within particular regions for some sectors.

The current guidance concerning the allocation of posts to specific genders and ethnicity, and none other, has had some success in ensuring equality of representation in those sectors and regions that have sufficient active Black and Asian and Minority Ethnic (BAME) members to fill the posts, but unfortunately, in sectors and regions where there are insufficient active BAME representatives willing to be delegates to RISCs and NISCs, this has resulted in the under-representation of those regions at national level within their sector.

We ask that the Education national Industrial Sector Committee bring the above facts to the attention of the Unite Executive Council and urge our Union to ensure that in preparation future elections, suitable mechanisms be put in place enabling all sectors, in all regions be given access to representation on National Committees proportionate to the numbers of members in that region or sector.

Moved by: Tony Britton
Seconded by: Tamsin Piper
London and Eastern

9 Health & Safety

This conference notes that, in September 2011 issue of Hazards magazine it was reported: "The law is being undermined. The only guarantee you have of health and safety at work is union protection."

The TUC has described the "Union Effect" on its website as: "The most effective tool that we have in ensuring good Health and Safety at work is trade unions, because organised workplaces are safer. That is one of the main reasons that people join and stay in a union."

This conference calls for the Unite Executive Council to acknowledge the high importance of the work of our Health and Safety Reps, and of Health and Safety issues in the workplace, both to our current members and in the recruitment of new members, and that union resources be allocated to ensure:

- 1) Continued recruitment and training of grass roots H&S reps.
- 2) That H&S issues are maintained as high profile issues both on national and a regional level
- 3) That an effective training and support structure is further developed and maintained, to allow first class training and support for front line union safety representatives

Moved by: Will Smith
Seconded by: Tony Britton
London and Eastern

10 Casualisation of Employment in the Third Level Sector

This Conference.....Calls on Unite to support the activities of our members in combating the casualisation of employment in the Third Level Sector in Ireland.

Moved by: Maeve Fitzpatrick
Seconded by: Bob Stacey
Ireland – ROI

11 Job Security

This Conference calls on the Executive Council to campaign for a robust national job security agreement which provides our members with the best possible means of retaining employment in the sector.

Moved by: Lenny Lauchlan
Seconded by: Jo Westerman
North East, Yorkshire and Humber

12 Privatisation and outsourcing of services

Outsourcing and Privatisation of in house services in Higher Education

It is this conference's belief that Higher Education Institutions are using the current economical climate to justify the outsourcing of in house services. This is short term dumb thinking with a long term adverse effect. It is a strategy borrowed from the current Tory led Coalition where cutting jobs in the public sector and replacing them with cheap, inferior, insecure services from the private sector, is the rule.

As workers in the Higher Education Sector we cannot tolerate this needless cutting of jobs.

As parents we will not tolerate the very real risks posed by the use of unvetted private services.

We ask this conference to support our campaign in North West Higher Education against the outsourcing and privatisation of in house services in the Higher Education sector by asking conference to provide meaningful support and finance to run the campaign to ensure it's effectiveness. We also ask other Regions to join us with their own campaigns and work in partnership to stop this attack on the services our members provide which, if it persists, will leave us with no other option than to call for a ballot on Industrial action.

Moved by: David Jones
Seconded by: Sandra Robinson
North West

13 Outsourcing of Jobs and Services

We call upon the National Education Industrial Sector Conference to support our union members efforts to resist and campaign against the Government and the Employers determination to outsource jobs and services to the private sector from within the Higher Education Sector.

Moved by: Alex Brown
Seconded by: Stewart Forrester
Scotland

14 Support for Collective Bargaining

That Unite defends existing and future central collective negotiation fora in sectors where there are individual employers having a common function, title, pay and grading structure for employees.

This conference.....is being asked to support this motion for two reasons, firstly to maintain the remnants of collective power, action and collective agreements that are being slowly eroded by management isolating groups and individual employees in an intimidatory and dictatorial fashion citing the economic situation.

Secondly our membership now need the reassurance and confidence more than ever that they are part of a collective group that can represent them and respond collectively to the “new management “ mind set that we are lucky to have a job so do all I say.

Moved by: Bob Stacey
Seconded by: Maeve Fitzpatrick
Ireland – ROI

15 Robert Gordon University Unite De-recognition

That this National Education Industrial Sector Conference expresses serious concern about the Aberdeen based Robert Gordon University decision to de-recognise Unite and expresses solidarity with our Union members and the STUC campaign to regain recognition and full bargaining and negotiation rights.

Moved by: Alex Brown
Seconded by: Stewart Forrester
Scotland

National Education Industrial Conference Report

Colleagues

This is a report to the National Education Industrial Sector Conference held on 27th November 2011 Brighton. This is my second report to a Unite Education Sector Conference, the first was in 2009. A lot has changed in that time and in some cases, on pay and pensions the battles remain the same.

I would just like to record at this point the sad passing of retired Amicus National Officer George Orr in September. Many colleagues and friends attended George's funeral and a record for his work on behalf of staff, particularly from his previous unions AEU, ASTMS and Amicus in UK universities, needs to be recorded.

Also since the last Sector Conference was the untimely death of Derek Nethercote, a senior workplace rep at University of Bath. Derek was on the South West RISC and a national education industry committee member. Derek passed away in 2009 following a battle with liver cancer.

NEIC and RISC's

During the intervening time since the last Education Sector Conference we have lost the services on the national committee of the following representatives who have either stood down from the national education sector committee (NEIC) or left sector employment. These include Peter Howard Kings College, Claire Davis Bangor, Mike Baxter Coventry, Jim Smith Warwick and John Magennis OBE Queens Belfast.

During the last two years deliberations of the national education sector committee (NEIC) have been weakened by the absences of Dave Crowe Sheffield and Tamsin Piper UCL due to illness. I am happy to report both are on the mend and I look forward to them returning to the NEIC shortly.

The work of regional industry sectoral committees (RISC's) continues to play an important part in the running of the education sector. There are some RISC's that are well run with good attendance but others where our organisation or meetings have been patchy and intermittent. I would hope into 2012 we can do more to ensure the industrial work regionally is maintained through the RISC's as these are a source of future leadership and expertise on to the national committee and sector conference.

Branch organisation

Branch organisation is now taking place and as with the national committee a number of workplace representatives have also left or retired in the intervening time since the last national conference.

In East Midlands Jenny Foxon OBE and Alan Wilkins at Leicester, in South West region Maggie Bristow Bristol and Margaret Grapes Exeter. In Scotland Jack Banks at Robert Gordon Uni and especially Margaret Main at Aberdeen retired. There are many more workplaces representatives too many to list here who have left the sector also. Such a large number means the union is less effective without them and we need to ensure new young vital and inspiring shop stewards and workplace reps take their place.

I would just like to record my thanks to everyone who has contributed to the work of the union and to present the message we need to ensure their skills are replaced with others willing to fight on behalf of working people.

Further Education

2010 Pay

From the Employers Association AoC an offer on pay was made in July 2010 as follows

“A recommendation of 0.2% (consolidated) on all salaries and allowances or the sum of £50 whichever is greater, from 1 August 2010. This recommendation is conditional on it being put to members for their consideration.”

This extremely poor and disappointing offer was put out to national ballot of further education members.

In a poor response the members narrowly rejected the offer. Other unions chose to accept the offer including Unison, GMB and ATL.

UCU had also rejected the offer.

After further discussions the Employers Association AoC imposed the offer. UCU decided not to resort to industrial action. With Unite left on its own and with a poor response on the ballot it too decided not to resist the imposition of the increase.

2011 Pay

The Further Education sector unions Unite, UCU, Unison, ATL and GMB presented a claim for a 4% increase in pay. At the first negotiating session the Employers Association AoC opened up by saying they thought a pay freeze was appropriate.

They were also looking for acceptance that sick pay would be cut (6 months to 3 months maximum) and greater flexibility and longer hours should be accepted by trade union negotiators.

After a lengthy negotiation session on the 6th June the employers were told the TU's would not negotiate sick pay downwards or massive changes to flexibility and productivity other than normal local level discussions.

The Employers Association, Association of Colleges (AoC), tabled a final offer lump sum for all staff above £21k of £125 worth 0.45% to staff at mid point on the scale. For staff below £21K the lump sum is £200 worth 0.95%. For those on the lowest scale points around £13K the offer was to bring pay up to the Rowntree Foundation UK Living wage rate. This would see increases with a £309 lump sum for those staff and is worth 2.3% or £7.20 per hour minimum.

The offer whilst helpful to very low paid does not meet the wage claim amount of an inflation matching increase for all staff especially with inflation running at around 5% on the RPI.

The matter was put out to national consultation by direct letter to all FE Unite members.

The return vote showed a 15-1 rejection and also a further 8 members volunteering to act as workplace representatives.

Last year only Unite and UCU rejected the offer. Once again this year both Unite and UCU rejected the offer and as per last year AoC decided to apply the increase based on the majority of unions acceptance. In fact the deal was imposed on UCU and Unite. Because of other issues, most notably LGPS it was decided not to pursue industrial action on the matter. Concentration was on the public sector pensions issues.

Negotiations have now concluded on new joint disciplinary and grievance procedures as well as joint agreements on Guidance on Disability Equality in Employment. Discussions are ongoing in trying to update Equality agreements in the light of legislation but this has been difficult. The main reason is threat AoC wording in the agreement drafts has been to restrict arrangements rather than apply a “no detriment” approach to the new drafted wording. Discussions are continuing with AoC.

Higher Education

2010 Pay

Unite National Education Industry Committee very reluctantly accepted a 0.4% pay offer for Aug 2010 to Aug 2011 for all staff in UK universities. The main reason for accepting was the extremely low level of responses by members to the pay ballot consultation. Fewer than 15% of members responded. Unison and GMB also accepted. UCU went into dispute on the offer but subsequently “noted” the offer. The offer was then applied by UCEA to all unions including UCU.

EIS also refused to accept the offer and went into dispute but it decided to press on the job security angle. EIS claim they now have written agreements with all Scottish HEI’s not to apply compulsory redundancy. Based on these reassurances EIS have now also “noted” the offer.

Pay & conditions claim 2011

The new claim was been submitted in 2011 and the first round meeting took place on the 30th March and others on the 19th April 26th May.

At the meeting on the 26th May UCEA made a formal offer of a lump sum for everyone in the sector of £100. This equated to a 0.32% increase for staff but for anyone on grade 34 or below it is worth 0.64% as the £100 represents a slightly larger percentage of lower compared to higher salaries.

All unions roundly rejected such a low offer especially as inflation was running at 5%.

There was a further New JNCHES meeting on the 19th July. At this meeting UCEA tabled an improved offer of £150 for all to be put on to pay scales. It also offered to increase London Weighting for those post 92 institutions by approximately 0.5%.

These offers were rejected by the July Unite education national committee who also decided to put the matter out for formal consultation. The consultation ended on the 5th September. The result was a 4-1 rejection with only 3 HEI's voting to accept the offer.

On a teleconference of national committee members on the 10th October the committee endorsed the decision to move to a formal industrial action ballot and for ballot papers and material in support of a Vote YES to two industrial action ballot questions one for action short of a strike and one for action for strike.

This decision was subsequently confirmed at the full national committee meeting on the 20/21st October in Esher. At that meeting the decision to move to a formal ballot was carried unanimously.

At the time of writing a ballot is now in full swing with a result from HEI's expected on the 3rd and 4th November. A teleconference of national committee members has been arranged to discuss the ballot result and possible industrial action.

It is worth noting at a time when UCEA are offering 0.5% those outside of national bargaining at Imperial College London and Birmingham have both received offers in excess of the national norm. In 2010 Birmingham were offered 1% or £150 still below the RPI but more than the UCEA offer. In 2011 Imperial College offered 2% or £500 whichever was greater. Poor but not as poor as the UCEA offer.

New JNCHES Sub committees

As part of the 2009 pay offer and settlement it was agreed to set up three New JNCHES sub committees to progress specific work outside of the normal negotiating sessions.

The three were

Pay and Data, with Tony Britton from UEL and Rick Graham from Unite Research Department assisted with this. A final report was completed in January 2011 and issued to reps for information. There is confirmation from UCEA that the data will be updated to include less positive information on pay due to increasing inflation rates and low pay settlements.

Sustainability with Dave Jones Manchester University, Andrew Murray R.O. and Mike Robinson N.O. Unite pushed the committee outcomes to fruition. The main effort the Compendium of Case Studies crept towards something about how best practice on redundancy handling is achieved in some institutions. This is not a full job security agreement but it is going slowly forward. It contains many useful examples of how HEI's have covered job security.

The other output from the Sustainability was a paper on Values in HE. This innocuous report became a battleground between the advocates of intellectual freedom and HE management keen not to concede control and managerial autonomy. The final report is a masterpiece of duality of language and compromise. By such small victories are the aspirations of the workers progressed!

Both the Compendium and Values papers have been sent out electronically to all senior reps.

Equality was represented by Jo Westerman Leeds University and Sandra Robinson Liverpool. Sandra co chaired the work of the committee. The final report concluded with 8 recommendations and we wait to see if UCEA intend to do anything about them. This report was also sent out electronically.

As part of the 2010 settlement it was agreed to set up a Unite initiative a training and development committee. The original Unite aim was to progress legislation changes in 2010 on a workers right to training and development. Also as part of that was to try and extend the introduction and use of apprenticeship in HEI's. There is a small amount of progress on the New JNCHES Training and Development Forum (including Apprenticeship training) but it has yet to meet! Terms of Reference have been agreed but they water down the aim of a national agreement into a "Framework". The first meeting was arranged for the 23rd November. A further verbal report will be given.

The **Pensions Forum** work will be contained in the item on Pensions later in this report

Pensions

One of the pension schemes that Unite is represented on is the Superannuation Arrangements for University of London (SAUL). In September the management side wrote to our negotiators proposing a string of pension scheme changes including changing the retirement age to 65 and linked to changes in State Pension Age. The revaluation of

pensions in line with the CPI. Career Average Revalued Earnings (CARE) pension for new starters as of April 2012. Pension on redundancy reduced for new starters as of April 2012 plus a host of other changes. Discussions with Unite and Unison negotiators are continuing.

New JNCHEs has formed a consultative Pension Forum. All trade unions in the sector are entitled to attend and they meet with Employer representatives from UCEA. From time to time speakers from USS, SAUL and even actuarial advisors for local SAT's are invited along.

Unite is represented by Mike Robinson N.O. and Chris Marlow national committee delegate from Leicester.

During 2010 and 2011 Unite was involved with Unison GMB BMA and UCU in consultation with USS on the proposed changes to the scheme towards using Career Average Revalued Earnings for future pension provision in USS.

Unite has been successful in persuading USS not to apply CARE pensions to staff who are promoted out of SAT's into USS. This arrangement remains in place for 2 years and in that time we hope to have a better definition with USS on the exclusivity rules within the scheme.

UCU took a different tack and sought to oppose any changes. The USS Board seem to have ignored the UCU threats and have now agreed a series of changes including Career Average Revalued Earnings for all new starters into USS. These apply from October 2011 However the Unite submission means we have two years to reach a firm understanding on future promotions with USS on their so called "exclusivity" rules that force HEI's to place academic and some related staff into USS even though many would be better off remaining in local self administered pension schemes.

There have been major discussions on the Student Union Superannuation Scheme (SUSS) which has been in heavy deficit. Consultation took place with local student union SUSS staff and with Unite who represent a large proportion of NUS employees also affected by the scheme. Options were limited with a defined contribution scheme the eventual outcome. The Trustees suggested a contribution rate of 6% employee and 6% employer but this looks paltry compared to other DC schemes in the sector.

UCEA are seeking more money from HEFCE to investigate the possibility (again!) of one scheme across the sector. Unite has said if HEFCE give UCEA any money it should only be on the basis of trade unions being included in the deliberations as last time the Employers just banked the cheque carried out the research and did nothing constructive.

Many local SAT's have now implemented changes away from Final Salary towards CARE schemes. Others have made changes to scheme rules that limit the scheme benefits towards staff. In some cases they have introduced pension up rating by CPI rather than RPI. Unite along with many other unions are challenging the Government on the use of CPI up rating from LGPS and other public sector schemes. The matter is now before the High Court.

One HEI that decided to change its SAT was Sheffield. Although staff on grades 6 and 7 were transferred to USS others at Grades 1-5 were offered a "cash balance" scheme. In essence this is a lump sum annuity type scheme with staff only receiving a lump sum to purchase a pension on retirement. This type of scheme offers poor reward and no guarantee of a pension based on final salary. The aim of the University is to remove its risk on pensions. Unite and Unison members at Sheffield voted to take strike action. Pressure on staff has been enormous. In August Unite and Unison agreed to suspend action and to enter talks. Arising out of the talks was an offer by the University that staff could utilise their lump sum on retirement to buy back into the Sheffield SAT and purchase a pension using the lump sum. A further offer was made on the 31st October which gave a "guarantee" on the size of the pension pot this was 95% salary for year one before retirement, 90% of salary for year two, 85% for year three and for years four, five and six this would be a guaranteed pot based on market rates. There are complications with this proposal but members will be given the final say on whether they wish to accept the offer or continue with the industrial action.

In respect of LGPS pensions discussions have taken place at TUC level with H.M Government. Gail Cartmail AGS and Bryan Freake National Pensions Officer have been heavily involved with HMG. As delegates will know from press reports these talks have not gone well. The Government is saying one thing publically but in private is being far more difficult. There have been no real negotiations. The changes have been described by Bryan Freake as 50% pensions for 50% more costs. There is a direct tax on public sector pensions.

The Government have made an "improved" offer A new offer from the coalition government to exclude staffs that are currently within 10 years of retirement has been made. The initial Unite assessment is the Government are still hitting existing staff with additional cost and losses to pension. It is not enough to be able to resolve the dispute. Unite continues to press for members to vote Yes in the industrial action ballot.

Unite along with many other TUC affiliated unions have decided to ballot members for industrial action on the 30th November. At the time of writing Unison have recorded a 78% vote in favour of action, Unite's vote is awaited.

In FE Unite is balloting staff on the issue. In HE because not all HEI's are affected by the LGPS issue and because of the pay dispute it was decided only to ballot HEI's on the pay ballot. At the time of writing the results if they were in favour of strike action could mean HEI staff could still be in dispute for the 30th November day of action.

Student fees and education maintenance allowance (EMA)

The 2009 Education Sector Conference had a debate on the way forward on student fees. Although staff in the sector had benefitted from introduction of fees in 2006 the 2009 conference supported no further increase in fees. This has remained Unite's position.

Unite made a detailed submission to the Browne Review on student fees and argued for no further increase but that fees should be better balanced by student fees being a contribution from state funding, employer levy and student fees. This echoed earlier responses from the Dearing Report in the 1990's.

Unite was active in the demonstration and march on the 10th November 2010. There was a joint lobby of parliament co-ordinated with NUS, Unite, Unison, UCU, GMB, ATL, NUT, NASUWT and many more unions

The joint unions called several activities to protest at a further increase in student fees including marches and lobbies of Parliament. Unite was involved in these and some of our leading lay activists and at least one National Officer found themselves "kettled" outside Parliament. Material posters and leaflets were distributed to workplace representatives as well.

Further demonstrations on the EMA were held in London and a lobby of Parliament specifically on the EMA issue was held on the 18th January 2011.

On the 29th January 2011 there was a march and demonstration towards Platt Fields Manchester to protest about the cuts to the Educational Maintenance Allowance (EMA). National Officer Mike Robinson attended on behalf of Unite.

Unite White paper submission on the future of Higher Education.

Unite made a significant submission to the Government White Paper on the future of Higher Education. Unite has been arguing that Government plans for the sector are highly speculative and have not been thought through as to the effects on the sector and student admissions in particular. Unite has argued for new thinking on fees to include a shared responsibility between students, the public purse and employers to fund higher education degrees rather than continually place the increasing burden on students.

National Officer Mike Robinson also gave evidence to the BIS Select Committee on the future of higher education arguing that government position in higher education had not been thought through and predicted the future of UK HE was very uncertain caused by government policy. Mike accused the government of acting in an ideological way, driven by costs rather than what was best for UK Higher Education.

ECC Ltd

ECC Ltd is the Company that own the HERA job evaluation scheme.

ECC Ltd continues to try and pursue new avenues for business based around the HERA scheme. As reported in the last conference report in 2009 the development is for staff development and competency reward. In promoting its system "Developing People. Delivering Results" ECC highlights the use of HERA data to work out developmental programmes for staff.

Unite continues to attend meetings with ECC Ltd. In recent meetings Will Smith Cambridge, Lennie Lauchlan Durham, Graham Person Bradford and Andrew Murray R.O. Unite have also attended on occasion.

HEaTED

At the National Education Industry Committee meeting in October 2010 agreed to write to HEaTED seeking a Unite place on the steering group. Chris Marlow national delegate from Leicester was eventually placed on the committee.

HEFCE have since taken a decision to withdraw funding for HEaTED and the work of HEaTED is expected to run down.

Alliance for Science

Unite has been a driving force in reforming the old Alliance for Science. Co-ordinated through the TUC Unite, Prospect, UCU and many other unions are pressing the case for more investment into science based projects. As a measure of previous activity we have argued with government for maintenance or investment into such varied schemes as the Jodrell Bank Observatory or research funding criteria for UK Universities. We were involved in the TUC submission Shooting Stars to Hybrid Cars and we continue to press the case for science based projects in the UK.

The last Alliance for Science meeting held in November 2010 organised by the TUC. It agreed to organise a seminar possibly during British Science week in March 2010.

Under Labour's administration the TUC Alliance for Science has met both Lord Sainsbury and Lord Drayson on UK Science Policy. Since the current Government was elected there has been virtually no contact on the Science agenda although a meeting with David Willetts MP the coalition's HE Minister is being arranged shortly.

Issues at Institutions

Robert Gordon University

The HR management at Robert Gordon announced in May that they would derecognise Unite from local negotiations. This is despite the fact the relationship with the union goes back 40 years and there has never been a serious dispute in all that time.

The local RISC committee in Scotland organised a protest rally on derecognition as well as an email campaign to the Principals email and Twitter account.

Following this HR were back in touch seeking to offer a half way house on recognition. This included representational rights as well as consultation rights on redundancy and other contractual changes.

After consultation locally, through the RISC and at the national committee the "consultation agreement" was approved. The reason for the derecognition was the falling membership. It is a vital lesson for us all. If we fail to keep up membership levels then derecognition could follow.

Liverpool

There are two issues at University of Liverpool. One is the attempt to reduce pension benefits based on a 2009 valuation. The other is an attempt to re negotiate faculty and procedural agreements. Both are due to new HR.

A mass meeting was held on the pension issues. Our local representatives continue to press on both points.

Ulster

Life is never easy at University of Ulster. Their HR never ceases to amaze. Recently they attempted to force through a different pay offer even though they remain part of UCEA. So far they seem to have backed off.

Manchester

Manchester finally applied their job evaluation system after a long process that included a reference to ACS on specific points. There are still some outstanding issues on grading but at least our members have received the back pay due under the HERA job evaluation back to 2004. Discussions are ongoing in relation to pensions.

Bangor

Bangor was one of those universities in 2009 that reported pension deficit problems.

Discussions have taken place at local level but not sufficient to resolve the problems. Unite has formally lodged a failure to agree and a potential trade dispute

International links

Unite organised a visit to Canada in April 2010 to meet up with USW workplace representatives working in Canadian universities. Jo Westerman, Mike Baxter, Sandra Robinson, Dave Jones Tony Britton and Mike Robinson attended the events. The visit was notable because the flight to Toronto was the first after the Icelandic volcano dust cloud. This also affected the possibility of Dianne Massie attending but Diane had to cancel at short notice due to the travel restrictions

USW gave a very hospitable welcome to the UK delegation and included in the events visits to University of Guelph and University of Toronto as well as activities with USW union representatives in the USW "local" or branch office in Toronto.

The visits included exchanges of information and campaigning in both UK and Canada on higher education issues.

There is the possibility of a return visit by USW to the UK in 2012.

Organising

The union has asked for each region to identify targets for organising growth. Some of the targets have included Robert Gordon Aberdeen, Cambridge, Loughborough and Manchester. As full presentation of the Organising and 100% agenda will follow later in this conference.

Mike Robinson
National Officer
Education Sector
Unite

National Sector Conference 2009

- Joint General Secretaries Report 2009
- National Officers Reports to Conference
- Conference Report

11. Joint General Secretaries Report

I. Winning the Battles that Face Us

Good morning. Colleagues, this is a day along the process, but it is a day that I have been looking forward to for a long time when we bring together our industrial strength in the sector conferences. What is so vital about sector conferences is it gives you the individual right within your sector to determine your policies. It is not going to be determined by anyone else. It will be determined by you. There is not any more lay democratic process anywhere at all than what you are doing now, and you are doing it within the bounds of Unite. And why? Because as individual sectors, we would not have the strength to win the battles that face us.

We knew this when we first discussed bringing together I, in Amicus with four recently merged unions, and Tony with the T&G bringing those together. The only merger in the history of the movement that I can recall, that is not based on the fact that one or other partner were a lame duck; financially or in membership difficulties. It has been brought together for a strategic reason. There is an obvious reason: strength in the workplace, strength in your workplaces. We could spend our time fighting together instead of fighting each other: who is going to get the membership? Who is going to get the single union agreement? We do not have to worry about that so much.

There are still some areas where old histories will take a while to die away, but we can spend the time much more productively fighting on behalf of all our members to improve terms and conditions and build our membership through organising, through the 100% Campaign and trying to stem the decline in union membership due to the economic problems that we currently exist in. That is great and that is wonderful, and that alone would be worth doing. But if that is all we did – if that was the limit of it – then it is all about winning in the workplace. Under the present set-up, we will ultimately lose a much bigger and greater battle.

You see, we will fight to try and repeal the anti-union laws. We will fight to try and allow solidarity actions which are illegal under those anti-union laws. We will support our colleagues, who for example, if you recall the refinery workers and the construction workers challenged by the law because of solidarity action. We did not get the law against us, maybe because we have a Labour government. Maybe they held back because they did not want to expose an open sewer. But, sooner or later, unless we change the law we will not be able to have that solidarity action or win it back.

II. Changing Politics

So, there is a greater battle to fight than the next wage claim, or regrettably, the fight to protect jobs as people are threatened with redundancy. That greater fight is one of the three reasons why we merged T&G and Amicus together. It is to change politics. Tony referred to it: we want people in Parliament that represent us. I do not want people in Parliament representing us; I want us in Parliament representing us.

I go around on regional tours and I say to people, 'Why? Why aren't people in this room MPs? Why not?' Many of us do not believe we have it in us. Somehow or other we believe it is something special to be a MP. Crikey, if you look at some of them you cannot believe that for much longer, can you? We need people in Parliament that represent us. Back to the traditional roots of the party we created. The Labour Party did not create the trade union movement; it was the other way around. We created the Labour Party and it is time – long past time in fact – that it was back to that tradition and back to representing our interests. We would not be low in the polls. We would not be as concerned, disillusioned, or disappointed if we had a party that was our party. It is time to take it back and we need a big, strong union to do it. That is us. There is not another union that can do it. There is not another union with the breadth and strength to do it. Quite frankly, I wonder if there is any other union with the intelligence to do it.

Let us look at some of them. Our friends in the Rail, Maritime and Transport (RMT) Union, who I mention because it is a transport day. One of our National Officers told me that in the transport sector, in real terms, there is something like 60% unorganised, so what is the RMT's answer to recruiting their 60%? They go down to Heathrow and pinch our taxi drivers. They go into the old North Sea and to the oil rigs to do that. It is time they got on the bloody railways and organise them; an indication that a single specialised union cannot survive. We cannot survive unless we have this kind of a conference because everybody in a big, powerful union will say, 'This union does not represent me'. You will have unions saying, 'Join us because your union is too big and broad and they are not interested in you'. Well, this is the answer. The sectors give you the right to determine your own policy, but within a union big enough to make a difference.

Let us assume for example, we change the law, we win Parliament, we win the Labour Party back and we get shot of the anti-union laws. There is a bigger battle still to fight, and what is tragic about it is that most people do not actually know it because we are concerned about today's problems.

We have just applauded two good colleagues, John and David from Canada. Vale Inco, a Brazilian company intent on world domination. They want to buy up all the mineral resources so that one company can control almost life itself; become so powerful it can dictate to governments. They are in a four month strike because they are up against a powerful conglomerate. We referred the crisis of capitalism. Do not believe for one minute that that crisis of capitalism was a crisis of the capitalists. They are still there, they are still powerful, they control fortunes, they dictate to governments. It is fairy stories, you know, the faceless ones, you do not see them. Not the G8, not the G20, the faceless ones; the ones that can pull strings, bring governments down, start wars, stop wars, create crises in energy, and move petrol prices around so that the rest of us suffer as a consequence. Those people are still there and they operate on a global scale. How do we as working people expect to contend when they are more powerful than the government that we could create?

III. Our Challenge

We have to have a plan. We have to have a plan that builds an international union strong enough to take on the strongest of the conglomerates. A union that anyone who works anywhere in the world for any particular company can join. A union that can, for example, bridge the dilemma that we just experienced at General Motors; where the Germans tried to screw everybody else with that Magna contract. Until the intervention of ourselves, and particularly Tony, which got our government galvanised, and they think those in Germany who scuppered the deal, and Tony is very popular in Germany now apparently. When we have got back to GM, what were the Germans saying? 'Ah, you will be all right in Britain but in a few months you won't be'. There is still that competition, and that is what happens in global federations, quite frankly. We all sit around and have great ideas and then we all go back and look after our own backyards; a bit like we could be if we are not careful. We sit around and talk about our policies and then go back to our own backyards.

It is time to think outside the box. It is time not just to think about how we win terms and conditions or even how we change the laws to make it easier for us to win terms and conditions. It is about how we are going to survive in the future if we do not have a union capable of fighting on the international front, that can stand solidly with Vale Inco colleagues because we have plants over here that belong to that conglomerate. We should be in a position to fight across the board.

That is the challenge, so why did we come together? Because you cannot build an international union if you cannot build a UK union, or a German union, or an Australian union, or an American union. That is why we stand in with the United Steelworkers (USW) and with Workers United. It is a beginning perhaps, but hopefully a successful beginning that will go on to build that international union.

IV. Conclusion

Colleagues, when we talk about building a union where there is no place for fear, fear this: unless we change politics and ultimately build an international union we need to be very afraid. That is the task and only this union can do it in this country; no other union can. That is the challenge to you. I am delighted, absolutely delighted, that we have been brought together in this way. Whatever we do in the future, whoever we elect as General Secretary, and whoever we elect as our Executive, needs to keep one thing clearly in mind: strong workplaces are no better than shuffling deck chairs on the Titanic if we do not have a political and international strategy. If some colleagues and I have read some of them, now change the leaflets to reflect that they will get my support. Thanks.

12. Apologies, Introductions and National Officers welcome were given at the commencement of the Education National Industrial Sector Conference. The Conference was chaired by Haydn Morris from University of Lancaster who was also Chair of the National Education Industrial Committee.
13. National Reports – Mike Robinson, National Officer. The written report was issued to the Education National Industrial Sector Conference and was supplemented by a verbal report from National Officer Mike Robinson. Conference accepted the reports.
14. Consideration of Sector Motions

The Chair Haydn Morris advised conference that he had checked and accepted Standing Orders Committee decision on their ruling that motion 12 was ruled out of order. The Chair further advised that motion 7 could be taken provided that Conference understood and accepted it related only to the HE sector. He further advised it was recommended by Standing Orders that motion 11 should be remitted back to the National Education Industry Committee. The Chair's ruling and advice on these motions was accepted by Conference.

15. Guest Speakers

- i. Karen Cole, Acting Leader of the Equalities Project
Outlined what was going on in terms of the Union Equality Project and called for delegated to register as equality representatives.
- ii. Carol Landry, USW – International Vice President and Dave Gordon, Canadian steel worker and striker.
Outlined unemployment situation in the US and Canada, and outlined how all Canadian steel companies have been bought out by multinationals. Dave spoke on his unions strike action at his company which has been going for 5 months and how the company was treating its workers.
 - a) Martin Sandoval, Columbian human rights activist.
Spoke around the horrific situation in regards to workers and trade unionist rights in Columbia. Martin explained that international pressure had assisted his release from prison where he had never been charged or found guilty.

16. Elections

- (a) JNCHES negotiators – Moved Tamsin Piper, Seconded John Magennis and carried to endorse the decision of the National Committee to elect the following JNCHES negotiators – Dave Jones, Diane Massie, Sandra Robinson and Tony Britton, with Jo-an Westerman and David Crowe as reserves.
- (b) Unite delegation to the 2010 TUC (13th-16th September in Manchester) – one to be elected - Moved Tamsin Piper, Seconded Peter Howard and carried to elect Dave Jones.
- (c) Unite delegation to the 2011 TUC (Brighton) – one to be elected- Moved Dave Crowe, Seconded Tamsin Piper and carried to elect Hugh Lewsley.
- (d) Unite delegation substitute for 2010 & 11 TUC - Moved Dave Jones, Seconded Peter Howard and carried to elect Tamsin Piper.

Apologies were received from: Sandra Robinson Delegate 18, Mike Baxter Delegate 28 and James Smith Delegate 30, who put in written apologies and Lesley Hammond Delegate 7 and Claire Davis Delegate 27 who were not present. Tawanda Nyabango Delegate 9 arrived after lunch.

Sue Sharp ex officio from the EC was also present.

EDUCATION

NATIONAL INDUSTRIAL SECTOR CONFERENCE

SECTOR MOTIONS 2009

1. NATIONAL AGREEMENT AND UNIVERSITIES

This Conference calls upon the NEC of Unite the Union to lobby the Westminster Government, Scottish Parliament and Welsh Assembly to put pressure on UCEA to negotiate a national agreement between Unite and all UK Universities in order to protect jobs within the HE Sector.

This nationally agreed procedure would commit Universities to work with the unions throughout the UK to avoid compulsory redundancies; by providing training and maximising redeployment wherever possible within the sector.

Moved – Diane Massie (delegate 21)
Seconded – Alex Brown (delegate 19)

Carried

2. JNCHES

We remain committed to the principle of national negotiations for Higher Education Staff as set out in the New JNCHES November 2007 Agreement. However for this agreement to be truly effective there must be some clarification as to its operation.

This agreement states in section 2:-

“The HE employers and union...share a continuing commitment to the benefits of working in partnership, to seeking effective and forward-looking national dialogue and agreement on remuneration and related issues...”

And in section 6:-

“The JNCHES will be responsible for negotiation of those pay and related matters that are determined at national level...”

The crucial point is what constitutes “related issues/matters”? We ask our negotiating team to seek clarification on this point, recognising that there is a balance to be struck between what is required for meaningful negotiations and being unhelpfully prescriptive.

Moved – Robert Massie (delegate 26)
Seconded – Lesley Hart (delegate 25)

Carried

3. JNCHES PAY BARGAINING

Conference recognises the importance and the rationale for maintaining the national negotiating framework contained within the JNCHES pay bargaining forum, but conference also notes that funding is a devolved responsibility of the Scottish Executive through SHEFC and that at present there is no forum for lay representation to interact with the 'Scottish Funding Council' 'University Scotland' and the 'Scottish Executive'. Conference calls on our national and regional secretaries to seek to establish such a forum as described in the Framework Agreement and agreed by UCEA and all campus unions, this will allow for the lay membership to represent themselves and bring workplace issues to the fore at this level.

Moved – Alex Brown (delegate 19)
Seconded – Diane Massie (Delegate 21)

Lost

4. JNCHES

This Conference understands that the JNCHES Agreement is due for review in 2010. We instruct FTOs and JNCHES negotiators to retain the 5 JNCHES seats allocated to Unite by virtue of previous mergers.

Moved – Trevor Pitman (delegate 24)
Seconded – Tamsin Piper (delegate 10)

Carried

5. UNIVERSITY OF SUSSEX

Conference notes the long and heroic fight undertaken by our members at University of Sussex who took strike action in 2008 to defend the retention of a final salary scheme for staff in the local self administered trust scheme. Conference deplores the cynical and duplicitous manoeuvres of the University senior management who despite attempts by Unite negotiators to look at USS or SAUL as potential solutions in retaining a final salary scheme for all refused to discuss these options with the two pension schemes. Conference notes the excellent support given to our members at Sussex from local groups and regions in the Union.

To avoid other groups within Unite facing similar problems we urge the Union to:

- Fight to retain final salary schemes within UK Universities
- Encourage all SATS to make a formal approach to both USS and SAUL with a view to transferring into the safest appropriate scheme
- Set up a fund for local groups to draw on should a local scheme be faced with pressure to end final salary schemes. Such fund to be used for local publicity, protest material or to enable union representatives or members to lobby support for the cause.
- Seek to ensure all Unions within higher education co-ordinate activities to defend final salary pension schemes
- Press bodies such as HEFCE, SHEFC and UCEA to recognise the importance of equality of opportunity of staff in the sector and access to a final salary pension scheme by not seeking to operate some form of pension apartheid between academic and other staff in the sector.

Moved – Trevor Pitman (delegate 24)
Seconded – Barbara Konig (delegate 23)

Carried

6. HR/PERSONNEL SUPPORT PROFESSIONAL ADVICE

This Conference encourages the Human Resource/Personnel advisory teams in all Higher Education establishments to provide equal professional advice and support to all its employees in matters relating to employment.

Moved – Maureen Gee (delegate 1)
Seconded – Tamsin Piper (delegate 10)

Lost

STUDENT MEMBERS

This Conference while accepting that HE support staff must remain our priority when it comes to recruitment. We also believe that for the future of Unite sufficient resources should also be allocated to the recruitment of the maximum number of student members especially among the large & increasing number of student part time workers. Therefore we need to avail ourselves of every opportunity to attract student membership such as Fresher Fairs & Graduate Fairs. This must include the utilisation of our full time organisers at these & similar events.

Moved – John Magennis (delegate 3)
Seconded – Hugh Lewsley (delegate 2)

Carried

8. HEALTH AND SAFETY

We are concerned that the management of health and safety in HE institutes does not currently have the profile that it warrants. It may be that as most institutes now have good policies and written procedures in place some sense of complacency has crept in as regards to actual delivery of a safe working environment.

We would ask Unite to review the situation with a view to:-

- Providing working guidelines for Branch H&S reps to include Branch Structures, joint working with other unions, the motivation of H&S reps, their working practices, time available to carry out duties, training etc.
- Reminding University Vice-Chancellors of the corporate responsibilities for safety.

Important issues are clear lines of management responsibilities right across the institution, appropriate resources given to those managing safety, the attribution of H&S management to appropriate staff.

Moved – Robert Massie (delegate 26)
Seconded – Tamsin Piper (delegate 10)

Carried

9. FEE REMISSION

This Conference agrees to campaign for fee remission to be provided to children of full-time or part-time staff of that institution if the children are studying at the same institution. Provided that any conditions, relating to the duration of the parent's employment are met, say for instance the staff should have been employed by the College for at least one year, are fulfilled. Remission to be only provided where the child's fees are not met by an award (undergraduate or postgraduate). Where a staff member works on a part-time basis, the fee remission provided to the child is calculated on a pro-rata basis. This demand should also be included in the next pay & conditions claim to be submitted in 2010.

Moved – John Magennis (delegate 3)
Seconded – Therese Moloney (delegate 4)

Carried

10. CAR PARKING CHARGES

This Sector Conference calls on Unite to survey staff within the education sector on car parking charges. We urge our negotiators to negotiate with employers to make staff exempt from parking charges at work.

Moved – Rose Hunt (delegate 29)
Seconded – Richard Warhurst (delegate 13)

Lost

11. SUB COMMITTEES OF NISC

This Sector Conference call on the new national education industrial committee to set up specific sub committees to look at pensions, health and safety, equality issues and specialist areas such as technical, clerical and estates. Members of the sub committees to be drawn from the national committee.

Referred back to National Sector Committee

12. EQUALITIES AT NATIONAL CONFERENCE

This Conference calls upon the Union to continue with their programme of Equality they have exhibited with the allocation of seats to committees at Regional & National level in HE by allocating equal number of seats at national HE conference to each Region again taking into account the gender and ethnic balance.

Ruled out of order by the Standing Orders Committee

13. JOINT NATIONAL HIGHER EDUCATION SECTOR CONFERENCE

This Conference supports the Equality Principle that the JNCHES negotiators should reflect the gender and BAEM proportionality of the National Industrial Sector.

**Moved – Haydn Morris
Seconded – Tamsin Piper**

Lost

SECTOR EMERGENCY MOTIONS

1st Emergency Motion (JNCHES Negotiations)

Emergency Motion.


- **EDUCATION SECTOR**
- **LONDON & EASTERN**

This conference recognises:

- That extensive negotiations facilitated by A.C.A.B. between U.C.E.A and the H.E. trade unions concluded on Tuesday 24th November;
- and that many issues put forward by the trade unions remain unresolved; including an agreement on redundancy avoidance in the sector

This conference:

- Reluctantly recommends acceptance of the offer of 0.5% (the lowest pay deal in the public sector) as the best that can be achieved by negotiation.
- Calls on our negotiators to work towards a pay deal in 2010 which ensures that low pay is replaced by realistic pay.
- Instructs our national committee to build a campaign to achieve these aims.

TAM SIN PIPER




Moved – Tamsin Piper (delegate 10)
Seconded – Rose Hunt (delegate 29)

Carried

2nd Emergency Motion (Motion of thanks to Derek Nethercote)

This conference acknowledges the hard work that Derek Nethercote has provided during his long association with Unite and its founder unions, and wishes to record a motion of thanks for his hard work on the National Committee and Annual Conferences.

Moved – Peter Howard

Seconded – Dave Jones

Carried

Standing Orders 2011

STANDING ORDERS – NATIONAL INDUSTRIAL SECTOR (NIS) CONFERENCES

1) Purpose

The National Industrial Sector Conference has the following purposes:

- 1.1 to set industrial policy for the Sector provided that it is not inconsistent with the general policy and objectives of the union.
- 1.2 to consider emergency motions, on matters that are in accordance with 1.1, that could not have been considered by a RISC, which should be submitted in writing to the General Secretary for the attention of the Standing Orders Committee.
- 1.3 to elect representatives to attend the annual TUC Congress
- 1.4 to elect the Standing Orders Committee for the following NIS Conference

2) Composition and Size of NIS Conference

- 2.1 NIS conferences will be comprised of one delegate per 1,000 paying members in the Sector (subject to a minimum of 30 delegates). Regional allocations will be based on paying membership in the region in the sector.

3) Delegates and attendees

- 3.1 The NIS Conference will be open to all accountable representatives of workers elected by Regional and/or National Industrial Sector Committees.
- 3.2 All delegates will be allocated a numbered seat and will retain that for the duration of conference.
- 3.3 Executive Council members, working in or representing the sector but not elected as delegates shall be invited to attend on an *ex officio* basis.

4) Chair

- 4.1 The Conference plenary shall be chaired by the Chair of the Executive Council.
- 4.2 The Sector Conference shall be chaired by the chair of the National Industrial Sector Committee.
- 4.3 The Chair shall only have an ordinary vote on all matters if elected as a delegate.
- 4.4 The Chair shall not have a casting vote.

5) Secretary

- 5.1 The National Official or other employee shall act as Secretary to the conference – advising the chair as appropriate and, assisted by a member of the Research Dept, recording decisions taken and the outcome of the elections.

6) Order of Business

- 6.1 The Order of Business for the Conference shall include:
 - 1. Plenary: General Secretary supported by the Assistant General Secretaries as appropriate
 - 2. Election of delegates to form the SOC for the following NIS Conference
 - 3. Political, international and other speakers
 - 4. National Officers' Introduction and Apologies
 - 5. National Officers Report including national strategy for the Sector
 - 6. Consideration of composites and motions approved by Standing Orders Committee.
 - 7. Election of delegates to the annual TUC Congress for the next two years

7) Conduct of elections

- 7.1.1 All nominees in conference elections shall be individually nominated and seconded. Nominees who do not attend may be elected provided they have given an appropriate apology reported by the National Officer and accepted by conference.
- 7.3.1 Votes shall be cast by a ballot vote or by show of hands from amongst those delegates present at the Conference.

- 7.3.2 Any dispute about the conduct of an election should be settled by the Chair. If it is not possible to settle any dispute at the Conference, then an appeal should in the first be lodged with the Standing Orders Committee which has overall responsibility for the conduct of the elections.
- 7.3.3 In the unlikely event that any such dispute cannot be settled, an appeal against the decision of the Chair can be forwarded to the General Secretary, who may delegate handling the appeal to an appropriate senior official.

8) Conduct of Business

- 8.1.1 The Chair shall be responsible for the conduct of the meeting. Delegates may only speak when called by the Chair. The Chair shall have discretion on whether to allow a delegate to speak more than once on a subject..
- 8.2 The mover of a motion shall be allowed five minutes and subsequent speakers three minutes each. No delegate shall be allowed to speak more than once on any motion except the mover who shall have the right of reply.
- 8.3 Next business, that the vote be taken or such other procedural motions may be moved and seconded by any delegate who has not previously spoken during the debate. There shall be no speeches on such motions.
- 8.4 Emergency motions shall be put if in writing to the General Secretary for the attention of the Standing Orders Committee. No such motion shall be deemed an 'emergency' that is connected with circumstances which could have been dealt with by conference/committee allowed to forward motions for the agenda.
- 8.5 The Chair shall have the same speaking rights as any other delegate. In addition, the Chair may intervene during or at the conclusion of any discussion, to clarify the issues decided and/or to sum up the discussion.
- 8.6 A delegate who wishes to raise a point of order (which must be confined to the manner in which the meeting is being conducted) should say "*point of order*" and hold his/her hand aloft until called by the Chair. Subject to that exception, delegates should not interrupt another speaker.
- 8.7 The ruling of the Chair on any question relating to the conduct of the meeting shall be final unless a challenge to the Chair is supported by at least two thirds of the delegates present..
- 8.8 Save as provided herein, the business of the Conference shall be conducted in accordance with the normal rules of debate as laid down by Walter Citrine in the ABC of Chairmanship.

8.9 In the event of an equality of votes, the proposition before the conference shall not be carried.

9) Smoking/Alcohol/mobile phones

9.1 There shall be no smoking or consumption of alcohol allowed at the Conference.

9.2 All mobile phones should be switched off at all times during conference.

HILTON BRIGHTON METROPOLE FLOORPLAN

