

National Sector Conferences 2011

Finance & Legal

Hilton Brighton Metropole Hotel

Contents of Agenda Book

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FINANCE and LEGAL SERVICES
National Industrial Sector Conference
Hilton Brighton Metropole Hotel
1ST DECEMBER 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 on organising and 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:

FINANCE AND LEGAL SERVICES
National Industrial Sector Conference
Hilton Brighton Metropole Hotel

**The conference will be chaired by the National Industrial Sector Committee Chair –
Steph Evison**

5. Apologies, Introductions and National Officers welcome
6. National Reports. David Fleming
7. 100% Campaign
8. Consideration of Sector Motions
9. Guest Speakers
 - Professor Philip Taylor – Strathclyde University
 - Speaker – Fair Pensions and Living Wage (name to be confirmed)
 - International Including delegates from unions in Venezuela and Colombia.
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	Leslie	Barker	1
East Midlands	Stephanie	Evison	2
East Midlands	Fiona	Tatem	3
Ireland	Maeve	Brehony	4
Ireland	Joe	Conroy	5
Ireland	Ruth	Forde	6
Ireland	Laura	Kilgallon	7
Ireland	Margaret	Moody	8
Ireland	John	Murphy	9
Ireland	Carol	O'Brien	10
Ireland	Susan	O'Riordan	11
Ireland	John	Whelan	12
London & Eastern	Stella	Baffour-Awuah	13
London & Eastern	Ray	Boreham	14
London & Eastern	Cathie	Daniel	15
London & Eastern	Francesca	Daniel	16
London & Eastern	Stephen	Fallowell	17
London & Eastern	Angela	Foord	18
London & Eastern	Leanne	Foord	19
London & Eastern	Dawn	Green	20
London & Eastern	Marina	Gunn	21
London & Eastern	Geoff	Hayward	22
London & Eastern	Chrissie	Howse	23
London & Eastern	Wendy	Mersh	24
London & Eastern	Robert	Nunn	25
London & Eastern	Niamh	O'Brady	26
London & Eastern	Steve	O'Donnell	27
London & Eastern	Obianuju	Onyeka	28
London & Eastern	Cherie	Porter	29
London & Eastern	Rachel	Savage	30
London & Eastern	Diane	Scott-Brown	31
London & Eastern	Andrew	Silvester	32
London & Eastern	Debbie	Sprigens	33
London & Eastern	Ebrahim	Tavasoli	34
London & Eastern	Julie	Theobald	35
London & Eastern	Eileen	Woods	36
NEY&H	Valerie	Clark	37
NEY&H	Carolyn	Cliff	38
NEY&H	Danny	Davis	39
NEY&H	Russell	Greig	40
NEY&H	Jamie	Hanley	41
NEY&H	Sally	Hill	42

NEY&H	Dawn	Jackson	43
NEY&H	Sam	Scholey	44
NEY&H	Kirsty	Soffe	45
NEY&H	Mike	Waterson	46
NEY&H	Julie	Winn	47
North West	Lindsey	Adams	48
North West	Anne	Andrews	49
North West	Sandra	Boothman	50
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North West	Sharon	Chawner	52
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North West	Steve	Gooden	54
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North West	Caroline	Pearson	58
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North West	Lynne	Royle	60
North West	Stephen	Smith	61
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Scotland	Jenni	Brown	63
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Scotland	Simon	Godfrey	66
Scotland	Marie	Kiernan	67
Scotland	Dawn	McAllister	68
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Scotland	Coleen	Savage	72
Scotland	Sam	Shaw	73
Scotland	Colin	Smith	74
South East	Frank	Banfo	75
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South East	Noelle	Ismail	77
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NATIONAL OFFICERS REPORT TO THE FINANCE AND LEGAL SERVICES CONFERENCE BRIGHTON DECEMBER 1ST 2011

Introduction

It has again been another difficult year for our members and their co-workers in the financial and legal services sector. As well as suffering the insecurity of massive job losses, the constant insecurity of organizational change and with pay at low levels and performance management systems becoming increasingly complex and manipulative. Finance sector workers have continued to face the hostility of a public and a media that has consistently failed to recognize that many employees in banks and insurance companies work on the borderline of a living wage and are often at the front line of providing financial services and support to individuals and communities, that are and always have been essential to individuals, families and businesses.

It is now time that the difference between working people and wealthy and spoilt investment/casino speculators is fully and finally recognized. Blame must be attributed to those who created this economic crisis and not directed at those that like much of the rest of the population are suffering the serious hardships that this irresponsibility has caused.

The Unite Finance and Legal Services Sector will be looking to ensure that by its strategic and political actions and its continuing work supporting our members and activists that this message is delivered at every opportunity.

Key Issues

Organising

The current paying membership within the Finance Sector is 114,000. In terms of month to month recruitment in 2011 the very start of the year saw a spring clean of the database which removed over 9000 members from the membership system who had been in long term arrears. The Unions strategy to seek to re-engage members who have left the union may hopefully succeed in identifying those members who had not intended to leave and who can be encouraged to rejoin.

All of our major company groups within the sector should seek to develop a strategy to monitor and seek to actively retain members in each of our constituent organisations.

Since January the position with regard to Finance Sector membership has improved considerably. In the year to date the sector has recruited 6900 new members and our losses for the same period were 3800. This has been a period therefore of month on month net growth and represents a positive start to addressing the large losses the sector has suffered in recent times.

Our organizing and recruitment efforts must be prioritised and we must build on and grow this positive trend.

The sector is actively involved in a number of campaigns to organise workers across the industry, both as part of the 100% Campaign and more generally. This has involved a robust mapping exercise which in some organisations has included a 'cleaning up' of the membership. A mapping exercise is currently underway within NFU with specific work concentrating on establishing a definitive membership list. Mapping is also currently underway in Northern Rock and Royal Sun Alliance (RSA). The Sector will seek to prioritise its mapping and organising efforts in every Company in accordance with the unions and the sectors strategic goals.

A number of Officers have made use of an online survey tool, Questback, to gauge member's views, opinions and comments on issues such as pay claims, pay differentials and performance management. This includes reps and Officers in Aviva that have carried out a survey using this system as well as hard copy, looking at workplace issues including pay, targets and bonus which will be used to inform campaigns and to build an agenda which will improve members working lives. HSBC used the tool to conduct a survey seeking member's views on pay, the bell-curve and unpaid overtime. This resource has allowed a quick, accessible and cost effective method of engaging with members and the response rates have been encouraging.

Job Losses

In just the last year this is a snapshot of the jobs that have been made across financial services:

Lloyds	24,000
Northern Rock	680
RBS	3,500
Barclays	1,800
HSBC	1,600
Friends Life	280
Aegon	217
CFS	730
Aviva	117
AXA	338
Aviva Ireland	1200

Earlier this year Unite issued a press release revealing that an astounding 150,000 finance jobs have been lost across the sector since the start of the financial crisis four years ago.

Our officers and activists have had to challenge a consistent barrage of redundancies and site closures some of which have had and will continue to have a significant impact on local communities and families.

It is the responsibility of both Unite and its many activists and members to challenge this constant onslaught on their livelihoods and recent challenges to decisions made

by the major companies have started to take real effect. With the threat of action in Barclaycard, Northampton, RBS, Bradford and the planned ballot of members in Ireland against the appalling decision by Aviva to cut or outsource up to 50% of its workforce showing that the constant attacks on livelihoods and careers will not be accepted without challenge and action.

Divestment of branches and the sale of Northern Rock

The sale of Lloyds TSB branches, Cheltenham and Gloucester (C&G) brand and the sale of Northern Rock are all expected to take place over the next 12-24 months. UKFI are presently exploring the options, however so far interest for the LTSB branches and C&G has been expressed by Tesco Bank, Virgin Money, NBNK (Lord Levene) and Cooperative Financial Services. The ICB had called for Lloyds Banking Group to sell off more than the 618 LTSB branches than had first been identified. However LBG is seeking to resist this. Unite has repeated its call that the sale must increase the diversity of the banking sector and ensure a sustainable future for our members and not merely to sell these assets off to the highest bidder to make a quick deposit to boost the treasury coffers in the short term.

Pay and Performance Management

Pay settlements in the sector shows a cluster of agreements around 2-3% for the few companies that have settled so far in the 2011-2012 pay round. However initial pay claims were clustered around the 5-6% level. Given that RPI, which was previously a reasonable starting guide in pay negotiations, presently stands at 5.6%, the settlement rate is considerably lower than the cost of living. Therefore despite a small increase, ultimately any increase below inflation is a pay cut of around 3-4% for members.

Despite this, pay claims for 2011-2012 continue to feature a call for an across the board RPI increase in their claim. Another increasingly common feature of a number of pay claims is the targeting of lower paid workers for salary uplift as well as calls for equal pay audits forming part of their pay claim.

According to Income Data Service there is little evidence of pay growth taking place in the sector and affordability considerations remain a significant factor for both employers and negotiators. However despite a downturn in profit margins compared with recent years, profits are being made in the sector and this has not distracted negotiators from calling for a reasonable pay increase for members.

Single year deals continue to be the 'norm' in the sector with few multi-year settlements evident. This is unsurprising given the extremely volatile economic position. However on a positive note there have been fewer pay freezes across the industry.

Top banker's bonuses we can all agree are obscene, especially given extremely high rates of pay including very generous pensions. In contrast many 'shop floor' finance sector employees are on the minimum wage - the EHRC Inquiry found a gender pay gap in excess of 50% meaning that on average women finance sector employees work six months for no pay. The pay ratio in the sector is phenomenal, far in excess of the 1 - 20 ratio suggested by Hutton for the Public Sector.

Equalities

There is nothing in any other section of this report that does not recognise the absolute necessity of campaigning for equal rights, equal pay and the respect and dignity of our women, BAEM and LBGT members. In the finance and legal services sector our initial campaigns led the way in efforts to address the gender pay gap and the 'glass ceiling' in terms of job opportunity and promotion. Too many employers have found ways to stall or dilute this process and it is our responsibility to challenge that and take any necessary actions to ensure this cynical behavior is stopped. To assist this, the sector must expand on its agreed policy to improve and expand the training of equality representatives and activists and develop its research into the continuing failure of employers to deal with inequality of any form.

Independent Commission on Banking

The Independent Commission on Banking has published its final report on structural and non-structural reforms of the banking sector. Not surprisingly this report failed to take into account many of the concerns Unite has raised in consultations aimed at addressing the fundamental failings of the banks. It appears that the banking lobby, while unhappy with the outcome, has managed to gain the lesser of two evils as they see it, with the ICB recommending ring-fencing of retail and investment banking. This is less than the other option which was complete structural and organisational separation. Despite this critics have continued to argue that ring-fencing will lead to job losses, leaving the UK at a competitive disadvantage and ultimately will see the flight of finance sector companies leaving the UK.

The behavior of those at the very top level of the industry which includes high risk business strategies and blatant individual greed, have not been dealt with. Instead of regulating for a change in organisational culture and behavior which adopts a moral code, the ICB has sought to guard against future crisis by ring-fencing existing behaviors and business decisions which led to the crisis. A missed opportunity as far as Unite is concerned.

Robin Hood Tax (Financial Transaction Tax)

Unite is pleased to report that the European Commission President, Jose Manuel Barossa, has proposed a tax on financial transactions across the EU. This proposal was supported by the German Chancellor Angela Merkel. Unite has called for the introduction of a financial transaction tax on trading in specific financial products such as derivatives, for some time. Lord Adair Turner, the ex-Chairman of the

Financial Services Authority, even went as far as to described such financial activities as 'socially useless'. It is these transactions that are being targeted however the rate of taxation has yet to be agreed. Previous recommendations were for a tax of 0.05% which according to the Robin Hood Tax campaign could generate as much as £20 billion annually in the UK alone towards climate change, global poverty and domestic public sector projects such as education and health.

It is expected that the UK coalition Government will seek to veto the proposals which they say would damage UK competition as around 40% of all financial transactions take place in London as well as causing the flight of companies out of the UK.

Financial Skills Partnership

that replace core funding from April 2012.

The new Financial Skills Partnership, the Sector Skills Council for financial services and accountancy, was launched in March 2011. The FSP remains committed to working with unions in the sector. Significant developments over the past year include the establishment of an FSP online trade union toolkit (to be developed further with the pending launch of the new FSP website), trade union representation on the FSP banking and building societies sector panel, and FSP board approval of an FSP Statement of Equality and Diversity Aims, which had considerable trade union input. At the time of writing the FSP is awaiting to hear the outcome of its bid to the Employer Investment Fund, a contestable pot of funding for Sector Skills Councils

Learning and Skills

The Sector has continued to pursue its agenda for high quality training for financial services staff in a number of forums e.g. the Financial Services Skills Gateway in Scotland and the Financial Skills Partnership (previously Financial Services Skills Council) focusing attention on skills, engagement with exemplar employers and highlighting our commitment to employability, equality and aspiration. Our campaign is coordinated by a small but dedicated working party of skills champions. The Unite National Industrial Sector Committee shares the desire to see this agenda pursued with renewed energy and seeks to ensure we take advantage of the opportunity it affords to revitalise our campaigning activities around what this agenda can deliver for our members and the opportunity it presents for refreshing our relevance in supporting learning and skills in the workplace. Negotiators assisted by Union Learning Reps and the Regional Learning Teams actively engage with employers in encouraging assessment of current and future skill needs, and the learning agenda that will drive and sustain sector growth.

Media Profile

During the course of the past year Unite has gained extensive media publicity and attention. When company announcements have been made, Unite led the way in responding and challenging the justifications for job cuts made by those companies. The speed of our reaction, and robust defense of Unite members has resulted in massive media coverage for the Unite finance sector. This along with media interviews, for TV and radio, has given Unite members a voice in reacting to important changes in the sector.

International

The Unite finance and legal services sector continues to take a leading role in UNI and UNI Finance and with the input of our international department set the standards in negotiating new EWC Structures, and setting high political standards when debating the global economic alternative and issues such as the financial transaction tax.

Unite has provided strong and practical support to our fellow trade unionists throughout the world including, South Korea, Brazil and the USA.

Legal Services

The report would not be complete without recognizing that this is the sector that organizes and represents members in legal services. Our activists in the sector take a full role in regional and national committees and we must remember that most of our membership is instrumental in providing the essential legal support and advice our union needs. But they do require the representation and support themselves and that is our role.

The potential for growth of membership in this sector is huge and relatively untapped and it essential that in 2012 a real strategy is developed around the organizing, representation and in growing the profile of this important group of workers and activists.

David Flemming
National Officer

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2011

FINANCE AND LEGAL

SECTOR MOTIONS

1 Job loss campaign

This conference should be aware that more than 150,000 job losses have already taken place with the prospect of many more thousands to come within the Finance and Legal sector.

This risc requests that our senior lay officers work towards ensuring that the fight against job losses within the Finance and Legal sector forms the basis of a sustained Unite campaign equal to that being fought for our public sector colleagues.

Moved by: Fiona Tatem
Seconded by: Les Barker
East Midlands

2 Pan sector campaigning against job losses in Financial Services

In the UK, Financial Services has lost 150,000 jobs in the last 4 years since the credit crisis first emerged. The people losing these jobs were not to blame for the crisis but have paid the price whilst the people responsible for the crisis still receive annual remuneration that most of our members would be lucky to earn in a lifetime.

Unite is further concerned that in the middle of this we are facing the prospect of banks using the recently published Vickers Independent Commission on Banking report as an excuse to further slash the jobs of working people in the Financial services sector - working people who were not to blame for this crisis.

Conference calls for:-

Unite to campaign and fight all job losses and protect workers in financial services across the UK and Ireland.

the Union to ensure that workers and members in financial services are engaged in campaigns beyond their own company, so workers can show solidarity with workers under threat of redundancy, restructure or re-organisation wherever they work in the sector

Unite to ensure there are the resources to support a pan sector campaign against job losses which reaches all parts of the financial services sector community as well as other key stakeholders who support our aims.

Moved by: Steve O'Donnell
Seconded by: Ebrahim Tavasoli
London and Eastern

3 Job losses

This conference is appalled at the huge number of job losses in the Finance Sector.

In a letter to the Times in March of this year Marcus Agius Group Chair of Barclays is quoted as saying "At this point in the economic cycle, what the UK economy needs most is confidence: that is a prerequisite for economic growth and job creation. The major banks are committed to supporting recovery in every way that they can"

We believe that the major financial institutions should publically honour and deliver on this commitment.

In the four years since the start of the economic crisis the finance sector has shed 150,000 jobs which has had a massive and destructive impact on working people and communities.

Unite calls on financial institutions to 'put their money where their mouth is' and take financial and social responsibility to 'give back' to the communities they have affected.

Cameron's Big Society focuses on the use of volunteers as opposed to paid workers.

Currently the CSR policies of the major institutions take the same line supporting voluntary work through it's employees and therefore diminishing their real responsibility and minimising their financial commitment.

This situation is worsened by bank 'employees' having to endure their commitment to voluntary work in the employers name being made part of their annual performance assessments.

The North West Finance & Legal RISC calls on our National Company Committee and Officers to investigate the commitment of these companies and challenge them to deliver. We call on this to be a key strategic objective of the sector and addressed by our sectors officers and activists and monitored by the National Industry Committee.

Moved by: Lindsey Adams
Seconded by: Sharon Chawner
North West

4 Long Hours Culture

This conference requests a campaign to be mounted against the long hour's culture, much of which is unpaid, that is rife within the Finance and Legal sector.

Employees should work the hours they are paid and be paid for the hours they work. This should be without detriment to their performance indicators or career prospects.

Moved by: Les Barker
Seconded by: Fiona Tatem
East Midlands

5 Review and Recommendation for Transparent and Democratic Election Process

This Finance and Legal sector Conference believes that all lay positions to Committees within the section should be elected by a transparent and democratic process.

Therefore this Finance and Legal Sector conference instructs the National Industrial Sector Committee to conduct a review of the process used by the National Company Committees to elect NCC delegates and make a recommendation ahead of new NCC elections cycle.

Moved by: Mike Dyer
Seconded by: Sheila Kettles
Scotland

6 Membership services in ROI

This conference calls on Unite to provide a full suite of membership services to the members in the Region.

Moved by: Carol O'Brien
Seconded by: Joe Conroy
Ireland - ROI

7 Equal Pay

This conference calls upon the NISC and the EC to reinvigorate the equal pay in the finance and legal sector campaign.

Moved by: Mike Waterson
Seconded by: Julie Winn
North East, Yorkshire and Humber

8 Organisation in the legal sector

We recognise that the legal sector is significantly under organised, and that this sector presents opportunities for growth in membership. Further, we note that the Union retains a number of law firms to assist in providing legal services including employment advice to members. As a starting point in a strategy for growth in the finance and legal sector, we believe that the Union should only retain those firms who recognise Unite (or a sister Union) and who actively encourage membership and promote the Union.

Moved by: Jamie Hanley
Seconded by: Mike Waterson
North East, Yorkshire and Humber

9 Facilities Agreements

This Conference is aware that Finance & Legal is still the largest single sector within our union, but we are not yet fully established in the wider union.

The Finance & Legal Sector still has very few activists in senior lay positions outside of our sector, which may lead to our employers to believe that these elected positions fall outside of the facilities agreements currently in place.

For us to be able to grow our reputation within Unite, we need to encourage more members to become involved on a regular basis.

We therefore call on our negotiators to approach all employers within our sector to include a provision within their Facilities Agreements for paid time off for regional meetings where they do not currently exist.

This will not be in place of, but in addition to existing facilities which are now in place.

Moved by: Lindsey Adams
Seconded by: Sharon Chawner
North West

10 Productivity measures, individual objectives and targets

'I/We, ask conference to consider a national campaign to focus on the sustainability of productivity measures, individual objectives and targets in our sector'

Moved by: Mark Pollock
Seconded by: Dave Finn
South East

11 Lean & Work Intensification

This conference is concerned with the negative impact of Lean practices and work intensification of employers throughout the Finance & Legal Sector. Lean is defined by organisations that strip out, what they consider to be, wasteful or non-value added processes to gain significant quality and efficiency advantages.

The consequences of Lean are wide reaching and effect members in many ways including, i) inability to accommodate flexible working ii) increase presenteeism and sickness absence iii) refusal to allow time off for emergency caring commitments iv) increased and unachievable targets v) inflexibility to allow any activities outside of normal work flow and vi) reduced staffing due to Lean.

This conference calls upon the National Industrial Sector Committee to co-ordinate a campaign to emphasize the impacts of Lean to our members and to challenge the practice of work intensification across employers in the sector.

Moved by: Donna Williams
Seconded by: Karen Wild
South West

12 Performance management and forced distribution

This conference is concerned that Britain is a more unequal society than at any time since the 2nd World War. With Global Capitalism in control of the political agenda, there is an urgent need for a major shift of wealth and power in favour of ordinary people.

Within the Finance Sector, dignity at work, job security, fair pay and bonuses, are all dependent upon open, transparent, and non-discriminatory performance management procedures. These procedures then need to be correctly applied, but because our employers and executives favour the use of forced distribution of performance ratings, which are agreed in secretive calibration meetings, there is now sector wide evidence that this is not happening.

This does not foster a collaborative working environment between employers and employees, as it lacks transparency, causes mistrust, and leads to employee disengagement with company aims. In a number of cases it can be proven to be discriminatory.

Although intended to limit pay & bonuses, in many ways it actually increases the cost to a company, as it causes work-related stress illnesses to increase. Also a higher incidence of underperformance ratings leads to heightened job insecurity through an increase in performance management disciplinary hearings and dismissals. It creates more staff grievances and more dispute resolution cases are lodged. There is an increase in staff attrition rates, leading to higher recruitment and training costs to replace these staff. Ultimately it can have a major negative effect on company reputation, performance and share price.

Wealthy Finance Sector executives and employers are using performance management as a tool to benefit themselves, at the expense of our members. This conference therefore calls for an end to this abuse of Finance Sector executive and employer power over their

employees, our members. This conference calls upon the Finance & Legal Section of UNITE to campaign throughout the Sector to discredit these fundamentally flawed practices and procedures which negatively impact upon our members, with the aim of overhauling and abolishing these unfair performance management processes.

Moved by: Dave Uren
Seconded by: Steve Blease
South West

13 Abusive Performance Management

This conference calls upon the National Sector Committee to organise a campaign to tackle the abusive performance management culture that is rotting our industry.

This subjective view of management is affecting the well being of our members and raises equality issues.

It is essential that we involve and educate our members in performance management so that we can identify ways to eradicate this unfair, bullying culture.

Moved by: Rhianne Parsons
Seconded by: Jody Evans
Wales

14 Ongoing Banking Reform – Vickers Report.

This conference calls upon the National Sector Committee to **demand** involvement in future discussions of the Banking reform.

This is going to have a massive effect for our members and will impact on further job losses. We need to know what this means for our Industry and our members as we cannot afford another banking crisis with the loss of 150,000 jobs to date. We cannot stand on the sidelines and let this happen again.

Moved by: Jody Evans
Seconded by: Rhianne Parsons
Wales

15 Fighting Finance & Legal Sector Pay Secrecy

This conference instructs the national finance sector committee to prepare a campaign around wages paid within our sector. Secrecy has resulted in employers claiming their wage scales are the best in the industry. Now that we can share pay rates, we need to be seen to shout "NO, YOU ARE WRONG"- and assist members in getting real competitive and reflective wages paid.

Moved by: Yvonne Corser
Seconded by: Stephen Haycock
West Midlands

16 Unite Contract for Financial Services

This conference , noting the support given to the Unite Contract for Financial Services at our National Sector Conference in 2009, calls upon the National Finance & Legal Sector Committee to revamp and re-launch this important document

Moved by: Stephen Haycock

Seconded by: Liz Thacker

West Midlands

National Sector Conference 2009

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

Winning the Battles that Face Us

Good morning. Colleagues, this 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 no other 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 Amicus with four recently merged unions, and Tony with the T&G bringing those together. This is 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 now.

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.

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 used 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 win it back.

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. 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?

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.

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 their leaflets to reflect that they will get my support. Thanks.

1. Conference welcomed Guest Speaker,
Lord Paul Myners, Financial Services Secretary.
Lord Myners, addressed Conference as follows:

Introduction

Thank you for inviting me here today. I was in Brighton less than 2 months ago for the Labour Party Conference, where Gordon Brown promised to rebuild our financial sector for the good of the whole economy.

It has been a busy two months – we have struck deals with major UK and international banks operating in the UK on bonuses, finalised RBS's participation in the APS, and last week, we published the Financial Services Bill.

We have taken decisive action to support our banking system, and this has come at a considerable price to the tax-payer in the short-term. We have not intervened in the financial sector for its own sake. We have not saved the banks to save the bankers.

The role of banking

For centuries, the UK has led the world in providing finance. For generations, British people and businesses have benefited from the ability of our banks to support the aspirations of our companies and families.

Whilst I do not agree with Lloyd Blankfein's comments that bankers are doing God's work, I do believe that banks have a vital social role; they provide credit to home-owners and businesses, they facilitate saving and the safe transmission of funds. It isn't simply banks – insurance companies provide security for future pensioners and protection against the consequences of unwelcome events.

Furthermore, in the UK, we have developed expertise and competitive advantage in financial services; 80% of Europe's asset management industry operates from the UK. Financial services supports over 1 million jobs directly across the country and accounts for 8% of national output.

We often forget that banking and financial services means more than just the City of London. This is a sector that matters for jobs across the country, not simply in the financial services sector, but jobs in SMEs and industry that depend on banks for credit, advice and services.

We are committed to a thriving, highly competitive and responsible UK financial sector that is an example to the rest of the world.

But when we say we want our banks to be able to continue to be highly competitive, we mean it. Genuinely competitive businesses can stand on their own two feet; they do not need a safety blanket of implied taxpayer support.

On that definition, the events of the last two years have shown that too many banks around the world were not competitive. In the UK, our banks are only alive because the government has taken decisive, innovative action to protect the sector and the economy.

From the nationalisation of Northern Rock, the recapitalisation of Lloyds and Royal Bank of Scotland, and the guarantee of interbank lending, it has been actions by government that have kept our banks operating. The action we took in this country to protect the banking system has been replicated, in one form or another, across much of the world.

We learnt that some banks spectacularly misjudged risks and failed to hold enough capital and liquidity; that too many were obsessed by short-term results; that they had lost touch with the "real economy" they were meant to support.

The priorities must therefore be to implement the necessary regulatory reform to ensure that banks are no longer able to take on dangerous levels of risk and to ensure that the taxpayer is fully protected.

These reforms need to be made at the national, regional and global level.

But regulatory reform must not kill innovation or stifle creativity. The health of the British economy relies on banks to support lending, and, through that, the creation of jobs and prosperity.

Regulatory Reform

Taking these points in turn, we must continue to pursue regulatory reform. The process of reform began at the outset of the crisis. Our immediate concern was to beef up our ability to wind firms down with the Banking Special Provisions Act and then the Banking Act 2009.

UK reform proposals have been adopted as global standards through the Group of 20. Living wills, better structured compensation and higher, better capital standards and liquidity requirements are now being implemented by all our major competitors.

We have shown we are serious about protecting the competitiveness of the UK banking sector.

But what we need now is a new understanding of what a competitive banking sector means for the UK - a banking sector that only works in the good times is not competitive at all.

Last week, we published the Financial Services Bill, which will continue to drive further reform.

We will give the Financial Services Authority a statutory duty to implement living wills that will see banks genuinely confront their potential weaknesses and think very seriously about the challenges they would face if hit by crisis.

This importantly sits alongside work by the International Monetary Fund to seriously explore proposals to ensure that banks, not governments, meet the cost of future failures as part of a new social contract between finance and society.

This will not only mean taxpayers will not have to stand behind risky trading operations, but that banks should be far less likely to fail in the future. They will be competitive in the full sense of the word: independent, safe and strong.

We also know a competitive, stronger banking sector will be one with better-informed and protected customers. That is why we will form a new consumer education agency, roll out a nationwide money advice service and give consumers more rights when they challenge their bank.

And we will press to ensure rewards for senior bankers and traders are justified and do not contribute to excessive risk taking. The FSA will have powers to ensure that any proposed remuneration contracts which drive risky behaviour are not allowed to stand.

Sir David Walker will oblige more transparent and accountable approaches to high-end remuneration and place more responsibility on shareholders to act like engaged and responsible owners.

There is an important role here for Trade Union members who are member nominated trustees to work to set longer-term investment goals and exercise influence that will shape corporate values and behaviours.

We can never again have a situation where remuneration policies encourage senior bankers to take on risks, rewarding them handsomely in the good times, but leaving the taxpayer to pick up the tab when that risk backfires.

Asymmetrical remuneration policies, tilted in favour of risk, might be good for traders. but they are not good for customers, employees, creditors and owners of banks – or the taxpayer.

I am not here to bash bankers. The majority of people in banks are on modest salaries working in branches and service centres. We must not demonise a whole industry of hard working people because of a minority of irresponsible people in the City.

For Lloyds and RBS, we have negotiated no cash bonuses and deferral for those at the top, for those earning under £39,000, up to £2,000 will be payable in cash.

We will place greater responsibility on fund managers and others to act as responsible and engaged owners, and effective fiduciaries.

I look forward to Sir David Walker's final report, which will be published this week, which will make important recommendations to strengthen governance.

International

But domestic reform will only take us so far. As the crisis has shown only too well, what happens in other countries matters, and we need to be satisfied that regulation is robust across the world and that our banks compete on a level footing.

Through the G20, we have agreed tough new rules on remuneration – we have been on the front-foot in implementing these.

We are in the process of agreeing tougher capital standards, to ensure that banks across the world hold sufficient high-quality capital to absorb losses

In Europe, we are working with partners to develop appropriate European supervision, capable of spotting and mitigating systemic risk and ensuring that all jurisdictions have robust regulatory regimes. The Icelandic banking collapse has taught us that simply 'getting it right here' won't protect our depositors.

Balance reform and growth

But I'd like to end where I began. We need a strong, vibrant and dynamic financial services sector.

Tougher regulation is a necessity, but we must not kill our banks or our financial sector. We need to ensure that our financial services sector is competitive, creating jobs and wealth.

A diverse financial services sector, with a spread of business models, is critical to this. The Government wants to see a strong, competitive and sustainable building society sector in the future.

Whilst the traditional building society model has weathered the financial crisis relatively well, there are challenges ahead which must be addressed. The Government has taken action through the 2007 Building Societies and Mutual Societies Act to make it easier for mergers between different kinds of mutual.

We have been working with a 'Building Societies Expert Group' to highlight good governance in the sector; explore the scope for shared funding models to enable societies to diversify their funding; enable Building Societies to explore opportunities for raising core capital; and exploring the potential for sharing services.

I have been working with European partners to ensure that Directives agreed in Brussels don't stifle our growth sectors in the UK. On the AIFM Directive, we are making progress in shaping the legislation to deliver a proportionate result that will not have harmful outcomes for asset management, a specialism in which the UK excels.

On Solvency II, we have a real opportunity to work with partners to deliver necessary reforms to the framework of insurance and meet customer needs for security.

Conclusion

The banking industry is changing; change can be disruptive and it can be scary. This change is necessary; we cannot allow the banking system to carry on as if nothing has happened.

We need to rebuild a financial sector capable of supporting long-term sustainable growth and creating jobs.

We need a diverse banking sector, with a strong mutual sector sitting alongside listed companies.

We need to earnestly reform regulation, curb excessive risk.

We need to campaign internationally to secure a level playing field for our banks and financial service providers and safety for our taxpayers.

We need to bring people with us as we rebuild our financial services sector. The Government has taken action, and will continue to act, but we need industry to play its part. We look to people like you, finance and legal professionals, to continue to work to drive up standards. This looks like a fascinating conference, and I wish you well.

A short Q&A session took place.

Conference thanked Lord Myners for taking the time to speak to them.

2. ELECTION OF CHAIR

Agnes Tolmie was duly elected to chair conference.

3. APOLOGIES, INTRODUCTIONS AND NATIONAL OFFICER WELCOME

Rob MacGregor welcomed all and extended apologies on behalf of Cath Speight National Officer who was unable to attend due to family bereavement.

4. NATIONAL REPORT – ROB MACGREGOR, NATIONAL OFFICER

Colleagues

Good morning and welcome to this, the inaugural national industrial sector conference for the Finance and Legal sector.

Finance and legal, with more than 150 000 working members, is Unite's biggest sector covering the main banks and insurance companies, the building society and mutual insurance sector.

Our members work for firms specialising in outsourced activities and following the merger between AMICUS and the T&G, they also hail from solicitors and law firms.

Before I start my address to you today, I want to say a few words about the passing of our friend and comrade, Graham Goddard. Graham became Head of the Finance Sector, a few brief months before the first alarm bells sounded that signalled the start of the financial crisis. A few months later, he was diagnosed with cancer. He faced both enormous challenges; one professional the other deeply personal, with stoicism, good grace and humour.

He was good and kind man, a wise counsel, with a gentle temperament and a ready wit.

He provided unifying leadership in this sector when it needed it the most-he was our DGS and, moreover, had fate not so cruelly intervened; he would have made an excellent General Secretary.

He is sadly missed but fondly remembered by all those who knew him.

The Financial Crisis which has gripped the UK and global economy is now more than two years old

The collapse and subsequent nationalisation of Northern Rock, the first institution to suffer a run on a domestic British bank in more than a generation now seems a lifetime ago.

Compared to other institutions-Northern Rock's future appears brighter despite serious challenges ahead.

Billions of pounds of taxpayer's money have been pumped into the economy through liquidity schemes, re-capitalisation of a number of banks and through quantitative easing.

The Office of National Statistics has stated that the combined effect of the financial crisis is likely to add up £1.5 trillion to public sector net debt-equivalent to £60 000 for every household in the country.

As we all know only too well, Finance Sector employment, job security, pay and terms and conditions are all under direct threat- affecting more than a million workers in this country.

Since the beginning of the year more than 38 000 jobs across the industry have been lost.

All parts of the sector are reporting high levels of industrial activity.

Attacks on pensions schemes, basic pay and the way we do our jobs have been a facet of our working lives for far too long now.

The confidence and certainties in our industry have been swept away by the global collapse.

RBS and Lloyds Banking Group posted record losses (in the case of RBS the biggest in UK Corporate history), and as a result these institutions are now either majority owned by the state or the people are the largest shareholding.

The potential losses to us as taxpayer's under the Government's Asset Protection Scheme would be, in extreme circumstances, £260billion.

The public perception of banking and the finance sector at large is that it is over populated with the greedy, the incompetent and the corrupt.

And anecdotally, consumers do not appear to differentiate between the spivs and the speculators and the cashiers in their local high street branch.

And whilst such comparisons are patently unfair, frankly who can blame them?

When ordinary working people in all sectors of our economy remain unsure of their jobs and their livelihoods, we have the obscene spectacle of city traders seeing an increase in bonus payments of over 50% this year-barely 12 months after the biggest state bail out in our countries history.

In the US, the cradle of the financial recklessness and collapse, investment banks are now paying out more in salaries and bonuses to the elite few, a staggering \$270 billion than they were before the crash. And yet the US government expects that up to 1000 banks will fail before the crisis is ultimately resolved.

American business and politicians have apparently already forgotten the lessons from their own history because it was the collapse of the US banking sector in 1930's, (when over 9000 banks collapsed and billions of dollars of personal assets were frozen) not that Wall St Crash of 1929 itself that fuelled the Great Depression.

A global calamity that saw unemployment rates in the UK rise to unimaginable heights of 70% in some of our industrial towns and cities.

And the CEO of Goldman Sachs claims that investment bankers are doing "Gods work". The vice-chairman Lord Griffiths said that we, the ordinary people, should "tolerate this inequality"-as wealth creators are in the national interest.

The former chairman of RBS, the unreconstructed venture capitalist George Mathewson, mutters darkly about "a dangerous road to go down" when the elected Government of the day dares to suggest that errant bankers who take reckless decisions should have their contracts nullified.

If George had his way-Fred Goodwin would have been given a lap of honour, sent on his way with the best wishes of a grateful nation, with his platinum plated pension in tact.

I don't remember, George or any other former or current Captain of Industry rushing to protect the contracts of employment of ordinary workers, who were being denied contractual paid overtime for the extra hours they worked, or disciplined over their sickness absence because they'd hit a unilaterally imposed and artificially created trigger.

And the great and the good of banking and finance have been very quiet on the issue of unilaterally imposed sales targets for staff that that can be changed without notice along with the requirement to pay out even the most meagre of bonuses.

That is why this conference, at this time, must begin our fight back; our determination to reclaim our industry.

To ensure that our Finance Sector, that provides employment for more than a million UK workers, is diverse, vibrant, geared to long term sustainability and providing the people of this country with the financial services that they deserve.

But let's look at some of our immediate challenges and the campaigns we are running

LBG, already the recipient of a massive state-handout now wants a further £21bn-biggest cash call in history-and its market capitalisation is only £22bn.

We the taxpayer will be the largest contributor

This bank has already announced 12 500 job losses this year.

We fear that will double next year

Over the next four years, 600 branches, Intelligent Finance and the bulk of C&G will be sold off

What hasn't changed is the pernicious sales and selling culture which has had such a corrosive effect on the lives of so many workers and which has contributed to the loss of integrity and the reputation of the UK retail banking sector.

We have seen the targets for a number of branches within the Lloyds Banking group both pre and post the crisis.

In all case targets have risen by 20, 30 or 40% in some cases.

Where the branches have regularly failed to meet the targets-the bank has increased them further.

All retail staff are subject to targets which are unilaterally and arbitrarily imposed.

Every product is targeted

Current A/c's, Premium and Student

Personal savings

Mortgages, Loans, credit cards

General Insurance

Business Banking

Targets are not 100%-they are 120 or 150%

Managers are targeted over staff behaviour and performance-the level of overtime, the level of staff absence-even the number who return feedback surveys

It has been recognised by all that remuneration policies played a part in the financial crisis-everyone except the CEO of Goldman Sachs

The targeting and bonus culture in retail banking is rotten from floor to ceiling.

At a time when consumer debt now stand at £1.5trillion and unsecured debt is now £10 000 per household, when bad debts from credit cards are going to rise by 50% next year-banks like LBG continue to push staff to push products that consumers neither want nor need.

Culture and behaviours in retail banking have to change just as much as they have to in Investment Banking

The changes we have seen over the past decade where banks have sought to realise shareholder returns from Retail on a par with those they achieve in Investment banking has ruined the industry

Lloyds Group is a monster on the high street-3000 branches and 30 million personal customers-the break up will only dent that figure and it could be years before the full effect takes place.

That's why we are have launched the campaign

To:

- Break the link between selling and salary
- Hold a root and branch review about the target driven sales culture
- Deliver minimum industry standards of customer service
- Deliver minimum living wage for finance workers

We want the Government to instruct the FSA to investigate sales and selling practices and their links to employment and remuneration.

And to establish a tripartite body involving the FSA, employers and unions to investigate the matter and bring forward recommendations.

We have to ensure that the issues that matter most to our members are the issues we continue to campaign on.

And as I indicated earlier this should include a radical reassessment of how and more importantly who, delivers financial services in this country.

In the UK, financial services were not always dominated by faceless global multi-national enterprises

There was a time when, as a core belief, governments of all political persuasions believed that plurality in financial services was not only good business, it was essential to retain balance in a prosperous, diverse society and economy.

Britain's Building societies originated in the self help movement of the 18th century.

The first known society was formed in 1775 - Richard Ketley's, at the Golden Cross Inn, Birmingham.

It began when working people started to pool their funds in organisations from which they could borrow to build houses.

In the early days, once every member had a house, that society would be closed – these organisations were known as terminating societies and the last of these only ‘terminated’ in 1980.

There were other societies known as “permanent” building societies and these began when they started to accept deposits from members with no intention of building homes – they became institutions for saving and borrowing as well as mortgage providers.

Building societies were fully mutual – they were owned by the members and run for their benefit. Mutuality was one of the most successful and popular business models in the 19th century.

By 1900 there were more than 2000 societies in existence in the UK with more than 626,000 members.

The mutual movement thrived and prospered-surviving two global military catastrophes and a world-wide depression.

However liberalisation of markets, the development of the financial services industry from the 1970s onwards and the whole scale retreat of democratic control of the levers of the economy, created the conditions for huge changes which overtook many of these societies.

The Thatcherite government of the 1980s began the process of loosening the bonds of mutuality which led, in the 1990s, to the rush to demutualise.

First the Abbey National, then the Halifax, the Woolwich, Alliance and Leicester, Cheltenham and Gloucester, Bradford and Bingley and the Northern Rock all shed their mutual status and converted to banks.

These ‘conversions’ were heralded with much fanfare and was claimed by conservative economists that it signalled the next chapter in the ‘democratisation’ of capital.

In a little over 10 years that process of market liberalisation of mutuals has led to the demise of all those institutions which rushed to shed their mutual status.

The Abbey and the Alliance and Leicester were swallowed by Banco Santander, the Woolwich, Cheltenham & Gloucester, Birmingham Midshires are now only brand names; their independence, staff and branch networks long since closed down or absorbed by larger faceless corporations.

Bradford and Bingley had to be rescued by the UK Government and broken up. And the Northern Rock, once the pride of its native North East of England, a symbol of economic regeneration and financial maturity, was reduced to a global laughing stock by becoming the first UK institution in a generation to experience an old fashioned “run on the bank”.

The Rock is now fully owned by the taxpayer and is in the process of a major re-structure, presumably preparing it for the highest bidder on the open market.

Many smaller societies cannot and will not survive and the collapse in confidence in financial markets generally has imposed an intolerable strain on those institutions wishing to remain independent.

The Scarborough has merged with the Skipton, the Barnsley with the Yorkshire. The Cheshire and the Derbyshire have been forced in to a merger with the Nationwide. The biggest society in Scotland, the Dunfermline, collapsed.

From a proud history that measured its numbers in the thousands, there are now only 52 Building Societies in Britain.

A once diverse, regionally based finance community under threat of extinction.

However there is still strong support for the remaining mutual societies.

And the reasons for that are very simple.

They offer a feeling of tradition and dependability – important factors in a fast changing financial market .They offer cross-generational dependability: the investment of parents and grandparents are passed on to children and grandchildren.

They are ours; owned by their members, ordinary working people having a direct say in who sits on the board and over the key decisions the institution takes. Every member entitled to have a vote and the society working for the interests of those members alone, not of the shareholders and financiers. They are there to provide investment for the long term, to offer security and dependability; not to fuel the short term selfish interests of spivs and speculators.

The UK Government now has a chance to re-launch mutuality. If it is to break up the banks that are state controlled they should give them back to their savers and borrowers.

Northern Rock was a strong and vibrant building society-it can be so again-if the state gives it back to the people of the North East.

The Cheltenham and Gloucester, recently targeted for closure by its owners, the Lloyds Banking Group, should be sequestered and handed back to the towns and

communities in the South-West of England; returned to its roots and where it was most successful.

Only a diverse, community based finance sector can prevent a repeat of the financial crisis that we and the generations who follow us will continue to pay for.

A finance sector which recognises the importance of civic and local pride and invests in society rather than views it as its perennial meal ticket. Promoting mutuality will go some way to reclaiming the finance industry for the communities it is meant to serve; the people we represent and the societies we live in deserve nothing less.

Defending workers, standing up against the bosses, fighting for the future of our industry and the communities we live in, these are the challenges that we face now and in the days ahead

It will be the responsibility for our new NISC, elected by our members and delegates across the country and here today who must lead that fight back.

These are challenging times for us all; our resolve as trade unionists will be tested.

Abraham Lincoln once said

“The probability that we may fall in the struggle ought not to deter us from the support of a cause we believe to be just.”

It’s difficult sometimes for us all to keep faith in what we are trying to do.

Whether it’s trying to handle the ever increasing number of representations and casework-and getting little thanks in return.

Or standing in the sunshine on a street in Glasgow picketing a workplace that’s trying to undermine the salaries of our members.

Or fighting to retain jobs when all you get are complaints from individuals that you are denying them their VR package.

Despite all of this, it is important to recognise that we can and we do make a difference.

Rarely is it that the difference we make is so profound that people instantly recognise that it’s our doing.

We must continue to strive, we must continue to challenge. It is never easy, we may fail, and sometimes we fall.

However our greatest glory is not in ever falling, but in rising every time we fall.

This is our sector, our industry it's time to begin the fight for its future.-

5. COMPOSITES AND WITHDRAWAL OF MOTIONS BY THE STANDING ORDERS COMMITTEE

The Standing Orders Committee recommend that:

- a) Motions 6,7 and 8 be withdrawn in favour of the following composite.

COMPOSITE 1 – PENSIONS – BARCLAYS AND OTHERS

This conference is appalled that Barclays Bank has decided to close its defined benefit final salary pension scheme.

Conference believes Barclays are using the recession as an excuse to make savage cuts in pensions and recognises that pensions are long-term commitments and deferred pay for employees.

Conference also views this as an attack on the future quality of life expected by their loyal and long-serving staff and understands that the hardest hit will be lower paid and part time staff, who will find it very difficult to contribute to any new scheme.

Conference also recognises that in the finance sector the majority of these people will be women.

Conference therefore calls on the National Finance Sector Committee and the Union to

- 1) send a powerful message to all banks that pension promises should be honoured.
- 2) bring the plight of the members in Barclays to the attention of the EC, with a view to implementing a national campaign to stop other banks following suit.

- 3) mount a concerted, cross-sector campaign to challenge and oppose the systematic closure of final salary pension schemes which, unless this is resisted, will create massive social problems, pensions poverty and economic chaos in the years to come.
- 4) provide it's full and united support to members and activists who are seeking to prevent employers from imposing this bomb-shell on our members.
- 5) monitor any changes to schemes by contacting Unite pension scheme trustees to be on their guard against attempts by employers to use the recession as an exercise to "Slash and Burn" pension entitlements.
- 6) raise the issue with the TUC nationally to monitor and
- 7) lobby government especially where they are major Shareholders in some banks

Mover: Lindsay Adams, Delegate 62

Seconder: Wendy Gilligan, Delegate 128

MOTION CARRIED

6. CONSIDERATION OF SECTOR MOTIONS

1. FINANCIAL CRISIS

This Conference condemns the reckless behaviour of Bankers in Ireland, the UK and Internationally and the general lack of supervision and regulation that has led to the current financial crisis in the global finance sector and resolves to use all means at its disposal in absolutely resisting compulsory redundancies as a means of resolving the current difficulties of banks and insurance companies in Ireland and the UK.

IRELAND

Mover: Joe Conroy, Delegate 8

Seconder: John Gibson, Delegate 12

MOTION CARRIED

2. HIGH PAY COMMISSION AND A NATIONAL MAXIMUM WAGE

This Conference welcomes the current focus and debate on remuneration in the Finance Sector, albeit the result of the near collapse of many UK financial institutions and the devastating impact this will have on our members' income and jobs.

This Conference notes that the gap between rich and poor has doubled in the last 30 years and recognises the huge inequality in pay levels in the UK. We believe that the excessive pay levels of senior executives have fuelled this gap both in the private and public sector.

In order to close the gap and contribute to the restructuring of the economy necessary after this crisis this conference supports the decision of the Unite Finance Sector National Committee to call for the introduction of a National Maximum Wage.

This Conference agrees that a High Pay Commission should be created to review and consider proposals to restrict excessive remuneration such as maximum wage ratios and bonus taxation in the Finance Sector.

This Conference calls on Unite to support the campaign for a High Pay Commission and to lobby for a National Maximum Wage, focusing on the Finance sector and specifically those companies in receipt of public funds.

SCOTLAND

Mover: Linda Somerville, Delegate 100

Secunder: Mike Dyer, Delegate 89

MOTION CARRIED

3. ZERO PAY IN THE FINANCE SECTOR

This Conference is concerned that the problem of No Pay increments or rises for our members is being persistently overlooked. The fact is that many thousands of our members do not receive pay rises year after year.

Employers cite the fact that staff are not entitled to pay rises due to their performance ratings. As a sector we are aware that these performance ratings in many cases are flawed due to the forced application of the Bell Curve.

Employers also cite the fact that staff are at the top of their salary scale and are therefore not entitled to a rise. As a sector we are aware that many of our members' roles are undervalued and salaries have consistently been compressed over a number of years.

The pay gap in the finance sector is currently in excess of 40%. Women working full time earn on average over 40% less than men working full time in the sector.

This conference therefore calls on the National Sector Committee to:

Ensure an end to all pay settlements in the finance sector which result in our members having no pay rise

Ensure that all pay settlements in the finance sector be no less than RPI

Campaign for a requirement for employers to address issues which surround equal pay and occupational segregation

Conference also calls on the National Sector Committee to work with National Company Committees to encourage training on issues around pay and equal pay are delivered.

SCOTLAND

Mover: Simon Godfrey, Delegate 90
Seconder: Sheila Kettles, Delegate 91

MOTION CARRIED

4. PAY INEQUALITY

This Conference is appalled at the disgraceful gender pay inequality across financial services in the UK. This conference calls upon Unite to organise members towards the objective of securing government intervention to end this problem within the bailed out Banks.

WEST MIDLANDS

Mover: Mike Waterson, Delegate 60
FORMELY SECONDED

MOTION CARRIED

5. EQUALITY

This Conference would like to congratulate all the reps from the finance sector who recently completed the first Equality Reps training programme.

For Equality Reps to be given the acknowledgement they deserve, Conference calls upon the National Finance Sector Committee to approach all National Company Committees to contact their employer(s) for the inclusion of recognition and time off with pay for Equality Reps in their facilities agreements, recognition and procedural agreements, or both if needed.

Conference also requests that the National Finance Sector Committee write to all National Company Committees to encourage their workplace reps to attend this vital training.

Conference is in agreement that how this is done should be decided by the National Finance Sector Committee, via a democratic discussion at their next meeting.

NORTH WEST

Mover: Lindsay Adams, Delegate 62
Seconded: Anne Cockram, Delegate 127

MOTION CARRIED

9. PENSIONS IN IRELAND

Pensions are regarded as Deferred Pay and are meant to provide comfort and security in retirement. Most members contribute to their pension scheme and expect a realistic income on retirement.

In recent times there has been an attack on Defined Benefit Schemes in the UK and this has also affected schemes in Ireland. A large number of Defined Benefit Schemes have been wound up and replaced by Defined Contribution Schemes, with employers paying a much smaller contribution, which are not likely to provide adequate pensions for members.

In the UK a Pension Guarantee Scheme was introduced. This is an insurance type arrangement – with premiums paid by the pension fund – which take on outstanding obligations which cannot be met by the insolvent plan sponsors.

In Ireland there is no such scheme.

An example is Waterford Glass. There was a major under-funding in their scheme, and the members only received a portion of their benefit entitlement, the workers in the same group in the UK have their pensions protected.

This Conference calls on the incoming Finance Sector and Legal Committee to organise a campaign within Unite to educate the Unite membership in the Sector on their rights in relation to pensions, the role of Trustees and the need to be vigilant to what happens with their pension funds and their funding and also to draft a strategy to help negotiators in dealing with all of the issues in relation to pensions and dependent benefits.

IRELAND

Mover: John Gibson, Delegate 12
FORMELY SECONDED

MOTION CARRIED

10. TARGETS

This conference is appalled in this present economic climate that employers are continually increasing targets on a quarterly basis in the Retail Bank. This can result in –

a) misselling to achieve targets instead of selling to customer needs

b) bullying and harassment by line manager

c) undertaking unpaid overtime

d) working long hours to prevent the constant threat of Line Manager imposing Performance Improvement Plans then dismissal

e) stress and sickness

f) customer harassment leading to unsatisfactory customer satisfaction surveys which results in unsatisfactory branch results. We therefore call upon the National Finance & Legal Sector to monitor and lobby the government via the Bank of England and FSA to ensure that the employees "voice" is heard and action taken against employers for setting unrealistic targets, putting new rules and regulations in place to ensure and prevent any further financial crisis not only in the UK but Europe and Worldwide.

WALES

Mover: Anne Cockram, Delegate 127

Seconder: Robert Nunn, Delegate 38

MOTION CARRIED

11. CONTRACT FOR FINANCIAL SERVICES

This conference applauds the contents of the Unite Contract for Financial Services, and believes that more work needs to be done to consider how best to publish and promote this to our members and beyond. This motion calls upon Unite to revamp and re-launch this important document.

WEST MIDLANDS

Mover: Steve Haycock, Delegate 136
Seconder: Sonila Ellahi, Delegate 134

MOTION CARRIED

7. ELECTIONS

a) Unite delegation to the 2010 TUC 13th to 16th September in Manchester

The following nominations were received:

Sandra Boothman
Carolyn Cliffe
Anne Cockram
Yvonne Corser
Noelle Ismail
Donna Williams
Julie Winn

Those duly elected were:

Sandra Boothman
Anne Cockram
Donna Williams
Substitute: Noelle Ismail

b) Unite delegation to the 2011 TUC – Brighton

The following nominations were received:

Anne Cockram Withdrawn
Dawn Mc Allister
Pam Edwards
Sonila Ellahi
Steve Haycock
Noelle Ismail
Robert Nunn
Gerry Sawdon

Those duly elected were:

Dawn Mc Allister
Pam Edwards
Sonila Ellahi
Substitute: Steve Haycock

**c) Election of National seats on the National Industrial Sector
Committee (12 bank, 6 insurance, 1 building society and
1 legal)**

The following were duly elected:

Anne Abbott	-	HSBC
Dawn Mc Allister	-	HSBC
Tim Harper	-	Barclays
Mike Waterson	-	Barclays
Carolyn Cliff	-	Barclays
Cathie McEwing	-	RBS
Angela Foord	-	RBS
John Peake	-	RBS
Jason James	-	Unity Trust Bank
Susan Robertson	-	LBG
Willie Thomson	-	LBG
Liz Thacker	-	AXA
Sally Hill	-	NAG
Pam Edwards	-	Legal and General
Sandra Boothman	-	RSA
Mike Dyer	-	Capita Glasgow
Eileen Woods	-	Aviva
Janet Bond	-	CFS
Gerry Sawdon	-	Legal
Anne Cockram	-	Principality

8. PRESENTATION AND DVD – RHIANNE PARSONS & KAREN LALLY

Copies of DVD presentation are available to all, please contact:

Maria.Meagher@unitetheunion.org

Conference extended their thanks for excellent presentation.

9. GUEST SPEAKER OLIVER ROETHIG – HEAD OF UNI FINANCE

Conference welcomed and thanked Oliver Roethig, Head of Uni Finance.

The following are some bullet points from his speech

- Fat cats lining their own pockets – little or no concern for workers – only shareholders
- Union continues to strive for all workers to be treated fairly and adequately.
- Need comprehensive regulations to ensure collective agreements.
- Need for trade unions and other stakeholders to work together.
- Must stop employers playing workers off against customers.
- Stop Unfair bonuses! Unfair targets.
- Next six months we need to develop a charter for the finance sector.
- Need for transparency – cannot work if we only have transparency at industrial level!
- We need and want global framework.
- We need to bring all our resources together to fight.

10. GUEST SPEAKER – MARTIN SANDOVAL - COLOMBIA

Martin Sandoval addressed Conference via Liam Craig-Best his interpreter from the Justice of Colombia campaign.

Martin is a human rights activist and is the regional leader of the Permanent Committee for Human Rights – the largest human rights group in Colombia. He has spent the majority of his life working to end the abuse against trade union members in Colombia (which is the most dangerous country on earth in which to be a trade unionist) and bring those responsible for the attacks to justice.

In November 2008, as a result of this work. The Colombian regime jailed Martin. He was never put on trial, never convicted or any crime, nor told when he might be released.

Shortly after his arrest, British trade unionists (including many members of Unite) and Labour MPs began campaigning for Martin to be freed. Letters were sent, meetings held with Colombian officials and a visit organised to Martin in prison in Colombia. In May this year, after six months in jail, he was finally released – a clear example of international solidarity really making a difference.

Conference extended their sincere and heartfelt thanks to Martin and applauded his courageous efforts.

GUEST SPEAKER – EGLE SANCHEZ – VENEZUELA

Egle Sanchez addressed Conference via her interpreter.

Egle is the leader of the Graphical, Print and Paper Workers' Union in Venezuela and also on the national leadership of the CST federation and Bolivarian Workers' Force. She recently received a May Day award from President Chavez for her work to represent and support working people in Venezuela.

Egle is here today as part of a national speaking tour organised by the Venezuela Solidarity Campaign, of which Unite hosts the national office.

Egle advised Conference that Venezuela has seen enormous social change to the benefit of working people in the last ten years with public services expanded to millions of people for the first time, labour and trade union rights enhanced. Privatisation and outsourcing illegalised and poverty dramatically reduced.

She explained that her trade union is centrally involved with this progressive process which has seen union density more than double across Venezuela.

Conference extended a warm thanks to Egle.

11 ELECTION OF ONE DELEGATE TO THE 2011 NATIONAL INDUSTRIAL SECTOR CONFERENCE STANDING ORDERS

Nominations for Finance & Legal Sector were:

Stuart Dack and Russell Greig.

Stuart Dack duly elected.

Chair Closed Conference And Expressed Thanks All For Their Invaluable Input.

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

