

# National Sector Conferences 2011

Hilton Brighton Metropole Hotel

## Contents of Agenda Book

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**MoD/Government Departments**  
**National Industrial Sector Conference**  
**Hilton Metropole Brighton Hotel**  
**Sunday 27<sup>th</sup> November 2011**

**A G E N D A**

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**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:

**MoD/Government Departments**

**National Industrial Sector Conference**

**Ambassador, Hilton Metropole, Hilton Brighton Metropole Hotel**

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**The conference will be chaired by the National Industrial Sector Committee Chair – Dave Fleming**

5. Apologies, Introductions and National Officers welcome
6. National Reports Mike McCartney
7. 100% Campaign
8. Consideration of Sector Motions
9. Guest Speakers:  
Member of Parliament (Defence) – to be advised  
  
Rosalba Gaviria Colombian Trade Unionist  
  
Egle Sanchez – General Secretary Venezuelan Graphic Print Media Union  
  
Deepak Maskey – General Secretary United British Ghurkhas ex Servicemans Association
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

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<b>SECTOR</b>	<b>REGION</b>	<b>FORENAME</b>	<b>SURNAME</b>	<b>Delegate no.</b>
Mod & Gov Dept	East Midlands	Keith	Willmer	1
Mod & Gov Dept	Gibraltar	David	Crome	2
Mod & Gov Dept	Gibraltar	Christian	Duo	3
Mod & Gov Dept	Ireland	Brian	Hewitt	4
Mod & Gov Dept	Ireland	Sean	O Droighnean	5
Mod & Gov Dept	Ireland	Keith	Reynolds	6
Mod & Gov Dept	NEY&H	Dave	Fleming	7
Mod & Gov Dept	NEY&H	Neil	Wightman	8
Mod & Gov Dept	South East	Colin	England	9
Mod & Gov Dept	South East	Rita	Latty	10
Mod & Gov Dept	South East	Gary	Puffett	11
Mod & Gov Dept	South East	Les	Sibley	12
Mod & Gov Dept	South West	Nick	Chaffey	13
Mod & Gov Dept	South West	Mike	Emery	14
Mod & Gov Dept	South West	Janet	Fellows	15
Mod & Gov Dept	South West	Mike	Hookway	16
Mod & Gov Dept	South West	Mark	Rogers	17
Mod & Gov Dept	Wales	Colin	Barbour	18
Mod & Gov Dept	West Midlands	Robert	Rigby	19
Mod & Gov Dept	West Midlands	Jackie	Tommy	20
Mod & Gov Dept	West Midlands	Ken	Tuckwell	21

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2011

**MOD and Government Departments**

SECTOR MOTIONS

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**1 Trade Union Activities**

This conference calls upon the EC to oppose all efforts by this conservative led Government to diminishing Trade Union Rights within the Public Sector.

We would encourage the EC to demonstrate the effective work achieved by selected/elected full time Union Representatives working on facility time for both our members and their management. Unite most defend all lay representatives in these positions.

Moved by: Tina Ruffell  
Seconded by: Stan Benefield  
**London and Eastern**

**2 Support for Union Representatives/Union Members**

The SE Region MOD & Government Departments RISC call upon this conference to ensure that the Union give their unconditional support to every member/representative/activist who suffers as a result of their Union membership or their Union activities in the workplace by their employer.

Where it is identified and raised with the Union that members/representatives/activists are being discriminated/harassed/bullied in the workplace the full resources and support of the Union are brought to bear upon the employer.

We call upon the MOD National Industrial Sector Conference to support this motion.

Moved by:  
Seconded by:  
**South East**

### **3 Union Member Involvement**

We ask this conference to endorse the SE RISC's view that within the MOD & Government Departments we need a return to a system of consultation/negotiation at a local level.

It is the view of the SE MOD RISC that Unite Representatives/Members feel disenfranchised with the current system of consultation/negotiation being carried out at a National level with the MOD.

We ask for a return of a fully transparent system of consultation, negotiation and information which local representatives are fully involved in. The current system of negotiation/consultation is not transparent. Shop Stewards and members are not fully aware of matters being discussed by who, where and on who's remit/belief. This leaves local representatives/members feeling excluded.

In order for representatives and members to feel they are able to win in the workplace and be fully supportive of the Unions 100% campaigns they need to be fully involved. This will ensure members act collectively.

We call upon the MOD National Industrial Sector conference to support this motion.

Moved by:  
Seconded by:  
South East

#### **4 St Athan**

This Conference, condemns the actions of the Tory led coalition government in withdrawing from the proposed establishment of a “ Military Training Academy “ at RAF St Athan South Wales. The consequences of this decision mean, the loss of thousands of new jobs as well as associated construction jobs and the waste of millions of pounds worth of tax payers money already spent on site, creating a massive hole in the overall economy of Wales and the U.K at a time when we can ill afford it.

Moved by: Colin Barbour

Seconded by:

**Wales**

#### **5 Anti SDSR**

This Conference deplores the Con-Dem Government’s Strategic Defence and Security Review (SDSR) and its intention to slash the jobs of 25,000 MoD civilians. In MoD Gov’t departments we are already seeing mass redundancies, the undermining of national pay and conditions and are enduring a two year pay freeze.

Conference welcomes and supports the Executive Council statement ‘Cuts Are Not the Answer’ and endorses the strategy outlined. We instruct the National Industrial Sector Committee to immediately and vigorously take every possible step to implement this strategy.

This Conference does not believe that attacks from this Government can be successfully resisted without strike action. Our approach within MoD Gov’t Depts must include support for industrial action, locally and nationally and we absolutely support calls for coordinated strike action.

We must build the confidence and organisation of our members in MoD Gov’t Depts and therefore instruct the NISC to take immediate steps to achieve this. This process will include:

- Rallies/ campaign meetings for our members in every region of Unite.
- Publicity of our successes and victories, to give our members the confidence that we can fight back and win.
- The production of a comprehensive range of campaign material, to include leaflets, posters, stickers, badges, petitions, and more detailed publications carrying an analysis of the attacks we face and guidance on how to build campaigns of resistance.
- Support and solidarity with others fighting back. This will include support for Unite members in other sectors, support for other trade unionists resisting attacks, and support for and joint working with anti-cuts and campaign groups.

Moved by: Ken Tuckwell

Seconded by: Jackie Tommy

**West Midlands**

## **6 Public Sector Pensions**

This conference notes the outrageous and ideologically driven attack on MoD and other public sector pension schemes.

We 100% reject this attack.

We ask our National Officers and NISC to:

- Immediately organise a high profile campaign on the defence of our pensions (to include leaflets, stickers, local and regional members meetings etc)
- Continue to clean up our membership data as a high priority
- Build for the industrial action that we believe will be necessary to defend pensions, seeking wherever possible to coordinate this action with other public sector members in Unite and with other public sector unions
- Ask the Executive Council to ensure that sufficient resources are put into building this fight

Moved by: Rob Rigby  
Seconded by: Jackie Tommy  
**West Midlands**

## **MOD and Government Departments Sector Conference 2009**

**Buckingham Suite, Hilton Brighton Metropole Hotel**

**Thursday 25<sup>th</sup> November at 11am**

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### **Joint General Secretaries Report**

#### **I. 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.

## 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. 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 fairly

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

**1. Introduction by Gail Cartmail, Assistant General Secretary**

Gail Cartmail welcomed delegates to the conference and introduced Martin Sandoval, Colombian Trade Unionist.

**2. Martin Sandoval, Colombian Trade Unionist**

Martin described the struggle in Colombia. As well as facing cuts and mass lay-offs as a result of neoliberal policies, Colombia is also the most dangerous country in the world to be a trade unionist. 49 were killed last year and 34 are known to have been killed this year, including a close friend of Martin, Apolinar Herrera who was arbitrarily detained without trial for 18 months and then shot in front of his wife shortly after his release. Martin paid tribute to UK trade unionists, Justice for Colombia and parliamentarians who put pressure on the UK government to push the Colombian government, which successfully resulted in his release and the release of 14 others. He gave thanks and urged us to continue our pressure for peace, democracy, security and social justice.

**3. Apologies, Introductions and National Officers welcome  
Kevin Coyne, National Officer**

Kevin gave heartfelt thanks to Martin Sandoval and encouraged branches to send letters and delegates to lobbies.

Kevin explained that normally the Chair is elected by the National Committee but there had been a tie. He called for nominations for Chair.

**4. Election of Chair**

Dave Fleming was elected chair of National Committee and of this conference. (Cliff Bromilow nominated, seconded by Keith Wilmer East Midlands).

Dave Fleming thanked colleagues for his election, and introduced Karen Cole, Equalities Researcher.

**5. Karen Cole, Equalities Reps Project**

Karen outlined the Equality Reps project funded by the Union Modernisation Fund (BIS), which has been running for the last 2 years. She said Tony Woodley and Derek Simpson, the Joint General Secretaries, fully support this project which encourages branches to elect equality reps. Equality reps have two key roles – firstly, to help tackle discrimination through the bargaining agenda. There is a long way to go, for example there remains 16% gender pay gap for full time

women workers, 35% for part time workers. Discrimination also faces other groups, for example different ethnic groups (particularly Pakistani and Bangladeshi workers) and Lesbian and Gay workers. There are new rights that have been introduced by the Labour government including family friendly rights and new legislation against discrimination, so the equality reps can support the shop stewards to effectively use this legislation and, just as importantly, to further equality through the bargaining agenda. Secondly, equality reps can encourage more diverse people to get active within the workplace, particularly younger workers.

The project has developed a 5 day fully accredited training programme which is in the education programme for next year, and she urged people to consider becoming such reps, attend the training, and sign up to the equality reps network.

It is important to elect the equality reps to help them get time off (there are not statutory rights for equality reps in the same way as there are for shop stewards, but we campaign hard for an amendment to the legislation on this issue).

#### **6. Apologies were given on behalf of**

Tim Elford, Serco DST

John Gormley, Department of Defence

Patricia Holmes, Compass Group

Mary Lynch

Nick White, Delegate 4

#### **7. National report – Kevin Coyne, National Officer**

Welcome Tony to the conference and thank him for his support for all the sectors, I have already had a number of conversations with him about the conference. Can I add my congratulations to Dave Fleming. I don't want to speak too long but it's important to emphasise the bits that unite us all. It's been an interesting few months and for the first time I had an angry general to negotiate with, which was an experience. Far from being intimidated I'm pleased to say that our stewards were successful. We've been locked up in prisons, and it's important I do that work to understand what our colleagues in those environments experience all the time.

I've also visited the Royal Mint, one of our most profitable public sector companies, and the government is privatising it after 1st Jan, so we're campaigning particularly to protect the pension rights.

Another key issue is the CSCS which is a concern to us all, there has been a lack of consultation (even some employers had no idea about it) but we now have a full place at the table and Tessa Jowell has indicated that she wishes to abide by the principles laid down by Gordon Brown, ie that it is to achieve savings of £5m but not operate in a discriminatory way. We're confident that we can get a scheme that is saving money but is no detriment to the majority of our members, and protects transitional arrangements such as early retirement provision, with no perverse incentives to retirement. We've put proposals to Cabinet Office and we will see by 12th Dec what amendments go forward to the bill. The press furore over bonuses is scandalous – we have always asked for decent consolidated pay rises, not bonuses, and we also need to reward the job our members are doing at a time of conflict.

The other major piece of work is the organisational efficiency programme which stalks the whole civil service. We've been concentrating particularly on DSDA, who look after the supply chain, and have successfully involved ministers and managed to get written assurances of a change of direction, and have convinced ministers who are now saying that there if there is no alternative, or if public ownership is the cheaper option, they will adopt that.

Kevin thanked the stewards, led by Chris Cadman, for their hard work. He also thanked Dave for his fantastic work in the prison service, travelling round and organising new members. We have an outstanding claim for a 37 hour week, down from 39 hours. This wage claim offered us a reduction in hours if we paid for it, and a 0.9% pay rise. We have rejected this but we have now been offered 1.5 rising to 3 for about 75% of the staff in the prison. We are not prepared to accept below inflation pay rises and non-consolidated pay, which is a scourge across the public sector.

At St Athan, the – campaign to save skilled jobs has gone along the road we would have wished – we have put alternatives to the government and made demands for work, but the future is perilous and it looks like there will be no placing after the VC10s in 2012/4. It is a scandalous waste of money to convert the most efficient hangar in the country into a training centre. The tanker contract is through-life and the government seems unwilling to bring that to St Athan, so we need to get the government to change their mind and intervene.

We have had 2 shop stewards meetings and now need to go forward to organise and get to grips with contractorisation. Thanked the MOD guards, Ken in particular, a great model.

There followed a question and answer session.

Delegate 1 – Keith Willmer - what is happening within the TA structure – I've lost 2 squadrons, got some members redeployed but some are in that pool for over 18 months.

Jim Jeffries – fighting privatisation – outsourcing of retail catering and leisure – looking at 1500 jobs in next 2 years – should be one of our big campaigns. On his site going to lose 50 out of 75 members if they are outsourced. Kevin replied that we would meet up before Christmas and plan the campaign including how we put the case to ministers, learning the lessons of the Nimrod report which was damning over the involvement of the private sector in the defence sector.

Andrew Hanks - plea to national reps in MOD – if you hear of closures please let us know it he MOD guards cos we're the last to know.

Delegate 21 – Gavin Toker – congratulated Kevin on hitting the ground running.

## **8. Guest speakers – Joe Guido and Jon Geenen, USW**

Kevin introduced 2 vice presidents of the United Steel Workers union and Richard O'Brien who campaigns with the USW and the Workers Uniting union, a global union.

Joe Guido – Canadian striker from USW Vale Inco mining company local 6500.

Jon Geenen – Vice President USW

Jon Geenen wished everyone happy Thanksgiving, and introduced his colleague from Vale Inco. He explained how Vale Inco have a sinister campaign to control the world's resources. It is about unregulated and un-restrained greed, with the company seeing an opportunity in a weak economy to beat the workers down, reign terror on them in terms of pensions, benefits, H&S, bonus etc.

Joe Guido thanked Workers United and Unite for inviting him. He outlined the history of Vale Inco. There is over 100 years of mining experience in the Sudbury area and many mines and surface plants. There are over 3000 striking members, and there are more than 500 members in two other locals. Vale Inco purchased the Sudbury mine in 06 for \$19bn and made \$2.4bn in the first year, in a highly secretive deal. Previously Vale Inco has largely operated in developing countries with cheap labour and little H&S and environmental laws. They are using scab labour, court injunctions, forcing a steel local to replace us, including people who were injured and given 'light duties' for 20 years and now asked to go back to operational work under threat of redundancy. They are threatening to sack everyone beyond the legally protected 6 month period.

As well as membership mobilisation and political lobbying, community outreach has been key, including window posters, visits to shopping malls, working with families. Restaurants are feeding striking members for free and families at reduced rates.

If this attack on workers can happen with our history and organisation, this can happen anywhere. Joe encouraged people to talk about this issue, and to search for information.

Jon Geenen outlined how international solidarity is crucial to maintaining the strikers' will. Other ways Unite and USW are working together include looking at global industries – for example the paper sector, where the multi-national corporations dominate, and influence wages even in the non-MNCs. We are also working together to raise awareness in the UK and Canada of the dangers of following the US healthcare model, which leaves 48 million people without health care. He spoke movingly about how his sister in law, affected by severe cancer, is forced to work to pay colossal healthcare premiums – a barbaric system. It is helpful to the USW to work with Unite to raise awareness in the US of the benefits of UK / Canada-style public healthcare systems, and to kill the myths put about by a largely right-wing media about 'socialist' healthcare.

Global capitalism knows no boundaries. Ultimately even if we don't think we have the same employer, the people who own these employers are the same hedge funds and investors. He paid tribute to the vision of Tony Woodley, Derek Simpson and Leo Gerrard and others.

## **9. Consideration of Sector Motions**

**The following composite was agreed by the delegates:**

Motions 1 and 2 to be withdrawn in favour of Composite 1

### **Composite 1**

#### **PAY, COMPULSORY REDUNDANCIES AND RESISTING A PAY FREEZE**

This Conference calls upon the Union to

- (i) campaign at the highest level in Government Press and Media about the low level of pay that our members receive. We feel that following various reports our members should be treated as a special case and
- (ii) resist any pay freezes by Scottish employers and to oppose any compulsory redundancies and to campaign vigorously for a living wage of no less than £7.00 an hour to be a minimum across all Scottish Local Authorities.

**Mover: Gavin Toker**  
**Seconded: Mike Hookway**

**CARRIED**

**Motion 3.**

**PUBLIC SECTOR EMPLOYMENT IN IRELAND**

This Conference notes that the economic collapse in late 2008 and the resulting crisis in the State's finances has led to a sharp focus on the cost of the Public Sector. The Public Sector employees are now coming under constant scrutiny and comment from a host of political and economic sources. It has to be said that the vast majority of the comments and opinions are extremely hostile and negative. The constant theme is that the Public Sector is a waste of money and must be drastically cut back. Job levels of Public Sector employees, their earnings and their pensions must be radically reduced.

An impartial observer would get the impression that Public Sector employees serve no useful function by and large. The Public will have, at this stage, a very negative view of the Public Sector and its employees.

The fact of the matter is that the Irish State would cease to function without the underpinning of the Public Sector services. Public Sector employees provide indispensable services right across the economy.

Our Public Sector colleagues are now encountering similar problems in the UK.

This Conference is proposing that Unite initiates a campaign in Ireland and the UK to counter the overwhelmingly negative picture being painted of the Public Sector and its employees. This campaign would ideally be carried out through the offices of the Irish Congress of Trade Unions and Trades Union Congress in order to give the initiative focus.

**REPUBLIC OF IRELAND**  
**Mover: Chris Kavanagh**  
**Seconded: Gavin Toker**

**CARRIED**

#### **Motion 4.**

##### **PROPOSED CHANGES TO CIVIL SERVICE COMPENSATION SCHEM**

This Conference is appalled at Cabinet Office proposals to change the terms of the Civil Service Compensation Scheme (CSCS). The proposed terms will in most cases, severely reduce the severance packages payable to scheme members made either voluntarily or compulsorily redundant after 1<sup>st</sup> January 2010.

Contrary to the myths perpetuated by the likes of the Daily Mail, Unite members working in the Civil Service are not caricature Whitehall mandarins enjoying “gold plated terms and conditions” with “enormous bonuses”. Our members do important work on behalf of the people of the UK often for lower wages than their counterparts in the private sector. Their in-lieu of wages terms and conditions of employment have been hard won and provided an incentive for members to remain within the Civil Service, particularly when government pay policy’s caps on Public Sector increases have year on year diminished real term salaries.

The Cabinet Offices’ attack on the terms and conditions of the CSCS devalues the contribution made by Unite members in the Civil Service. It undermines their morale and threatens the quality of the services they provide.

This Conference believes the Cabinet Office should stop using the ill informed prejudices of the right wing media as a smokescreen to drive through a cost cutting exercise, which in reality will hit ordinary hard working people at a time when they are often at their most vulnerable.

We therefore call on the Unite MoD and Governments Departments Sector to:-

Vigorously oppose the proposed changes to the CSCS

Produce and provide material to raise awareness amongst our members, union supported MPS and the wider public about the inequity of the proposed changes to the CSCS.

Work with other TUC affiliates in order to build the widest possible campaign of opposition to the proposed changes to the CSCS.

**WEST MIDLANDS**  
**Mover: Brett Davies**  
**Seconded: Tim Jeffries**  
**CARRIED**

**Motion 5.**

**ANTI – PRIVATISATION CAMPAIGN – ROYAL MINT**

This Conference Supports the ongoing campaign by Unite members at the Royal Mint Llantrisant to resist government proposals for vesting in January 2010, on the basis that it is seen as a first step towards the privatisation of the Royal Mint and will be detrimental to Unite members.

**WALES**  
**Mover: Brett Davies**  
**Seconded: Mike Hookway**

**CARRIED**

**EMERGENCY MOTION 1:**

**CLOSURE OF DSG ST ATHAN**

This Conference totally deplores the decision to close DSG St Athan with the loss of 400 of our members jobs.

This Conference calls for a campaign to be launched to save the jobs that are at risk.

If it is not possible to save all of the jobs at risk then this conference pledges to do all that it can to maximise the best deal for our members, both financially and in terms of future employability.

**Mover: Gavin Toker**  
**Seconded: Mike Hookway**

**CARRIED**

## **EMERGENCY MOTION 2 :**

This Conference notes with concern the growing trend across the MOD towards joint industrial/non industrial Whitley Committees.

We believe this is being used as a cynical attack on facility time and does not serve the best interests of our members.

This Conference believes that all future moves towards Joint Whitleys should be halted and any attacks on facility time will be rebuffed with the full force of the unions resources.

**Mover: Andy Hanks  
Seconded: Brett Davies**

**CARRIED**

### **10. Guest Speaker – Sue Sharp, Unite Executive Council**

Sue reported that a lot of exec time was being taking up with the merger process. Delegates were invited to make submissions to the Executive and Rules Conference if any changes were required. The policy conference will be followed by a one-day rules conference. Provision of information has been very poor throughout the former Amicus section and this needs to be addressed urgently.

A question and answer session followed.

### **11. Elections**

#### **a. Unite delegation to the 2010 TUC**

Ken Tutworth was elected (nominated by Delegate18 and seconded by Delegate 24).

#### **b. Unite delegation to the 2011 TUC**

Grafton Straker was elected

#### **c. Substitute Unite delegate to the 2010/11 TUC**

Jan Fellows was elected

**12. Guest Speaker – Elias Rodriguez, Print Workers Union, Venezuela.**

Elias outlined the history of the change process under Hugo Chavez. There have been dramatic improvements across society, including the eradication of illiteracy, and significant hospital and house-building programmes. There have also been 5000 new trade union organisations set up in workplaces since 1999 and in 2003, they managed to eliminate outsourcing in Venezuela. Each year the minimum wage is increased by 25%. He closed by inviting people to join the Venezuela Solidarity Campaign.

**13. Closing remarks – Kevin Coyne**

Our priorities are attempting to make our sites 100% and extending the arm of friendship to the contractors on site, and also to get more young people and women involved with the union, building on our existing achievements particularly in getting collective agreements, and thanks to the often unsung contribution of activist partners and spouses.

# Standing Orders 2011

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## 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..
- 8.1.2 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.
- 8.1.3 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.
- 8.2 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 Floor Plan**

