

Frequently used Terms in MRC and Unite.

MRC Terms

Member: Individual who is a member of a Trade Union.

In MRC is usually an employee but may be a student or contractor.

MRC employees are usually members of one of the MRC recognised unions:

MRC recognised trade unions:

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| British Medical Assoc. (BMA) | – clinical scientists |
| First Division Assoc. (FDA) | – senior management |
| Public Commercial Services (PCS) | – administrative |
| University & Colleges Union (UCU) | – non- clinical scientists |
| Unite | - research and technical |

Group: workplace where there is one or more Unite members who are MRC employees. It may be a unit, institute or (ESS) team within a host organisation such as a university.

(Group) Representative: Each group should elect a member, the group representative, to represent them in any meetings with their local management. Often, members will also a committee to support the group rep, where each committee member represents members in a different work area within the workplace.

Area Committee: In MRC, Unite groups are organised into 4 Areas:

Cambridge (includes Nottingham and Leicester), London & South (includes Southampton), Scotland, and West (Oxford & Bristol), Each group elects a delegate to represent that group on their Area committee.

National (Negotiating) Committee (NNC): This committee is the MRC Unite policy making committee. It determines, in the light of members views and Unite union policy, our negotiating position on any collective issues. It also forms the Unite delegation on the MRC National Trade Union Side.

MRC National Trade Union Side (NTUS): is a body made up of representatives from all the MRC recognised trade unions. Each union has a number of seats on the NTUS, determined by their membership density in MRC. It is responsible for collective bargaining with MRC at the corporate (national) level, e.g. for pay.

MRC Local Trade Union Side (LTUS): is a body made up of representatives from all the MRC recognised trade unions with members in one work place. Each union has a number of seats on the LTUS, determined by their membership density in that workplace. It is responsible for collective bargaining with MRC at the local level and is the key route for consultation with employees during all types of review.

Joint Negotiating and Consultative Committee (JNCC):

This is a joint committee formed by representatives from MRC (Management Side) and TUS. There are national and local JNCCs and their responsibilities are set out in the agreed constitution for the JNCC.

At national level, smaller groups of the JNCC meet as General Purpose Committees (GPCs) to deal with specific issues. GPCs may be formed on an ad hoc basis but there are five standing ones that meet on a regular basis:

Pay

Pensions.

Equality & Diversity

Training

Health & Safety

The TUS invites nominations for these at its AGM each year and representatives hold office usually for a 3 year term.

Regional Management:

In addition to local (unit) and corporate management, MRC has introduced a number of **Regional Centres, (Cambridge, Oxford, London, Scotland (HGU))** that provides advice and support to local managements

Unite Terms

Member: Individual who is a member of Unite

Group: Workplace where one or Unite members are employed, usually in one geographic location.

Branch: Unite members in one geographic area belong to a branch. Some branches only have members from one or a small number of employers, others (general branches) cover many employers.

Regional Council: A committee of elected representatives from branches and sectors within a geographic area that has responsibility for general union policy, local initiatives including education and training for members.

Regions: A geographic area covered by a number of branches and a Regional Council. In each region, there is a main Unite Office which can provide advice, and support to members and which manages the regional membership organisation including sector meetings and regional equality meetings e.g. retired members and disability forums.

Sector: In the new union structure, an additional, industry based, organisation was introduced – sectors. These cover one or few similar industries across the UK. The aim is improve membership participation in the unions' workplace activities. Workplace reps are entitled to attend regional meetings for their sector, including the Regional Sector Conference, from which they may be elected to the National Sector Committee and attend the National Sector Conference.

MRC is currently in the Health Sector, which covers NHS and private health care providers and MRC. Other sectors of interest to MRC might be Education (universities), Not for Profit (charities including CRUK) and Local Government (includes other public sector groups where T&G are recognised).