**Alliance for Finance**

**Agenda for Executive Committee meeting Wednesday 28 September 2022**

**Meeting via TEAMs, 1.30 – 4.30pm**

**DRAFT AGENDA**

Present

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| Nick Caton, Chair, Community Union  Stephanie Jones, PCRF  Ania Lomax, Aegis the Union  Fiona Steele, Treasurer, Aegis the Union  Gerry Moloney, Advance Union | Caroline Taylor, Honorary member  Dave Matthews, Accord the Union  Frank Needham, Honorary member  Chris Roberts, Santander  Kevin Watts, Secretary |

Apologies

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**Secretaries note to EC members**: EC members are reminded that the last meeting was a shortened affair coinciding with a F2F event in London. The EC will need to cover off items not dealt with at our last meeting in this agenda, however time is tight on the agenda and still some items will have to carry forward. Please let me have any objections to this approach.

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|  | **ITEM** | **ACTION** |
| 1  1.30 – 1.40 | **Welcome to the meeting**  **Welcome to Chris Roberts, introductions**  **Sign off of notes of last meeting** – 13.7.22 | NC  All  KW/ All |
| 2  1.40 – 1.55 | **Updates from Chair, Treasurer & Secretary**   * Chair – Cost of Living and hardship, thresholds for benefits, pay outs by employers and regulatory requirements, august newsletter – marked AFF member interest and comment.   **Treasurers report for December – GM lead**   * Request from an affiliate to review the breadth of the 1,001 – 10,000 banding, should this be two bands. FS/ GM to table proposals for 2023 bandings. * Subscriptions update, still some unpaid   **Sub Group updates:**   * Operational Sub Group – action notes issued with agenda – KW * Newsletter – next issue - NC * Website – update, see also item 9 – NC/ SJ   **Consultation returns by AFF update**   * Office of Tax Simplification has launched a consultation into the tax status of remote and hybrid workers, response for 25 November 2022. Does the EC recommend AFF respond * See also *‘not covered in today’s meeting*, *lobbying and consultation’,* at end of this agenda * Hybrid Survey – summary issued * Pension Survey drafted * Pay Review data – most recent update issued * Trans gender survey suggested by Mike Calvert, Royal London Group | NC/ FS/ KW |

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| 3.  1.55 – 2.25 | **Alliance for Finance Executive Committee, new rules and status**  **NC to circulate updated draft rules in advance of meeting**  Discussion, comments on draft rules and hopefully adoption  Actions from last meeting   * Potential member liability/ professional indemnity insurance for EC members – **Action: NC & FS were asked to investigate cost.**  EC to confirm expenditure * AFF dissolution – gifting assets to two charities. **Action: please can NC confirm his choice of banking and insurance related charity.** EC to confirm recommendation * Check whether AFF or the EC members under its new status, not for profit and non-incorporated were accountable to anyone – **Action NC** * FS to confirm Treasurer requirements | NC  NC/ All  NC/ FS/ All  NC  All  NC  FS |
| 4  2.25 – 2.55 | **Diversity and Inclusion of the Alliance for Finance**  **NC to circulate updated draft AFF D&I action plan in advance of meeting**  Discussion, comments on draft and allocation of actions  Review of our aims from 2021/22 & last 6 months actions  AFF – we are asking ourselves key questions as an organisation representing thousands of members through our affiliates, both ourselves as an entity and also where we influence numerous organisations, employee bodies and trade unions.  **Practical**  Future recruiting to the Exec Committee, what are we doing?  Widening the invites to Exec Cmte meetings, rotating etc or seat for an equality member - NC   * Recruitment to Executive Committee of an Inclusion and Diversity role. This role may even be time limited, could include a young person/ someone with an equality leaning. be rotated/ time limited/ shared. Elizabeth Boggis has moved organisation. NC is establishing whether EB could continue her role in the new organisation, if not then possible replacements. EB’s role was beneficial to AFF, although short lived * Recruitment to replace Alan and John, and consider balance of Employee Body/ Trade Union in the Group – Stephanie and Chris inducted * Creation of inclusion panel and recruitment from Affiliates to assist, input, add value to AFF initiatives and communications   **Strategic**  What are the questions we need to ask?  What should be our key priorities?  How are our organisations fulfilling their duties?  What would good look like?  D&I (or I&D) in relation to AFF, our statement, our rules   * Are we still asking the right questions? * Does the action plan address our key priorities? * How do we measure the achievements of AFF and its affiliates? * Can we yet define what good looks like? * We have run D&I events each year for affiliates   What needs to be on the agenda for December’s meeting? | NC  NC/ All  NC/ All |
|  | **Break** |  |

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| 5  3.05 – 3.25 | **Learning Calendar for 2022**  Attached - Most up to date version of the learning calendar and meeting structure for 2022  **Learnings from the 13 July event**  **Action:** NC to contemplate these learnings, especially the comments on notification and reminders. Upload recording to website and promote.  Those present and via Teams agreed impressive set of speakers, great content and overall a good event. It was however disappointing that due to rising Covid, not enough reminders and early warning of the event, and short notice increases the cost of travel, the event was poorly attended. We hope the promotion of the recording on the AFF site will bring the content to the attention of more people. These excellent speakers deserved a bigger audience. Those in the room all agreed it had been very worthwhile to be present with the speakers, and even chat to Steve over lunch. Is there also something about running an event in mid July, is it a busy period for all?  Teams camera worked, sound quality for virtual attendees was poor. **Action for NC.** In future try asking for verbal questions/ raise hand.  Request to circulate SC’s slides/ put on website – **Action: CT**  **Future events**   * Hybrid Working II event, October 2022, CT, NC, FS * Morrish Solicitors employment law update webinar, November/ December * Possible topics for Brendan include: Responsible automation in a post covid environment, Revisit, Hybrid working. * 2023 * Cost of Living and Hardship - **Action** : All EC members were asked for speaker suggestions for these three events to CT. For Cost of Living, possibly Unions 21, STUC, Phoenix, Ged from Accord etc. * Direct Contributions Pensions - Are employee bodies savvy enough and promoting best way to benefit from DC schemes? How do we influence employers to prepare our members in the best possible way? * Green issues event – proposed by Affiliate. Survey or event? * Past ideas in the cupboard: Scottish Independence, Role of business performance in consultation - what employee bodies can ask for, how this works in different organisations, Shareholder value is most important thing to a financial company, (true/ false, why is it so important?) * Other ideas. December meeting need to set out 2023’s meeting and event calendar | CT  All |
| 6  3.25 – 3.35 | **Actions/ matters arising from previous meetings**  **6.3.21 meeting:**  AFF Contact List upto date, GDPR - All  **21.4.21 meeting**  All – Website update, i) everyone a biog and photo for the site  **Please can those outstanding send these to NC by the meeting, its important EC membership is visible to subscribers not on the EC and this is a requirement of membership of the EC**  **13.7.22**  NC to update on discussion with Brendan Barber and FSCB | NC  Those out- standing  NC |
| 7  3.35 – 3.50 | **Building our membership base**  Update from each Executive Member on contact with other organisations and progress.  LV – CT  Leek United – NC  Bank of Ireland – CT  Affinity TU – CT  Endsleigh – KW  Visa Europe – NC  Jane Lewis, Unite - NC  Ideas Newbury Building Society mentioned. Can we link through West Brom/ other building societies to other UK Building Societies  Action SJ and DM to consider their connections and links  Action: NC to take the opportunity, when time is right to ask Tim Rose of other organisations he might suggest, could be interested | NC/ All  NC  DM/ SJ  NC |
| 8  3.50 – 4.00 | **Review of subscription rate metrics**  Previously an affiliate and then GM raised the issue of equity in relation to the width (should it be two bands), of the 1,001 – 10,000 rate and also prompted a potential similarity with the 10,000 – 50,000 rate. FS/ GM were asked to table proposals for 2023 bandings. | FS/ GM |
| 9  4.00 – 4.10 | **Governance**   * NC seeking more specialist input from Community TU * Webiste and EC member secure site on website - NC to update at the next meeting**.** | NC  NC |
| 10 | **Member items**  *No member items have been proposed – honestly, we are also tight for time already.* |  |
| 11  4.10 – 4.20 | **Next meeting**   * Items for future meetings – please bring suggestions * Next meetings – 7 December 2022 | All  All |
| 12  4.20 – 4.30 | **Any Other Business** | All |

Not covered at today’s meeting

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| i | **Website Sub Group** – NC presented four new logo options, an attempt to refresh and update the website and email look. All members gave their thoughts. Absent members have until 9 May, noon to input their thoughts. Overall trends were clear lettering and image, liking of blue and black together, SJ & NC to check out preferred images, (links or ‘rainbow loudhailers’), didn’t connect AFF inappropriately with another organisation using the same imagery. Agreed SJ and NC to take forward and share final recommendation by email, target end of June. **Action SJ/ NC** | SJ/ NC |
| ii | **Consultation returns by AFF update -** No requests for returns since last meeting.  Does this need a fresh consideration of AFF’s role with regard to lobbying and giving consultation responses. **Propose on the agenda for the December meeting**  Context  Few requests last year and a priority this year remains building links with organisations like BSA so even with our new (non TU status), our views are sought and we are active in giving a view. Please can all members again come up with ideas and press forward having AFF receive consultation requests, for discussion at the next meeting. - **Action All** | All  All |

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| **Proposed standing agenda items** |
| Welcome to meeting – NC  Sign off of notes of last meeting – KW/ All  Actions/ matters arising from last meeting – KW/ All  Updates from Chair, Treasurer and Secretary – NC/ FS/ KW  Sub Group updates – Finance Sub Group – FS, including 2020/21 AR21  Consultation returns by AFF update – KW  Diversity and Inclusion  Learning Calendar  Member Items  Communications – newsletter, website  Next meeting – calendar of meetings – KW. Member agenda items – All |
| **Proposed topics for next meeting** |
| Building our membership base – All/ led by NC  Lobbying  Governance - NC |
| **Future items** |
| Live feedback - KW |