**Alliance for Finance**

**Notes of the Executive Committee meeting, Wednesday 28 September 2022, meeting via Teams**

Present

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| Stephanie Jones, PCRFAnia Lomax, Deputy Chair, Aegis the UnionFiona Steele, Treasurer, Aegis the Union | Caroline Taylor, Honorary memberKevin Watts, SecretaryNick Caton, Chair, Community Union |

Apologies

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| Frank Needham, Honorary memberDave Matthews, Accord the Union | Chris Roberts, SantanderGerry Moloney, Advance Union |

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| 1 | NC welcomed members to the meeting and the group signed off the notes of the 13 July 2022 meeting  |  |
| 2 | **Updates from Chair, Treasurer & Secretary*** NC confirmed lots of interest in the cost of living and hardship item in the August newsletter. Learning for AFF to highlight things like regulatory requirements and thresholds for benefits impacts early on in discussions as a help to affiliates in discussion with employers. Keep a list of such items for the next ‘Thing’ encountered.
* NC confirmed his anticipated absence and AL will take over as Acting Chair including leading the Operational Sub Group (OSG) and October learning event. It’s expected that AL will become a regular OSG member in future.

**Treasurers report for December – FS*** Subscriptions update, still 2 unpaid. **FS chasing**

**Sub Group updates:*** Operational Sub Group – action notes issued with agenda
* Newsletter – no further newsletter planned though NC will promote October event – **Action NC**
* Website – no progress on website, nor imagery, **carry forward to December meeting – Action SJ/ NC**

**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. EC asked KW to contact Tim Rose to see if Nationwide were doing a return that AFF would piggy back. KW and NC felt the consultation only touched on homeworking arrangements. **Action KW**
* All EC members were asked to see the item *‘not covered in today’s meeting*, *lobbying and consultation’,* at end of this agenda. The EC would be addressing this topic at the next meeting, is this an AFF key role, how are we performing, what would success look like and how would we achieve that? - **Action All, KW to agenda.**
* Hybrid Survey – summary issued
* Pension Survey drafted and parked
* Pay Review data – most recent update issued
* Trans gender survey suggested by Mike Calvert, Royal London Group to be next survey, followed by Green Issues survey early in the year to enable Spring Green event. KW to contact sponsors for these two surveys and move forward – **Action KW**
 | NCFSNCNC/ SJKWAllKW |
| 3. | **Alliance for Finance Executive Committee, new rules and status**NC to circulated updated draft rules at the meeting. **Action for EC members to read and send comments to NC by 20 October 2022**The EC discussed the draft rules. The following was agreed:* Rules are now labelled, ‘a constitution’
* Potential member liability/ professional indemnity insurance for EC members. FS presented an application form which NC and FS would draft. EC members would be required to provide details on their qualifications in order to complete the application. (This information is mandatory from EC members). FS would then seek a conversation with the insurers to finalise the application, (as the form is designed for different organisation types than AFF). FS had little joy with other providers and a few alternative suggestions were given which FS will also consider. – **Action: NC & FS to draft form and request details from EC members.**

We will hopefully then have a cost for this to be signed off by the EC along with the new constitution. The Target is 1 November 2022.* AFF dissolution – the gifting of assets to two charities in the draft document. NC happy to make it three charities including a further one for Building Societies, but could not find an equivalent charity. Please suggest a charity before the rules are confirmed - **Action All**
* Check whether AFF or the EC members under its new status are not accountable to any authorities. NC confirmed he had done this as far as possible and believed there were no external accountabilities, except obligations to run AFF correctly and efficiently for its affiliates. The EC accepted this.
* FS to confirm Treasurer requirements. Again, beyond basic HMRC regulations and the need to be able to demonstrate to Affiliates a legally well run financial entity – keeping appropriate accounts and records, there were no wider obligations FS nor the EC were aware of. There are requirements in the rules to provide transparency and report to the EC on the financial status of AFF.
* EC members would be allowed to send a nominated deputy to a meeting they couldn’t attend.
* A 70% attendance requirement by EC members, (deputy attendance would count as attendance). If failing in this obligation any member can request a vote as to whether a failing member would be able to continue in their role. If such a rule was needed to be applied, first step would be to go to the sponsoring Affiliate organisation to request a replacement EC member for the remaining tenure of the seat. This was fully supported, even acknowledging that at least one EC member would be impacted by such a new rule. **Action NC agreed to speak with the EC member and the Affiliate organisation about the implications of the rule change and use of deputy EC members.**
 | AllNC/FSAllNC |
| 4 | **Diversity and Inclusion of the Alliance for Finance**NC to circulated at the meeting the updated draft AFF D&I action plan. **Action for EC members to read and send comments to NC by 20 October 2022**The EC discussed the recent actions and agreed:* EB moved organisation and stepped down from I&D role on EC. NC will approach Affiliate organisations for possible nominees as this had proved a valuable addition. AL would look if someone connected to Aegis TU – **Action NC/ All**
* NC talked about the D&I aspects within the 18 October Hybrid event
* We had made progress in the recruitment of a more balanced EC and we’d wish to continue this progress when considering Deputy EC member roles
* The I & D inclusion panel had struggled to maintain traction. Again, believed to have value and is worth more effort when resources allow, to recruit people from Affiliates to assist, input and add value to AFF initiatives and communications

The Action Plan would be signed off at the December meeting | AllNCAll |
| 5 | **Learning Calendar for 2022**NC & CT shared the plans for the 18 October Hybrid event, four speakers, still to confirm final timings with some speakers. Excited about the line up. NC will then publicise event. Please can EC members register and attend where they are not on holiday. Speakers: Claire Tunley, FSSC, Paul Hodder, Bitesize training, Marian Sharman, four day working week campaign and Laura Simpson, Macam and hot of radio 4.**NC to ensure AL’s job is easy in hosting and CT able to run IT needs – Action NC****Future events****2022*** Morrish Solicitors employment law update webinar, November/ December 2022. **Action KW to meet with David Sorenson**

**2023*** Cost of Living and Hardship - **Action** : **All EC members** were asked for speaker suggestions: Unions 21, STUC, Phoenix, Ged from Accord etc.
* Green issues event – Spring 2023, sponsored by Nationwide. Survey and event
* Abusive relationships/ domestic abuse – work place policies, support organisations, latest thinking. EC acknowledged sensitivity required in facilitating – Womens Group TUC experience. YBS have a policy.
* Stillbirth, Miscarriage and Infertility – what support can be given from the workplace?

**Other ideas** * 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?
* Brendan Barber - ideas: responsible automation in a post covid environment
* Handling conflict at work – use the TU expertise of members
* Gambling – addiction and the downward spiral
* 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?)

KW was asked to up date the Learning Calendar going into 2023 on this basis and the Group was thanked for their rich set of ideas. **Action: those not in attendance today were asked to comment on the ideas/ other ideas/ speaker suggestions** – **Action All** | NCKWAllAll |
| 6 | **Actions/ matters arising from previous meetings**6.3.21 meeting, AFF Contact List believed upto date and option now on communications to ‘unsubscribe’**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 – updated today**NC confirmed that his meeting with a member of Brendan’s team had been cancelled and not re-arranged. He would follow up. | EC membersNC |
| 7 | **Building our membership base**All agreed that this was slow, but valuable work. The latest list included:LV – **CT to reach out again as the landscape had changed.**Leek United – no longer pursingBank of Ireland – linked to FSU, not in Britain and not of interest to us.Affinity TU – no longer pursingEndsleigh – made attempts, no longer pursuingVisa Europe – no longer pursingJane Lewis, Unite – **NC to set up a meeting in 2022**Building Societies - Newbury Building Society mentioned. Can we link through West Brom/ other building societies to other UK Building Societies. AL was asked for her ideas on how to pursue this, perhaps BSA issuing an AFF communication. **Action AL**Action SJ and DM to consider their connections and linksAction: NC to take the opportunity, when time is right to ask Tim Rose of other organisations he might suggest, could be interested | NCALDM/ SJNC |
| 8 | **Review of subscription rate metrics**There had been discussions as to the equity in relation to the width (should it be two bands), of the 1,001 – 10,000 rate and the 10,000 – 50,000 rate. FS/ GM have reviewed these banding suggestions and proposed:1. Due to cost of living crisis, no subscription increases for 2023
2. Equally no change to tariff levels, no one is complaining and levels are affordable to the organisations

The EC agreed this approach. |  |
| 9 | **Governance*** NC seeking more specialist input from Community TU, Dave Fiddler on AFF’s obligations as an entity **– Action NC**
* EC member secure site on website to launch with new rules – target 1 November 2022 **– Action NC**
 | NCNC |
| 10 | **Member items**No member items were proposed for this meeting |  |
| 11 | **Next meeting*** Next meetings – 7 December 2022
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| 12 | **Any Other Business**KW to re-arrange OSG dates to fit with AL - Done |  |

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****Priority for December meeting**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. ContextFew 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 |