
UMF Briefing Number 6

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Union Modernisation Fund – Round Two: Successful Projects announced

This briefing provides an update on developments in relation to the Union Modernisation Fund (UMF). In particular it covers:

- The total number of bids and funding allocated under Round Two
- The list of successful projects under Round Two
- The Secretary of State's announcement in relation to Round Three

Round Two

Speaking at the at the TUC Annual Congress last month, Employment Relations Minister Pat McFadden MP announced that 28 projects were successful in being awarded grants worth a total of £2.8m from the Union Modernisation Fund (UMF).

In total, 53 applications were received by the closing date of 20 April 2007. This compares with 49 bids from unions and union federations in the Round One, of which 32 were successful and 14 were rejected. A further three were encouraged to re-submit and were successful on re-application.

In addition to the 28 projects awarded funding under Round Two, a further five bidders, have been invited to re-submit their applications. The successful Round Two projects are listed below.

Round Three

At the TUC Annual Congress the Secretary of State for Business, Enterprise and Regulatory Reform (BERR), Rt Hon John Hutton MP, announced that £3 million would be allocated for Round Three of the UMF. This would include allocating money for union projects to help vulnerable workers. The timetable and details of the application process for Round Three have yet to be announced. The full announcement can be viewed by visiting:

<http://www.gnn.gov.uk/environment/fullDetail.asp?ReleaseID=314076&NewsAreaID=2&NavigatedFromDepartment=True>

Successful UMF Round Two projects

Listed below are the projects which were successful in applying to Round Two of the UMF:

Broadcasting, Entertainment, Cinematograph and Theatre Union (BECTU) – BECTU: the networked union

The project seeks to transform the members' relationship with the union by using web-enabled tools to empower them and enable them to: influence policy, take control of their own records, communicate directly with colleagues and access services more easily. The union would be empowered centrally to improve communications, service delivery and promote diversity.

Unison – Migrant Workers Participation Project

The project seeks to respond to the increasing diversity of the labour market (including those originating from within the EU) and improve Unison's ability to supply services geared to the needs of a diverse membership. The aim is to involve migrant workers at all levels of the union, and reduce economic and social exclusion.

TGWU – T&G21: Modernising Management and Training

The project seeks to bring in external expertise to design and pilot a management training programme as part of a broader change process which aims to tackle the challenges presented by the changing workplace.

GMB – Developing Modern Management Methods in the GMB

The project seeks to respond to the challenges generated by recent change within the union and pro-actively improve internal management systems, develop a team culture and implement a sustained performance improvement.

TUC – Green Workplaces

The project seeks to develop new skill-sets for members and employers which will enable them to work together to promote energy and resource efficient, sustainable workplaces. This will be achieved via a series of pace-setter projects, the results of which will be widely disseminated.

Scottish TUC – One Workplace Equal Rights: Tools and training for workplace representatives

The project seeks to address the significant gap between initial successes in its equalities work and the effective mainstreaming of equalities activities within affiliate unions. This will be achieved via development of a training package; development of a best practice network; the dissemination of outcomes across affiliates; and mainstreaming of the activity within the STUC work plan.

USDAW – Developing Competent and Confident Managers

The project builds on their successful Round One UMF project, which focused on developing the systems and processes for the strategic management of the union,

via introduction of a best practice management model. It seeks to develop new skills and behaviours in the senior management team, which will drive the new system, as well as extend the training to the next tier of the organisation.

Accord and Amicus – Rep training in partnership

The project seeks to develop capacity to support and train reps in understanding modern business practices as part of the existing partnership agreement with HBOS.

Unison – Establishing equality reps in Unison

The project seeks to support Unison’s equality strategy by training and development of equality reps; capacity building to engage more effectively with employers; and improvements to service delivery to ensure equality and diversity issues are addressed effectively by employers.

FDA – FDA Integrated Membership System and Website

The project seeks to develop an integrated membership system and website to transform the unions’ communications and membership services. The system would: communicate more effectively to a diverse audience; better engage members in democratic processes; facilitate two-way communications; improve internal efficiency; and provide on-line tools for lay reps.

TUC - Training and evaluating union equality reps

The project seeks to develop a targeted training programme for tutors and union equality reps to ensure they focus on relevant issues and engage effectively with both employers and members. TUC would work with unions to provide general courses open to all; targeted training for individual unions; and to share good practice from those undertaking their own training

General Federation of Trade Unions (GFTU) and Connect – A New Agenda for Equality in the Workplace: training for equality reps

The project seeks to develop training and on-line learning opportunities for equality reps, as well as establish national and union-based networks for reps. GFTU will work with the CEHR to ensure synergies with their policy priorities.

Prospect – Building capacity within the defence sector to develop and sustain Prospect equality reps

The project seeks to extend the scope of the union’s activities in the defence sector, to groups currently marginalised, and transform representative structures. This would be achieved by undertaking initial research; developing strategies to overcome barriers to participation; establishing training, development and mentoring programmes; and mainstreaming the activity in collective bargaining/consultative machinery.

Association of Teachers and Lecturers (ATL) – Developing Effective and Representative Lay Structures

The project seeks to equip lay reps to undertake a broader branch role via an improved communications infrastructure and a training and development programme.

Union of Construction Allied Trades and Technicians (UCATT) - Managing Change: modernising our capacity to respond, develop effective partnerships and engage with members

The project seeks to respond to a series of internal and external challenges and implement a broad-based change programme. This would be delivered via: development of an on-line communications centre; a membership survey to inform the modernisation process; and a training programme for lay reps and officers.

National Union of Teachers (NUT) - Fairer futures: Putting Equality Opportunities at the Heart of NUT Local Structures

The project seeks to build the capacity and effectiveness of equal opportunities officers (EOOs) and re-vitalise participation in NUT's local structures. This will be delivered via recruitment of additional EOs, a training and development programme and development of a good-practice network.

Unison – Virtual Branches Proposal

The project seeks to respond to changing employment patterns and pilot a virtual branch network to better target members, empower them to participate in branch affairs, and overcome traditional barriers to participation.

Communications Workers Union (CWU) – Youth Empowerment Strategy

The project seeks to radically transform CWU's approach to recruiting and empowering young workers via development of a dedicated resource focussed on developing and supporting young reps, and with the aim of mainstreaming youth activity across union structures.

Transport Salaried Staff Association (TSSA) – Underpinning Equalities: capacity building and beyond

The project seeks to mainstream the equalities agenda by assisting the unions Self-Organising Groups to engage with their constituents; provide modular, tailored training for reps; and build capacity through a network of lay advisors.

National Union of Schoolmasters, Union of Women Teachers (NASUWT) – Support for overseas trained teachers in London and the South-East

The project seeks to provide more effective access to information for overseas trained teachers (OTTs) on professional aspects of the teachers' role as well as social and cultural issues; and to enhance the effectiveness with which the union responds to the needs of OTTs. This would be delivered via a dedicated website and targeted training for union equality officers.

Communications Workers Union (CWU) – Deconstructing Equality Barriers through Union Training

The project seeks to further modernise their equality-based education and training materials via an interactive toolkit on equality legislation and a best practice guide on industrial relations.

The Musicians Union (MU) – Managing Change: transforming our traditional structures

The bid seeks to build on their Round One project and undertake a major consultation exercise to research the effectiveness of existing structures - and identify options for modernising them, increasing diversity and improving members' participation in union affairs.

Bakers, Food and Allied Workers Union (BFAWU) – Modernising our organisation

The project seeks to implement outcomes from their two successful Round One projects, by developing a training programme for members to use the new membership system and using a professional data cleansing and collection service to populate the new system.

Fire Brigades Union (FBU) – Feasibility study into impact of equal status of part-time fire workers

The project seeks to a. undertake an impact study of the consequences of the part-time workers regulations on the 'retained' members of the FBU; and b. implement the recommendations arising from the study.

Chartered Society of Physiotherapy (CSP) and six other unions – Collaborative Working: feasibility study and implementation plans

The project seeks to undertake a feasibility study to explore opportunities for collaborative working. The aim is to identify the scope for sharing facilities and support services and thereby reduce infrastructure costs and improve the quality of services

Public and Commercial Services Union (PCS) – Mentoring for Women Reps

The project seeks to tackle the under-representation of women in key branch and regional union positions within PCS Wales via an accredited mentoring, skills training and leadership training programme.

Community – Community Trade Unionism and the NEC: contributing to the union's modernisation

The project seeks to improve understanding between full-time officers and the NEC via an education programme covering strategy, culture, marketing and financial skills similar to their successful Round One project.

**Association of Professionals in Education and Children's Trusts (ASPECT) –
The Next Generation: Modernising Communications for Trade Unionists in
the 21st Century**

The project seeks to develop an inter-active intranet facility for members and staff to improve communications, improve access to information and underpin a better understanding of diversity issues.

Further information

For more information about the UMF, visit the BERR website at:

<http://www.berr.gov.uk/employment/trade-union-rights/modernisation/page16097.html>

or contact Raj Jethwa, TUC Policy Officer, on 020 7467 1245 or e-mail rjethwa@tuc.org.uk. For further briefings, please visit www.tuc.org.uk/UMF.