



Conference 2024

PEC paper 2

Rule amendments with explanation

Accord policy & internal matters:

Motion 2

This Conference approves PEC paper 2/2024 on Accord's Rules.

Principal Executive Council

Existing Rule	Proposed New Rule	Explanation of amendment
<p>7 b.</p> <p>Insert new rules 7 b.1 & 7 b.2 after existing rule.</p>	<p>7 b1. No member shall harass, abuse, assault or unlawfully discriminate against another member, representative, third party or a member of the union's staff.</p>	<p>New clause in response to model TUC sexual harassment policy and review of steps taken by other unions.</p>
	<p>7 b2. If a member has a complaint about the conduct of a member of the union's staff, they may raise their complaint with the General Secretary, and if about the General Secretary, with the President. Any such complaint shall be considered under the union's HR policies and employment contracts rather than these rules.</p>	<p>Clarifies the situation in relation to a complaint about the conduct of union staff towards a member(s), providing a pathway rather than making provision for a process under the rules.</p>
<p>9 a. By representatives at any workplace or, if directed by the Principal Executive Council, combination of workplaces within an employer elected in accordance with rule 10.</p>	<p>Delete paragraph (a) of Rule 9 and replace with:- By representatives at any workplace, or any other constituency as directed by the Principal Executive Council, within an employer elected in accordance with rule 10.</p>	<p>Amended to reflect that representatives may be elected at any workplace, or any other constituency as directed by the PEC, removing reference to election by department.</p>

Existing Rule	Proposed New Rule	Explanation of amendment
<p>10 a. Representatives shall be elected at any workplace (or as directed by the Principal Executive Council any combination of workplaces), in accordance with such regulations as may be issued from time to time by the Principal Executive Council and the following provisions of the rules</p>	<p>Delete rule 10a and replace with:- Representatives shall be elected at any workplace, or any other constituency as directed by the Principal Executive Council, in accordance with such regulations as may be issued from time to time by the Principal Executive Council and the following provisions of the rules</p>	<p>Amended to reflect that representatives may be elected at any workplace, or any other constituency as directed by the PEC.</p>
<p>10 c. Nominations must be in writing, signed by both proposer and seconder who must also be fully paid-up members of the union, accompanied by the written agreement of the person nominated.</p>	<p>Delete rule 10c and replace with:- Nominations must be submitted electronically through Accord’s website or other platform designated by the Principal Executive Council, providing agreement of the person nominated and details of both the proposer and seconder who must also be fully paid-up members of the union.</p>	<p>Bringing the rules up to date with new nominations processes.</p>

Existing Rule	Proposed New Rule	Explanation of amendment
<p>10 e. Voting may be by show of hands or secret ballot whichever is required by a simple majority of those entitled to vote and voting.</p>	<p>Delete rule 10e and replace with:- Voting will be conducted electronically, save that where this is not practicable voting may be by secret ballot. The elected representative(s) will be the candidate(s) securing the highest number of votes from those entitled to vote and voting.</p>	<p>Removes show of hands as elections will be conducted online but includes option for secret ballot in case this is not possible.</p>
<p>10 f. When a candidate is to be elected to represent a combination of workplaces, voting shall be conducted and counted by two members of the union not being candidates for election appointed by the General Secretary.</p>	<p>Delete rule 10f and replace with:- In any ballot, voting shall be conducted and counted by two members not standing for election.</p>	<p>Updates and simplifies.</p>

Existing Rule	Proposed New Rule	Explanation of amendment
<p>10 h. The election of representatives wherever required shall be held during the last week in September in each year preceding that in which the biennial delegate conference is held. An elected representative shall take office immediately following election until the declaration of the result of the next following election in the workplace or combination of workplaces in question.</p>	<p>Delete rule 10h and replace with:- The election of representatives wherever required shall be held during the last week in September in the year prior to the union’s biennial delegate conference. An elected representative shall take office immediately following election until the declaration of the result of the next election in the workplace, or other constituency, in question.</p>	<p>Amended to reflect that representatives may be elected at any workplace, or any other constituency as directed by the PEC.</p>
<p>19. b A person appointed trustee shall hold office commencing from the end of the meeting of the Principal Executive Council at which appointed for a period of 5 years, after which s/he may be reappointed for a further 5 year term.</p>	<p>Delete rule 19b and replace with:- A person appointed trustee shall hold office commencing from the end of the meeting of the Principal Executive Council at which appointed for a period of 5 years, after which they may be reappointed for a further 5-year term.</p>	<p>Minor change but presentationally important. Removed s/he and replaced with they – although rule 2 c. implies gender neutrality, this is the only mention of these pronouns in the rules.</p>

Existing Rule	Proposed New Rule	Explanation of amendment
Insert new rule 23p.	Insert after rule 23o 23p. The Principal Executive Council may issue regulations regarding the application of this rule to allegations of sexual harassment or discrimination, as they may from time to time determine, which may include, without prejudice to the generality of the foregoing, provision as to the qualifications required to carry out an investigation, the appointment of an external investigator, the make-up of a disciplinary and an appeals committee, and safeguarding of those involved at all stages of the process.	Added new clause to ensure special arrangements are made for cases of sexual harassment and forms of discrimination to ensure there is a suitable balance of power in those investigating/finding. And to give reassurance about the seriousness with which any such claims will be dealt with.

Accord’s rules were last [updated by Conference 2018 and be viewed here.](#)