



President Election

2024 / 2026

Candidate Statements

Please read carefully before casting your votes.

Closing date: 19th March 2024



From the General Secretary

PRESIDENT ELECTION 2024/2026

Accord is an open, accountable and democratic organisation.

The union is governed by a Principal Executive Council (PEC). All PEC members are Accord members and employees working in companies with whom we have relationships.

They all have roles with their employers and experience all of the things, good and bad, that go on in the modern world of work. In addition, they volunteer some of their time to make sure that the union is governed effectively in the interests of all members.

Three members wish to stand for the role of President of the union; they are Allison Howie, Richard Joyce and Carol Knowles.

The role of the President is:

- to chair the biennial delegate conference
- to chair meetings of the Principal Executive Council
- to chair other working parties as required
- to participate in the union's negotiations with employers

The President is not an employee of the union and is expected to carry out their role with their employer.

The remaining 17 members of the PEC have a range of responsibilities and obligations as set out in the union's Rules (a copy of which is available on request).

The President and PEC members, once elected, will have a term of office beginning at the close of the 2024 biennial delegate conference until the close of the biennial delegate conference in 2026.

The Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) dictates that the union must appoint an independent election scrutineer who must conduct a postal ballot of all members eligible to vote.

Any queries can either be directed to me ged.nichols@accordhq.org or to the Independent Scrutineer, Mi-Voice, at support@mi-voice.com.

Please use your vote and return your ballot paper in the pre-paid envelope provided (by law, the union has no choice but to undertake a full postal ballot).

The ballot will close at noon on **19th March 2024**.

Thank you for your continued membership and support.

Best wishes,

Ged Nichols
General Secretary



Employer: Bank of Scotland

Workplace Address:

54-62 Sauchiehall St, Glasgow G2 3AH

Business/Division: Consumer Relationships

Summary of posts held with Accord:

Vice President 2022 to present

Member of PEC 2018 to present

Member of Accord Scotland Group 2015 to present.

Roles held include Rep Liaison Officer (including diversity and inclusion) Vice chair, Chair 2019 – present

Branch rep 1996 to present. Currently pool rep for Bank of Scotland Sauchiehall St pool

Delegate at TUC, Women's TUC and Women's STUC

Delegate Accord conference 2014, 2016 and 2018

Knowledge & experience that may be useful for the position of President:

As one of the current Vice Presidents I work closely with Accord's President, General Secretary and Assistant General Secretaries and have been involved in high level negotiations including pay. Since I was elected to PEC 2018, I have learned about the governance of Accord, and I have supported incoming PEC members as they have learned their role. I understand the role of President is to look after our diverse membership across Lloyds Banking Group and feel that I have the skills and knowledge to be able to carry out this role and lead Accord through the rapidly changing working environment.

I have excellent working relationships with management and senior leadership which has enabled me to better support members and raise issues. I am fair, approachable, and knowledgeable and I am passionate about supporting our members and growing our Union.

I am an active Pool rep, over the last two years I have worked with other lead reps in Scotland to build an active group with reps from all parts of the business which enables us to share knowledge and build closer relationships. I have supported training sessions for reps and recruited new members and reps during branch visits.

Election Address

I have been an Accord rep since 1996, I was elected to PEC 2018 and Vice President 2022. I have the experience and knowledge to represent all members within LBG.

I have worked in many roles over the past 28 years, from mortgage underwriting, to Cashier, Banking Consultant & Manager in the branch network. I am currently a Relationship Consultant based in a branch and I understand the challenges faced by our members daily. I also work closely with lead reps from other parts of the business and have a good understanding of all parts of the group.

If elected I will continue to do everything in my power to ensure all colleagues receive fair treatment. Fast paced change has become normal and as more colleagues are impacted, it is vital that they are treated with dignity and respect and receive the support they need to adapt and learn new skills.

I am proud of what Accord has achieved, from protecting colleagues throughout Covid to securing cost of living payments, and I am committed to growing the union and ensuring that we continue to support our members.

I understand that the next few years will bring unprecedented changes for most of us and know the time and commitment I will need to bring to the role of President, and I will work tirelessly for you over the next two years if I am successful.



Employer: Lloyds Banking Group

Workplace Address:

24 Cormac Place, Belfast

Business/Division: Personal Banking Needs Met

Summary of posts held with Accord:

PEC Vice President: March 2020 – Present
Accord Diversity and inclusion Member: March 2020 – Present
PEC Equity, Diversity & inclusion Lead: March 2018 – March 2020
TUC Congress delegate 2017 & 2022
TUC Disabled Worker's conference delegate 2019, 2020, 2021, 2022 & lead delegate 2023
PEC Member: March 2016 – Present
Equality Rep South Region: June 2014 – January 2017
Member of South Region (formally South Wales & West) REC: November 2013 – April 2018
Disability Network Rep: March 2013 – April 2018
Area Rep Southampton: September 2009 – March 2021
Workplace Rep: April 2007 – Present
Accord member: November 2004

Knowledge & experience that may be useful for the position of President:

Within my union work I have lead area and regional teams as chair, engaging with business leaders at various levels to highlight issues faced in the workplace and work collaboratively, to address concerns and influence change. I have built upon these foundations during my time serving on the PEC and as Vice President that enable me to respectfully challenge and hold leaders to account. I also currently sit on the governing boards of two local schools. I chair one of these governing boards and have led the school through a successful Ofsted Inspection. I recently worked with the school and different stakeholders on a school restructure to help deliver changes to ensure ambitious standards for children's education are maintained. This has helped me build a deeper understanding of governance across different environments and helped to continue to build confidence in asking difficult and challenging questions to ensure right and fair outcomes are achieved. I am a methodical

person in my thinking and will take the time to understand and find out all the information before reaching and sharing conclusions. I may not be the loudest voice at the table but believe when I speak it adds value to discussions.

Election Address

I wish to be considered for the next President of Accord. I have worked for LBG for nearly two decades, working across the branch network and more recently in Customer Contact. I have undertaken many separate roles and have collaborated with fantastic people. However, the work I have done with Accord has been some of the most rewarding and after serving as Vice President for 4 years I am ready to take the next step and serve you as your President.

As we move forward into 2024 and beyond, when the business is looking to move at pace delivering change, and as we look to a future where Artificial Intelligence will impact on how we work and the jobs that we currently do, alongside external influences, Accord has a vital role to continue protecting members' interests.

Accord continues to be a mechanism for change and I'm proud of Accord's achievements in advancing the rights and interests of our members. I will continue to champion these rights to ensure that every colleague continues to be treated with respect as we face into the challenges ahead. I will continue to work on your behalf, using the solid foundations set by those who have come before me to make Accord the strong union it is as we to continue grow to be the vibrant, inclusive, and progressive union that members deserve.

I am ready to get my teeth into the challenges we face with courage and determination to deliver for everyone.

Thank you.



Employer: Halifax plc

Workplace Address:

23/27 Knowsley St, Bolton BL1 2DG

Business/Division: Halifax Community Bank

Summary of posts held with Accord:

Accord member from 1984

Rep from 2003

Pool Rep Bury Pool- current

REC member and Vice Chair from 2006

PEC member from 2006 to present day

Vice president from 2016 until Feb 2019

Acting President Feb 2019 to Apr 2020

Vice President April 2020 to Apr 2022

Menopause Advocate from Mar 2022

TUC and Women's TUC delegate and speaker on numerous occasions.

Delegate at UNI Global International conference 2019

Knowledge & experience that may be useful for the position of President:

Having undertaken the roles of Acting President, and Vice President since 2016, I have gained considerable experience to deliver the requirements of Accord President. I have contributed at numerous meetings including many years of Pay negotiations, policy changes and Job Security. I represent Accord at the TUC and the Women's TUC Conferences and take the Podium to present speeches at both events. I have represented Accord internationally at the UNI Global Conference in Spain, gaining insight into our worldwide role. I continue to promote and encourage the involvement of all members of Accord, across the Community Bank.

I have Chaired PEC meetings and RGMs.

I prioritised working with members across contact centres, MBNA, TSB and Lloyds, promoting the benefits of Accord and to gain insight into their issues. As a Branch Rep since 2003, I have witnessed many changes in the network and continue to ensure the impact of change is as seamless as possible.

I'm a Customer Adviser at the Halifax Bolton, starting in 1984. I have worked in a Business Centre, been an Arrears Counsellor and Mortgage Reviewer. The last 40 years with the Halifax have allowed me to experience, first-hand the problems we frequently face.

Election Address

As my biography outlines, I have an in-depth knowledge of the business. In addition my network of contacts at all levels allows me to easily communicate and help resolve issues for the benefit of Accord members.

I am currently the longest serving member of the PEC with a wealth of knowledge and experience, much of which I gained in the roles of both Vice President and Acting President.

The role of Accord President requires lengthy, in-depth negotiation with the company. Working closely with the General Secretary, the scope of the role encompasses reaching agreement on pay, reward, and policy. In addition there is a significant element of scrutiny of Accord from a governance angle, including the BAU running of Accord, monitoring the accounts, and ensuring that the Union remains in a strong financial position for its future continuity. The President should guide the PEC to ensure that this is all in place, tasks that I believe I am well positioned to deliver. Having been a member of the Pay negotiation team, I have a strong voice and can engage with LBG's Colleague Relations Team, on the matters that are paramount to our membership.

Accord requires strong leadership and governance to achieve its aims of Fair Reward, Job Security and Dignity at Work, I believe I can help deliver these.

President Election Regulations 2024/2026

Regulations

1. The Principal Executive Council (PEC) approved these regulations under rule 14(b) and (c) of the Rules of Accord to govern the election of the President who will take office from the close of the union's Biennial Delegate Conference 2024 until the close of the Biennial Delegate Conference in 2026.
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Independent Scrutineer

2. In accordance with The Trade Union and Labour Relations (Consolidation) Act 1992, the PEC has appointed Mi-Voice, Democracy Technology Ltd, First Floor, The Arch Building, Gaters Mill, Mansbridge Road, West End, Southampton, SO18 3HW as the independent Scrutineer for the election. In addition to performing duties in accordance with the Act, the Scrutineer shall make whatever enquiries or investigations they consider appropriate to ensure that, as far as possible, the ballot has been carried out in accordance with these Regulations.
 3. The decision of the Scrutineer on any matter in these Regulations shall be final.
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Contested Election

4. The General Secretary shall provide the names of validly nominated candidates in the ballot in question together with the election statements to the Scrutineer who shall distribute voting papers and the election statements to members entitled to vote in accordance with the timetable.
 5. The ballot shall be conducted in accordance with current legislation. Voting will be by a postal ballot of all individual fully paid-up members (excluding honorary, associate and retired members) who are in membership of the union as at a date 14 days prior to the date of despatch of voting papers.
 6. Each member entitled to vote shall be allowed to do so without interference, constraint or undue pressure, in secret and, as far as is reasonably practicable, without incurring any direct cost.
 7. Members will be entitled to vote for one candidate as President. The candidate with the highest votes shall be declared elected.
 8. The Scrutineer's report as required under the 1992 Act shall be provided to the General Secretary within 40 days after the date of despatch of the voting papers.
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The Result

9. Following receipt of the Scrutineer's report, the General Secretary shall announce the result of the ballot to the membership as soon as reasonably practicable. Accord will not publish the result of the election until it has received the Scrutineer's report.
10. A full copy of the Scrutineer's report shall be published to members as soon as practicable.

Complaints

11. Any complaint regarding the Ballot must be made by a member or candidate in writing to the Scrutineer prior to the announcement of the results. The Scrutineer may delay the announcement of the results pending investigation of the complaint.
 12. The Scrutineer shall investigate the complaint and if, as a result, the complaint is upheld, may declare the elections void or the election of any person void, or any candidate disqualified.
 13. In addition, the Scrutineer may invalidate any vote, or any number of votes previously counted or include any vote, or any number of votes not previously counted, and thereby re-determine the results of the elections.
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General

14. No union funds or other resources may be used to support any candidate, nor may the union's corporate identity or logo (or anything which in the opinion of the Scrutineer may be identified as such) be used in any material supporting any candidate(s). Accord's own social media platforms may not be used for election campaigning.
15. The Union's membership database is not to be accessed or otherwise used for the purpose of identifying email addresses of members for the purposes of campaigning.
16. Candidates must ensure that members should be given a clear option to unsubscribe or decline to receive any further such communications if they are written to, telephoned, e-mailed, texted or otherwise communicated with at their home or on private communications appliances.
17. Prospective candidates may, subject to compliance with the IT use policy applicable within the relevant employer, seek nominations by emailing members known to them at their workplace email address but should not use a member's work email address to campaign as a nominated candidate, unless in compliance with the IT policy applicable to the employer of that member and with that member's consent.
18. No Accord employee should campaign and no Accord employee may provide administration support using union facilities for any candidate.
19. All candidates and their campaign supporters should familiarise themselves with the provisions of the Data Protection Act 2018
20. If the Scrutineer determines that a candidate or his/her campaign is in breach of any of the provisions of paragraphs 14 to 17 above, they may be disqualified from standing in the election. There will be no appeal.

Any queries in respect of these regulations should be referred to either:

Accord's General Secretary: ged.nichols@AccordHQ.org

or

The Independent Scrutineer Mi-Voice, Democracy Technology Ltd, First Floor, The Arch Building, Gaters Mill, Mansbridge Road, West End, Southampton, SO18 3HW: support@mi-voice.com

As required under the Trade Union and Labour Relations (Consolidation) Act 1992, as amended by the Trade Union Reform and Employment Rights Act 1993 the content of the election statements, including grammar and spelling, are the sole responsibility of the candidate and neither the Returning Officer nor any employee of the Union has been permitted to amend, correct, or otherwise alter them in any way. The content of the biographical details are also the sole responsibility of the candidate concerned.



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