

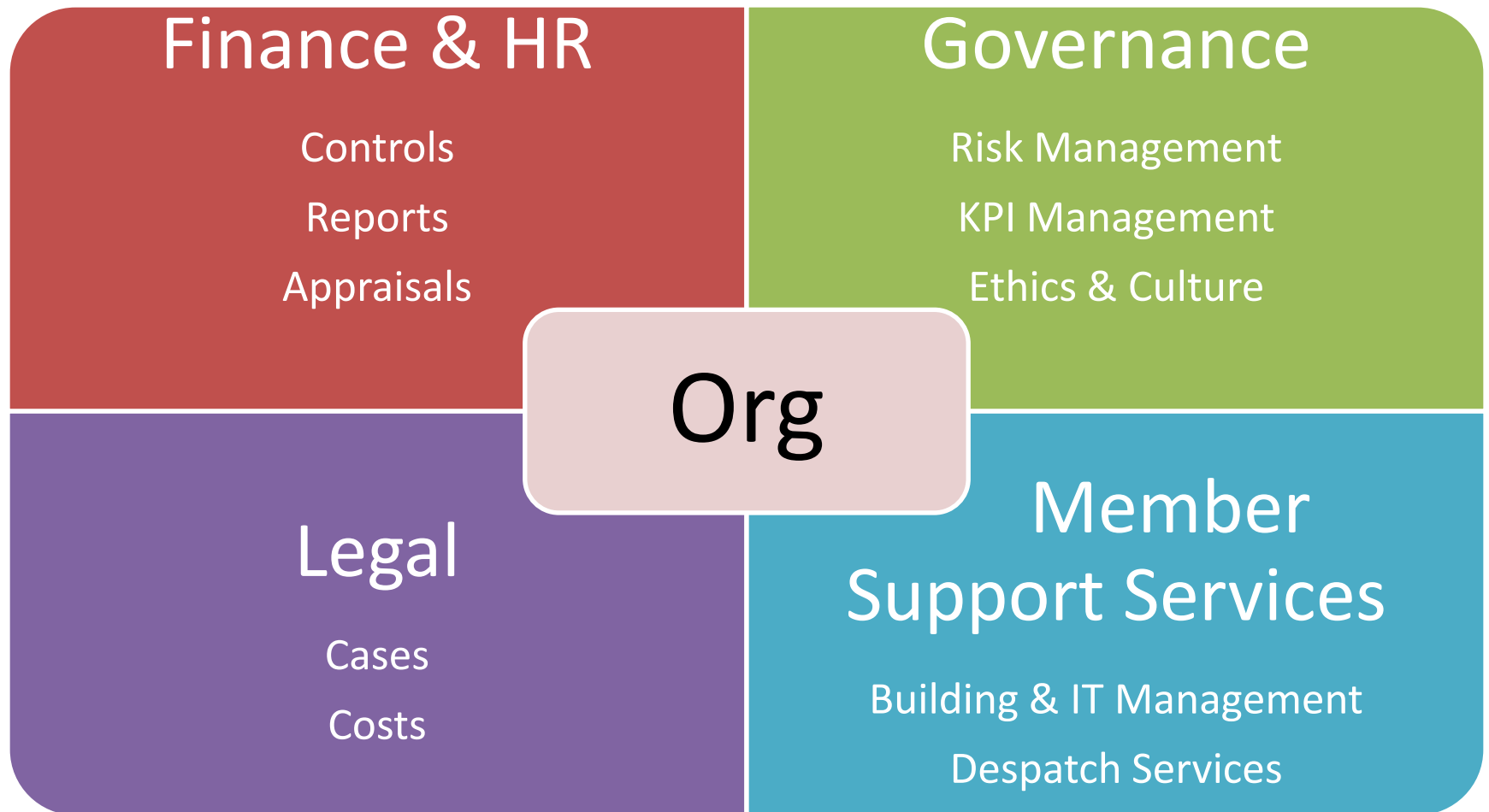


**Insurance Institute of London Visit to
BALPA**

**18 September 2014
John Stembridge-King
Head of Organisation**



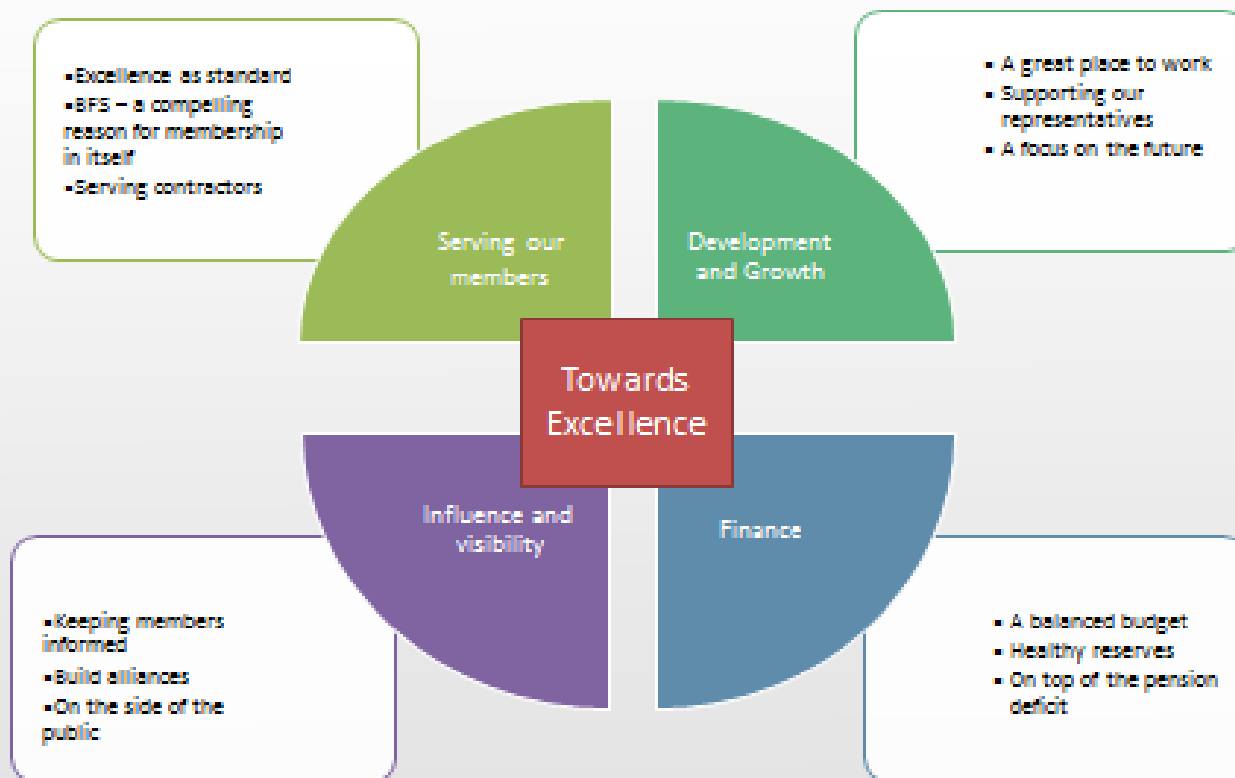
Responsibilities of Head of Org



Culture and Ethics



Towards Excellence



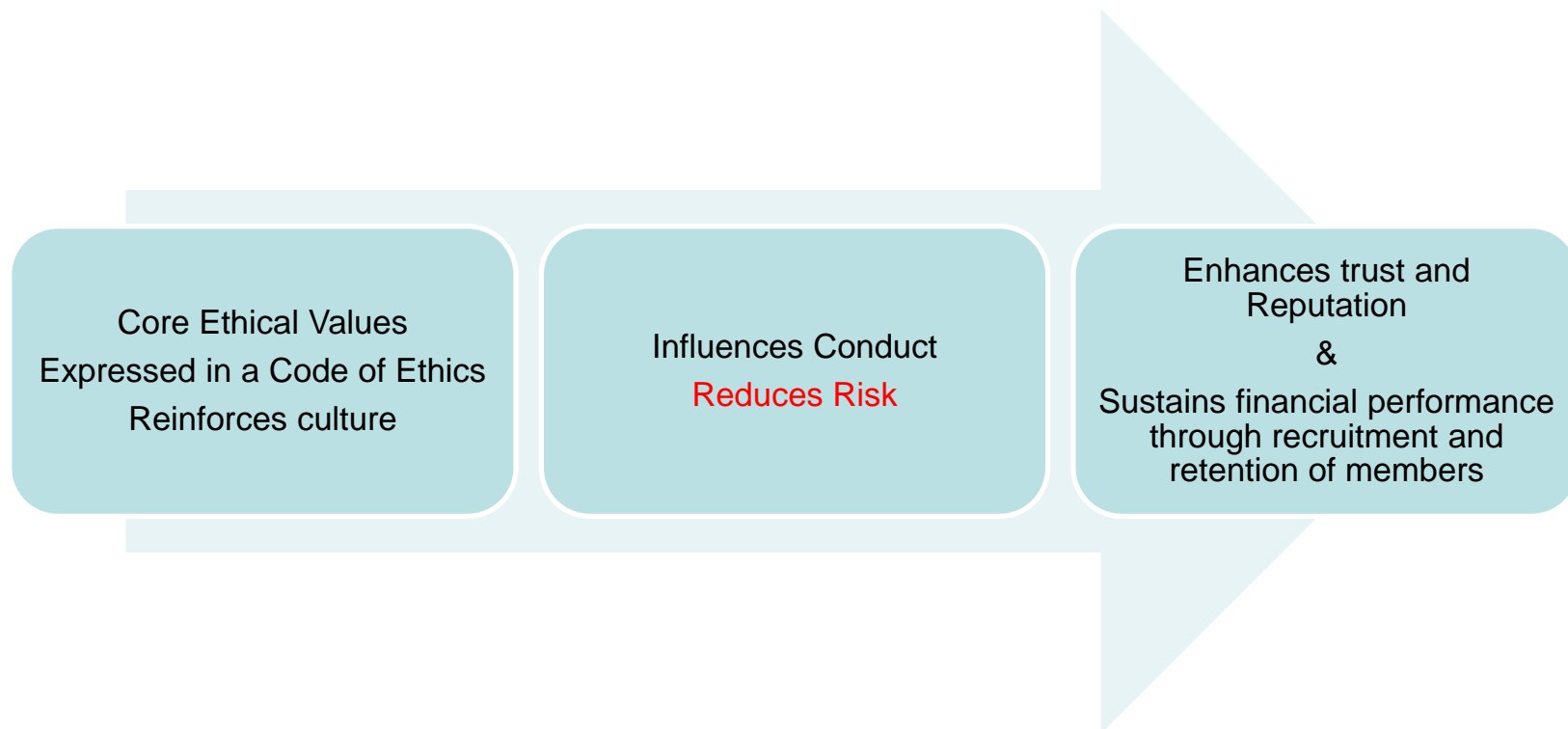
16/09/2014

www.bscdesigner.com | support@bscdesigner.com

Seven Steps.....

1. Find a Champion
2. Align with core values
3. Get endorsement from those that influence the board
4. Find out what bothers people
5. Use a framework
6. Produce a code of ethics
7. Make it work

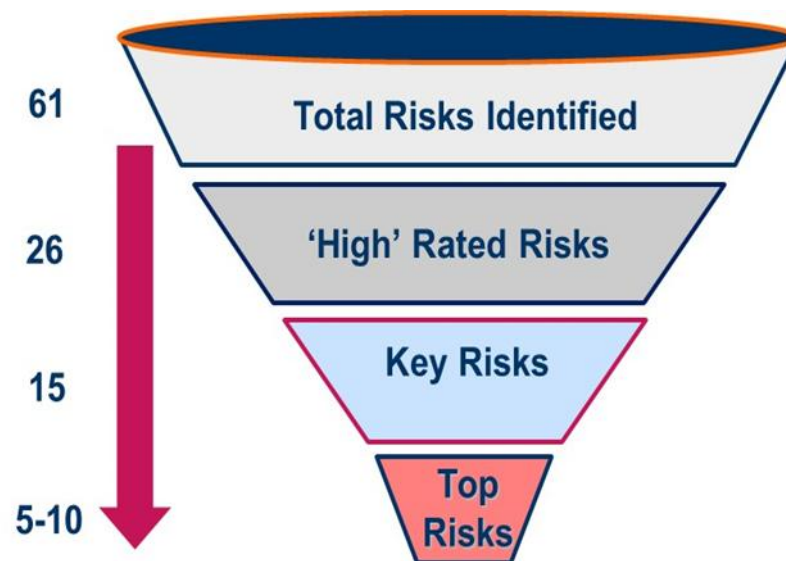
The Business Case
















Ethics Guide



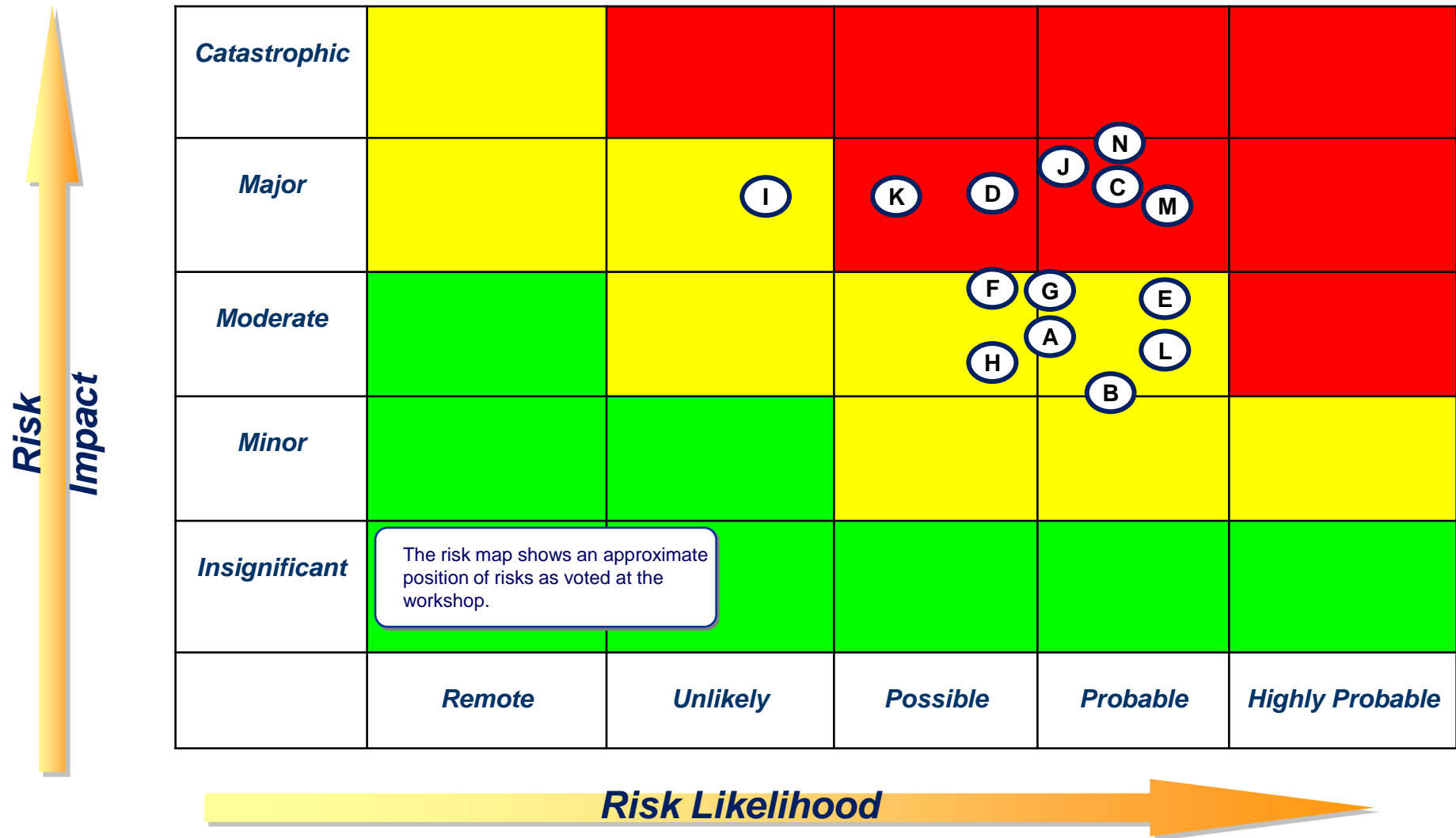
Risk Management



Key Risk List

Rank	Vote Ref.	Business Risk	Risk Category	Voting Score	Risk Rating
1	N	Failure to respond to a critical incident [New: identified at Workshop 2]	Operations	19.00	
2	C	Lack of experience in dealing with a major dispute	Strategic	18.40	
3	M	Failure to find and recruit Reps. [New: identified at Workshop 2]	People	18.18	
4	J	Need to stay on the right side of the Law	Legal and Regs,	17.14	
5	D	A competitor Union gains more momentum – loss of members	Operational	16.00	
6=	E	Inability to complete projects – too many on-going initiatives	Operational	15.50	
6=	L	Lack of focus on opportunities – missing potential for growth	External	15.50	
8	K	Major loss of member data - data protection issues	Information	15.44	
9=	G	Inability to recover pension deficit	Financial	15.36	
9=	A	Not delivering value to our members – lack visibility	Governance	15.36	
11	F	Higher expenditure vs. revenue = cash flow problem	Financial	14.84	
12	I	Major business interruption and loss of systems	Physical	13.72	
13	H	Inability to retain experienced staff	People	12.56	
14	B	Lack of alliances – become isolated and seen as a 'lone voice'	Strategic	12.27	

Key risk map [Inherent risk – before controls]



Finance



Status: This version of this Act contains provisions that are prospective.
Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Trade Union and Labour Relations (Consolidation) Act 1992. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details)



Trade Union and Labour Relations (Consolidation) Act 1992

1992 CHAPTER 52

An Act to consolidate the enactments relating to collective labour relations, that is to say, to trade unions, employers' associations, industrial relations and industrial action. [16th July 1992]

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

PART I

TRADE UNIONS

CHAPTER I

INTRODUCTORY

Meaning of "trade union"

1 Meaning of "trade union".

In this Act a "trade union" means an organisation (whether temporary or permanent)—

- (a) which consists wholly or mainly of workers of one or more descriptions and whose principal purposes include the regulation of relations between workers of that description or those descriptions and employers or employers' associations; or
- (b) which consists wholly or mainly of—

Quasi-corporate status of trade unions.

(1) A trade union is not a body corporate but—

(a) it is capable of making contracts;

(b) it is capable of suing and being sued in its own name; and

(c) proceedings for an offence alleged to have been committed by it or on its behalf may be brought against it in its own name.

(2) A trade union shall not be treated as if it were a body corporate except to the extent authorised by the provisions of this Part.

(3) A trade union shall not be registered—

(a) as a company under the Companies Act 2006 or


(b) under the Friendly Societies Act 1974 or the Industrial and Provident Societies Act 1965;

and any such registration of a trade union (whenever effected) is void.

Certification Officer



- Keep proper records
- Establish a satisfactory system of control over cash holdings, receipts and remittances
- Annual Return with accounts duly audited
- Annual Statement to Members



BRITISH AIR LINE PILOTS ASSOCIATION

STATEMENT TO MEMBERS ISSUED IN CONNECTION WITH THE UNION'S ANNUAL RETURN FOR PERIOD ENDED 31ST DECEMBER 2013
AS REQUIRED BY SECTION 32A OF TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992

Income and Expenditure
The total income of the union for the period was £6,769,786. This amount included payments of £5,780,125 in respect of membership of the union. The union's total expenditure for the period was £5,481,258. The union does not maintain a political fund.

Salary paid to and other benefits provided to the General Secretary, President and members of the Executive
The General Secretary of the union was paid £118,354 in respect of salary and £25,452 in respect of benefits. No other member of the National Executive Committee received a salary or benefits.

Irregularity statement
A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

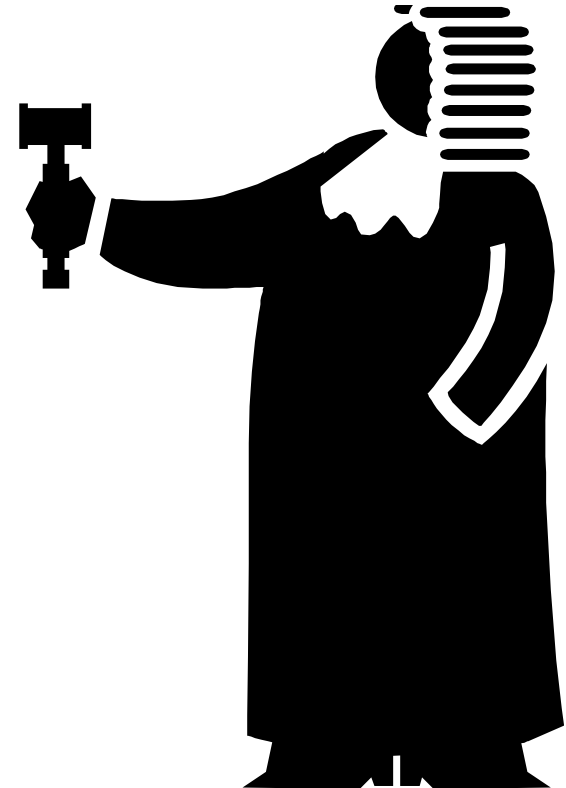
The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

Auditor's report
Our auditors Chantrey Vellacott of Russell Square House, 10-12 Russell Square, London WC1B 5LF made the attached report on the accounts

Legal

- Rule 26
- Matters arising from a Member's employment including criminal proceedings relating to professional duties
- Matters arising from an authorised trade dispute
- Provided by BALPA's Officers or Legal Advisers
- Policy of 'good prospects'
- Granted at the absolute discretion of the NEC



Emergency Service

- 24/7 365



BALPA INCIDENT RESPONSE



Any Questions?