



# National Education Union

## Southern Derbyshire District

### **Special General Meeting 13th November**

#### **NEU Honoraria**

Following the survey of local districts conducted earlier this year and detailed consideration of the survey findings by the Union Strength Strategy Committee the executive committee has now agreed that NEU local districts shall be free to award honoraria to their local officers, subject to the following regulations:

- Honoraria payments shall be capped at £2,000 per annum
- Local officers undertaking trade union activities shall be eligible to receive NEU Honoraria
- Local officers undertaking trade union duties shall not be eligible to receive NEU Honoraria
- No individual shall be eligible to receive more than one honorarium
- In exceptional circumstances, the executive may consider alternative proposals agreed at a quorate local district AGM.

When reaching this decision, the executive was especially mindful that whilst almost all survey responses indicated that honoraria should be available to NEU local officers, seven in ten responses indicated that honoraria should be capped and half of those indicating an amount said that the cap should be £2000 or less. Moreover, whilst 85% indicated that any local officer undertaking trade union activities should be eligible for honoraria, only half felt that local officers undertaking trade union duties or in receipt of facilities should be eligible. The executive was also mindful of the imperative to not undermine the legal right to paid time-off for local officers undertaking union duties and accordingly decided that such local officers should not be eligible for honoraria. Finally, the executive was mindful of how varied local circumstances might be and therefore agreed that they would consider exceptions to these regulations agreed by quorate local district AGMs.

#### **Local Financial Regulations and Treasurers' Handbook**

The Local Financial Regulations have now been updated to reflect these new regulations and alongside more detailed guidance on the eligibility of specific local officer roles have been incorporated into the new NEU Treasurers Handbook. Both the Local Financial Regulations and the Treasurers' Handbook are available in the Treasurers' folder of the Officers Resources via the Officers' portal. The Handbook is being emailed directly to local district treasurers too.

#### **Processing Honoraria payments**

The Finance Department is liaising with our central honoraria payroll provider to make provision to process Honoraria payments to local officers for work undertaken between January 2019 and August 2019 as soon as possible. The pro rata cap for these honoraria payments will be £1,334 and local districts will need to provide evidence that the honoraria was agreed at a quorate AGM or special general meeting. Finance will write directly to Treasurers about the precise process and timeline that local districts will need to follow for those Jan-Aug19 honoraria payments.

Thereafter, an honoraria payroll will be run centrally once a year late in the Autumn Term to make payments to local officers for work undertaken during the previous academic year, i.e. there will be an honoraria payroll Nov/Dec 2020 for work undertaken from September 2019 to August 2020.

**Secretary & Treasurer** – Daniel Neale

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At our meeting on 23rd May we agreed to pay honoraria in Southern Derbyshire, therefore I would like to propose the following;

1. To pay honoraria for the Secretary and Treasurer, If one person is undertaking both roles they shall only be allowed to take one honoraria as per the ruling from the Executive.
2. For period January 2019—August 2019 to pay £1344
3. For the period September 2019—August 2020 to pay £2000
4. Moving forward to pay £2000 for each period in office for each role unless one person is doing both roles