

# 43rd ANNUAL REPORT



*Manweb Branch*

## ANNUAL GENERAL MEETING

### 2014

**AGM meetings will be held at:**

**Queensferry on Tuesday 25<sup>th</sup> February**  
**Warrington on Wednesday 26<sup>th</sup> February**  
**Rhostyllen on Tuesday 4<sup>th</sup> March**  
**Liverpool on Wednesday 5<sup>th</sup> March**  
**Prenton on Thursday 6<sup>th</sup> March**

**(see local posters for details)**

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*\* Disabled Access \**

*\* Travel Expenses \**

*\* Free Buffet & refreshments\**

## **ANNUAL GENERAL MEETING AGENDA - 2014**

1. Chairpersons Opening Address
2. Receive the minutes of last year's AGM meetings
3. Matters arising from the minutes
4. To receive reports for the last year (Annual Report) including
  - a. Branch Executive Committee
  - b. Finance Report to be approved by meeting (Separate document)
  - c. All other reports set out in the Annual Report
5. Recommendations in respect of Honoraria  
Propose a payment of £280 to the Branch Auditor
6. Election of Branch Officers (See Appendix I)
7. Election of Branch Stewards (See Appendix II)
8. Election of Representatives of Company Bodies (See Appendix III)
9. Motions received
10. Guest Speakers
11. Open Forum / Questions
12. Prize Draw

**MINUTES OF THE FORTY-SECOND ANNUAL GENERAL MEETING OF THE  
MANWEB BRANCH HELD AT 5 LOCATIONS DURING FEBRUARY & MARCH  
2013**

**1 ANNUAL GENERAL MEETING OF THE BRANCH HELD AT THE WOODHEY  
HOUSE HOTEL, LITTLE SUTTON ON WEDNESDAY, 20 FEBRUARY 2013**

**PRESENT:** Dave Read (Secretary)  
Tom Gibbons (Treasurer)  
Eddie Rothwell (Bookkeeper)  
and 13 members of the Branch as recorded on the attendance register.

**IN ATTENDANCE:** Paul Summers (Regional Officer)  
Steve O'Connor – IN THE CHAIR –

**1/2013AGM Chairperson's Opening Address**

Joe Morgan talked about the re-organisation within Scottish Power and explained that any loss of employees was achieved by voluntary redundancies.

IBM was commended for the solidarity of its employees in negotiations of pay and also their response to TUPE transfer. Joe thanked the Branch Stewards for their sterling work.

**2/2013AGM Election of Branch Chairperson (Rule 5)**

Joe Morgan was duly elected unopposed as Branch Chairperson

**3/2013AGM Confirm Minutes of the 42nd Annual General Meeting and Mini AGM's held at:**

The Woodhey House Hotel, Little Sutton on 20<sup>th</sup> February 2012  
Warrington Office on 21<sup>st</sup> February 2012  
Queensferry Office on 22<sup>nd</sup> February 2012  
Prenton Office on 25<sup>th</sup> February 2012  
Rhos Office on 26<sup>th</sup> February 2012  
Liverpool on 27<sup>th</sup> February 2012

It was **RESOLVED** that:

THE MINUTES BE CONFIRMED AS A CORRECT RECORD AND THE MINUTES OF THE  
MINI ANNUAL GENERAL MEETINGS BE NOTED

**4/2013AGM Matters arising therefrom**

There were no matters arising

**5/2013AGM Speaker - Clara Paillard (Merseyside TUC – Green Officer)**

Clara gave a talk on Renewable Energy and Climate Change. Renewable Energy only accounts for 6% of the total energy used in the UK.

**6/2013AGM Motions**

**Motion A (attached) – Fracking**

Motion was carried unanimously.

**7/2013AGM Reports for the Year 2012/2013 to include Financial Report to December 2013**

As per AGM paperwork.

Reports were accepted.

IBM – In addition Dave Read gave a verbal update of the pay negotiations in IBM and also the forth coming Employment Tribunal regarding the TUPE transfer from Accenture to IBM.

**Treasurer's Report**

Tom Gibbons presented the Financial report (attached). He also highlighted on-going efforts to reduce on-going branch expenditure through 2013. The Treasurer and the Bookkeeper are both undergoing training on OLBA (On Line Branch Accounting) which will continue during 2013.

The vote to accept the financial account was unanimous.

- 8/2013AGM** **Speaker - Anne McAleer – Chairperson, North West Region Welfare Committee**
- Anne explained how the Welfare section raised funds at National Delegate Conference and through other methods. She also detailed the many and diverse ways in which members were assisted in times of hardship.
- 09/2013AGM** **Recommendation in Respect of Honoraria for 2013**
- Branch recommended £280 to be paid to the Auditor Mr James Brown.
- This was **agreed**.
- 10/2013AGM** **Election of Branch Officers for 2013/14 (Rule5) – See Appendix 1**
- (i) Vice-Chairperson
  - (ii) Secretary
  - (iii) Treasurer
  - (iv) Auditors
  - (v) Welfare Fund Secretary
  - (vi) Life Long Learning & Education Secretary
  - (vii) Communications Officer
  - (viii) Membership Services Officer
  - (ix) Sports & Social Officer
  - (x) Equalities Officer
  - (xi) Health & Safety Officer
  - (xii) Affiliated Political Fund Officer
  - (xiii) Youth Officer
  - (xiv) LGBT Officer
  - (xv) Labour Link Officer
  - (xvi) Retired Members Secretary
  - (xvii) International Officer
- 11/2013AGM** **Election of Branch Stewards for 2013/2014 (Rule 5) – See Appendix 2**
- 12/2013AGM** **Motion B – As attached with amendment**
- Motion was passed unanimously
- 13/2013AGM** **Elections of Representatives to Company Bodies**
- 1. Energy Network Company Council - Geoff Littler
  - 2. Energy Retail Joint Negotiating Council - Steve O’Connor
    - 2.1 Sales Service & Marketing Consultative Forum - Carol Smith
    - Peggy Rice
    - Andrew McKeown
    - 2.2 Operations and Consultative Forum - Vacant
  - 1. Learning & Development - Vacant
  - 2. Scottish Power Company Council - Joe Morgan
  - Steve O’Connor
  - 3. Scottish Power Company Health & Safety - Joe Morgan
  - Peggy Rice
  - 4. ScottishPower Pension Forum - Joe Morgan
  - 5. IBM - Dave Read
  - Tom Gibbons
  - Howell Watson
- 14/2013AGM** **Open Forum**

## **Motions to UNISON Manweb AGM 2013**

### **Motion A - Fracking**

This Branch notes with concern the operations in the North West involving the Hydraulic Fracturing or Fracking of shale rock strata to release natural gas. In the USA, Fracking has caused contamination of drinking water, health effects and has severely disrupted communities. The process involves the injection of a water/chemical/sand mix at very high pressure underground. The only Fracking operation so far in the UK is near Blackpool and has been linked to two minor earthquakes.

We also believe the exploitation of shale gas will add to the earth's carbon budget and will further exacerbate unmanageable climate change.

This Branch resolves:

1. To recognize the campaign to oppose Fracking in the North West.
2. To support the campaign for a UK wide moratorium on Fracking until and unless a full scientific investigation can show it to be safe for people and the environment.

Proposed: Dave Read

Seconded: Joe Morgan

### **Motion B – Defend Pensions**

This Conference notes that the Government is proposing to allow companies to override the pension protections which were implemented when the Electricity industry was privatised. These guarantees were one of the few protections won by trade unions during the Thatcher government's relentless drive to privatise public services. The 1990 Electricity Regulations prevent private employers from reducing the benefits or increasing the pension contributions for "Protected Persons".

In most cases this has meant that all members of the final Salary Schemes, Protected and non-protected have enjoyed the same protections as employers have been reluctant to introduce two tier pension schemes. This proposal would also affect employees in the Rail and Coal industries where similar protections were conceded at privatisation.

With the introduction of the new single tier state pension in 2017 the Government will be removing the Contracting Out provisions. Contracting Out allows employees and employers to pay reduced National Insurance contributions and opt out of the State second pension, known as SERPS or S2P. Once Contracting Out is ended employees and employers will have to pay full NI costs – an extra 1.4% for employees and 3.4% for employers on all earnings between £5k and £40k.

Whilst employees will be expected to shoulder the full burden of their increased NI payments, the employers have protested to the government about their increased costs and demanded the right to push these costs onto employees via reduced pension benefits or increased pension contributions. The "Protected persons Regulations" are an obstacle to this and the government is therefore proposing to allow employers to override them and claw back increased employer NI costs from Pension Schemes in the Electricity, Rail and Coal industries.

Not only will this mean employees could be hit by increased NI contributions and reduced pension benefits, it also sets a dangerous precedent in allowing the precedent in allowing the Protected Person Regulations to be overridden.

This Conference agrees to:

1. Oppose this measure and lobby the government to have these proposals dropped.
2. To make contact with other unions affected by this measure to encourage a joint campaign against these proposals.
3. To write to all energy branches explaining the potential impact to members and seeking their support for this Campaign.
4. To campaign for employers to pay their share of the increased NI contributions and oppose any attempts to reduce pension benefits or increase contributions for any employee.

### **Amendment to Motion B**

5. To write to all Pension Trustees explaining the branches position and requesting confirmation of their support when in negotiation with Scottish Power/Iberdrola.

## **Minutes 2013 - Finance Officers Report**



Branch AGM Finance  
Accounts 2012.pdf

### Minutes 2013 - Appendix 1 – Officer Nominations

Chair	Joe Morgan
Vice-Chair	Stephen O'Connor
Secretary	David Read
Treasurer	Tom Gibbons
Branch Auditor (1)	Jim Brown
Branch Auditor (2)	<i>Vacancy</i>
Education co-ordinator	Joe Morgan
Lifelong learning co-ordinator	Joe Morgan
Equalities Co-ordinator	Christine Dempsey & Irene Adams
Health and Safety Officer	Peggy Rice
Communications Officer	Andy Jones
International Officer	<i>Vacancy</i>
Membership Officer	Irene Adams
Young Members Officer	Mike Hanmer
Welfare Officer	Peggy Rice
Labour Link Officer	Mike Kay
Retired Members Secretary	Shirley Vickery and Jim Brown
Sports and Social Officer	Darren Garnett
LGBT Officer	<i>Vacancy</i>

## Minutes 2013 - Appendix 2 – Steward Nominations

<b>Business</b>	<b>Location</b>	<b>Posts</b>	<b>Nominations</b>		
Energy Networks	Prenton	3	Geoff Littler		
			Irene Adams		
			<i>Vacancy</i>		
	Aberystwyth	1	1	<i>Vacancy</i>	
				Caernarfon	<i>Vacancy</i>
				Chester	<i>Vacancy</i>
				Liverpool	<i>Vacancy</i>
				Llandudno	<i>Vacancy</i>
				Mold	<i>Vacancy</i>
				Oswestry	<i>Vacancy</i>
Rhostyllen	<i>Vacancy</i>				
Energy Retail CSC	Warrington CSC	8	Peggy Rice		
			Christine Dempsey		
			Sylvia Fox		
			Andy Jones		
			Mike Kay		
			Darren Garnett		
			Ian Smith		
			<i>Vacancy</i>		
	Rhos CSC	6	6	Karen Pettican	
				Andy McEwan	
				Steve O'Connor	
				Mike Hanmer	
				<i>Vacancy</i>	
Lpool Direct Sales	1	1	<i>Vacancy</i>		
			Home Based Members	Carol Smith	
Energy Retail Dataserve	Warrington	2	<i>Vacancy</i>		
			<i>Vacancy</i>		
	Rhostyllen	1			
IBM	Queensferry	3	Dave Read		
			Howell Watson		
			Tom Gibbons		

## Mini AGM Minutes - Prenton

**Date** 25 February 2013  
**Location** Prenton  
**Present** *David Read (Branch Secretary) \**  
*Joe Morgan (Chair) \**  
*Irene Adams \**  
Nikki Wilde

*\* Present but discounted for purposes of quorum as attended main AGM*

### Meeting Notes based on agenda

#### 1. Confirm the minutes of last year's AGM

1.1. Minutes were confirmed as an accurate record

#### 2. Matters Arising

2.1. Joe Morgan to chase up issue of DCC and micromanagement with Geoff Littler

#### 3. Receive reports for the last year (Annual Report)

3.1. Branch Executive Committee - received

3.2. Finance report – agreed

3.3. Equal Opportunities Report – received

3.4. Health & Safety Report – received

3.5. Welfare Report - received

#### 4. Recommendations in respect of honoraria

4.1. It was recommended that a payment of £280 be made to the Branch Auditor in recognition of his services.  
This was agreed.

#### 5. Election of Branch Officers (Appendix I)

5.1. The list of nominated officers was agreed

#### 6. Election of Branch Stewards (Appendix II)

6.1. The stewards for the members at this location were agreed.

#### 7. Election of representatives to company bodies (Appendix III)

7.1. The list of nominated representatives was agreed

#### 8. Motions

##### 8.1. Defend Pensions

8.1.1. The motion had been moved by David Read and seconded by Tom Gibbons at the main AGM

8.1.2. Votes for 1 votes against 0

##### 8.2. Fracking

8.2.1. The motion had been moved by David Read and seconded by Joe Morgan at the main AGM

8.2.2. Votes for 1 votes against 0



## 9. Open Forum

- 9.1. Micromanagement & use of Adherence system is causing significant issues and stress. Reps will pursue this with a view to challenging it.

## Mini AGM Minutes - Rhos

**Date** 26 February 2013  
**Location** Rhos  
**Present** *David Read (Branch Secretary) \**  
Annette McEwan  
Andy McEwan  
Chris Jackson

*\* Discounted for purposes of quorum as attended main AGM*

### Meeting Notes based on agenda

1. **Confirm the minutes of last year's AGM**
  - 1.1. Minutes were confirmed as an accurate record
2. **Matters Arising**
  - 2.1. None
3. **Receive reports for the last year (Annual Report)**
  - 3.1. Branch Executive Committee – received
  - 3.2. Finance report – agreed
  - 3.3. Equal Opportunities Report – received
  - 3.4. Health & Safety Report – received
  - 3.5. Welfare Report - received
4. **Recommendations in respect of honoraria**
  - 4.1. It was recommended that a payment of £280 be made to the Branch Auditor in recognition of his services. This was agreed.
5. **Election of Branch Officers (Appendix I)**
  - 5.1. The list of nominated officers was agreed
6. **Election of Branch Stewards (Appendix II)**
  - 6.1. The stewards for the members at this location were agreed.
7. **Election of representatives to company bodies (Appendix III)**
  - 7.1. The list of nominated representatives was agreed
8. **Motions**
  - 8.1. **Defend Pensions**
    - 8.1.1. The motion had been moved by David Read and seconded by Tom Gibbons at the main AGM
    - 8.1.2. Votes for 2 votes against 0
  - 8.2. **Fracking**
    - 8.2.1. The motion had been moved by David Read and seconded by Joe Morgan at the main AGM

8.2.2. Votes for 2 votes against 0

### 9.1. Open Forum

8.2.3. No issues raised

## Mini AGM Minutes - Liverpool

**Date** 27 February 2013  
**Location** Liverpool  
**Present** *David Read (Branch Secretary) \**  
*Irene Adams \**  
Howard Ball

*\* Discounted for purposes of quorum as attended main AGM*

Meeting Notes based on agenda

### 1. Confirm the minutes of last year's AGM

1.1 Minutes were confirmed as an accurate record

### 2. Matters Arising

2.1. None

### 3. Receive reports for the last year (Annual Report)

3.1. Branch Executive Committee - received

3.2. Finance report – agreed

3.3. Equal Opportunities Report – received

3.4. Health & Safety Report – received

3.5. Welfare Report - received

### 4. Recommendations in respect of honoraria

4.1 It was recommended that a payment of £280 be made to the Branch Auditor in recognition of his services.  
This was agreed.

### 5. Election of Branch Officers (Appendix I)

5.1. The list of nominated officers was agreed

### 6. Election of Branch Stewards (Appendix II)

6.1. Kelly Thomas was agreed as the steward for this location

### 7. Election of representatives to company bodies (Appendix III)

7.1. The list of nominated representatives was agreed

### 8. Motions

#### 8.1. Defend Pensions

8.1.1 The motion had been moved by David Read and seconded by Tom Gibbons at the main AGM

8.1.2. Votes for 1 votes against 0

#### 8.2 Fracking

8.2.1 The motion had been moved by David Read and seconded by Joe Morgan at the main AGM

8.2.2 Votes for 1 votes against 0

## 9 Open Forum

- 9.1 Questions were raised about the new Energy Networks 3 year agreement and the application of the new holiday proposals contained in it. Clarification was provided by the Branch Secretary.

## Mini AGM Minutes - Warrington

<b>Date</b>	28 February 2013	
<b>Location</b>	Warrington	
<b>Present</b>	David Read (Branch Secretary) *	Sheila Kenwright
	J Henderson	Andy McDonald
	B Adams	L Peet
	K McCabe	Mike Kay
	J Bennet	N Caton
	N Mohamed	M Latham
	D Glomsdale	G Meade
	Lynn Graham	Peggy Rice
	Carole Spencer	Hazel Atherton
	D Goulden	Pam Nash
	June Woan	Christalla Buoeoy
	Joanne Fisher	

\* Discounted for purposes of quorum as attended main AGM

### Meeting Notes based on agenda

#### 1. Confirm the minutes of last year's AGM

- 1.1 Minutes were confirmed as an accurate record

#### 2. Matters Arising

- 2.1 None

#### 3. Receive reports for the last year (Annual Report)

- 3.1. Branch Executive Committee - received  
3.2 Finance report – agreed  
3.3. Equal Opportunities Report – received  
3.4. Health & Safety Report – received  
3.5. Welfare Report - received

#### 4. Recommendations in respect of honoraria

- 4.1 It was recommended that a payment of £280 be made to the Branch Auditor in recognition of his services. This was agreed.

#### 5. Election of Branch Officers (Appendix I)

- 5.1 The list of nominated officers was agreed

## 6. Election of Branch Stewards (Appendix II)

6.1 The stewards for the members at this location were agreed and Anita Guy was agreed as representative for one of the Warrington Dataserve vacancies

## 7. Election of representatives to company bodies (Appendix III)

7.1 The list of nominated representatives was agreed

## 8. Motions

### 8.1 Defend Pensions

8.1.1. The motion had been moved by David Read and seconded by Tom Gibbons at the main AGM

8.1.2. Votes for 22 votes against 0

### 8.2 Fracking

8.2.1. The motion had been moved by David Read and seconded by Joe Morgan at the main AGM

8.2.2. Votes for 22 votes against 0

## 9 Open Forum

9.1 Questions raised over non-replacement of leavers and outsourcing of work to Capita

9.2 Questions over continued application of micromanagement

## Mini AGM Minutes - Queensferry

<b>Date</b>	1 March 2013	
<b>Location</b>	Queensferry	
<b>Present</b>	<i>David Read (Branch Secretary)</i> *	Dave Rawley
	<i>Tom Gibbons*</i>	Paul Dutton
	Howell Watson	Peter Booth
	Neil Carter	Janet Edwards
	Pete McMahon	Graham Whalley
	Jeremy Lawes	David Dawson
	Henry O'Hare	Janet Ibbotson
	Eileen Collier	Carl Tynan
	Steve Allport	Mark Bancroft
	Bheemanna Pulla	Sally Banks
	David Fenton	Paul Murphy
	David Williams	Michael Taylor
	Eugene Gallagher	Anthony Jennings

\* Discounted for purposes of quorum as attended main AGM

### Meeting Notes based on agenda

#### 1. Confirm the minutes of last year's AGM

1.1 Minutes were confirmed as an accurate record

## **2. Matters Arising**

1.1 None

## **3. Receive reports for the last year (Annual Report)**

**3.1.1.** Branch Executive Committee – the Branch Secretary gave a brief update on the key issues in IBM namely the pay settlement and pending court case. The report was received.

**3.1.2.** Finance report – agreed

**3.1.3.** Equal Opportunities Report – received

**3.1.4.** Health & Safety Report – received

**3.1.5.** Welfare Report - received

## **4. Recommendations in respect of honoraria**

**4.1.** It was recommended that a payment of £280 be made to the Branch Auditor in recognition of his services. This was agreed.

## **5. Election of Branch Officers (Appendix I)**

**5.1.** The list of nominated officers was agreed

## **6. Election of Branch Stewards (Appendix II)**

**6.1.** The stewards for the members at this location were agreed.

## **7. Election of representatives to company bodies (Appendix III)**

**7.1.** The list of nominated representatives was agreed

## **8. Motions**

### **8.1 Defend Pensions**

**8.1.1.** The motion had been moved by David Read and seconded by Tom Gibbons at the main AGM

**8.1.2.** Votes for 24 votes against 0

### **8.2. Fracking**

**8.2.1.** The motion had been moved by David Read and seconded by Joe Morgan at the main AGM

**8.2.2.** Votes for 24 votes against 0

## **9. Open Forum**

**9.1.** No issues raised

# Branch Committee Report to AGM February 2014

## **Introduction**

Utilities have dominated the headlines for much of 2013 as a result of a growing public outcry over energy prices. We reported last year that the Big 6 utility companies all racked up prices way above inflation in the Autumn of 2012 - SSE (9%), B.Gas (6%), NPower (8.8% and 9.1%), ScottishPower (7%), EDF 10.8%, EoN (8.7% from Jan 2013).

Just 12 months later they were at it again with further above inflation increases ranging from 3.7% to over 10% even though Ofgem reported that wholesales prices had risen only 1.7%. The companies blamed the rise on the costs of having to comply with initiatives to tackle fuel poverty and encourage the move away from fossil fuels, although these had hardly changed in the previous 12 months.

Under pressure the government partially relented and promised to remove certain “green” obligations in return for which some Energy companies reduced their price hikes by a paltry few percent. Needless to say, company profits remained unaffected and big bonuses continued to be awarded to the executives at the top of the industries, albeit some such as Centrica boss Sam Laidlaw magnanimously agreed to waive his bonus – in 2012 he had to struggle by on a total pay package of just £4.96 million!!

With Labour pledging to freeze energy prices if re-elected in 2015 the issue of who controls these vital public services is set to dominate the debate between now and next year’s general election. With big public support for UNISON’s long standing policy for the return of the energy industry to public ownership this is an issue which we need to ensure is to the forefront in our campaigning.

In Scottish Power/Iberdrola Energy Retail members are facing a new round of redundancies. Just a couple of weeks after urgent calls to staff to work overtime at evenings and weekends to deal with the backlog arising from the deployment of the new SAP billing system the company then announced it was looking to reduce the workforce by 355 in 2014.

In Energy Networks talks have been taking place on the new performance pay scheme which was agreed in principle in the 2012 pay talks and in IBM members won a three year pay deal from July 2012 to July 2015 and achieved an out of court settlement in relation to TUPE transfer consultation.

## **Energy Retail**

Once again here we are reporting on another eventful year in the ScottishPower Retail business. Many of the issues we face are the same as we face every year – disciplinary hearings, Managing Attendance procedures and PiP’s & PaP’s. We have had to deal with other pressures, increased calls from customers due to increased customer numbers (which is a positive) and also the introduction of new all singing all dancing computer system SAP (Some After-Problems ) with some comments from staff who have been using it concerned it is “not fit for purpose”.

The end of 2013 was extremely busy for some of our hard working reps; pay talks commenced in November, but after 2 days of talks they broke down, due to what was seen by all four Trade Unions as an insufficient offer from the company. These talks are due to restart sometime in the near future, and will be reported on by the reps who attend as and when there is a recommended offer. Any agreement will be subject to a ballot of all ER members.

In December 2013 the company entered in to consultation with the Trade Unions seeking a reduction of 355 staff via Voluntary Redundancy. The offer is dependent on age, what pension plan you opted in to and on years of service. Although time constraints are attached consultation will continue through the coming months and it remains to be seen whether the company will meet its timetable of completing the process by September/October 2014. Our branch has strong doubts about the business case for such a significant reduction in staff and is totally opposed to the divisive approach of offering two different VSS schemes. Our representatives will be making these challenges known in all relevant joint forums.

2014/2015 will be even harder for all our reps. As the business evolves there will be even more pressure put on staff and especially our members. The one thing we need to do as a union is to stick together, and only together will stay strong and fight anything that the company throw at us. We hope that the membership stays strong & that they continue to support their local reps and likewise that all reps continue to carry on the excellent work that they all do.

## **Energy Networks**

### **Pay and Performance Management**

We have just entered the final year of the 3 year Energy Networks Pay Deal. This year has been the first year that the percentage pay rise has been linked to Performance Management. The final Performance Management ratings are being ratified as I write (29th January 2014) and hopefully by the time you are reading this report, you will have been notified of your final rating and will have been informed of the percentage rise you will receive.

UNISON has been closely looking at the Performance Management system and are represented on the Performance Management Working Group. We are currently looking at the spread of results and will be representing our members at any appeals that come in.

The Performance Management system will continue into 2014 and staff will be given their new goals. Currently, there is no link to pay from the outputs of the Performance Management system for 2014. Pay negotiations for 1st January 2015 onwards will commence sometime later this year however the link of those pay talks to Performance Management will come from those negotiations. UNISON members will of course be balloted at the appropriate time.

### **Single Handbook**

Work on the creation of a Single Handbook covering all Energy Networks Staff has been ongoing for the last 12 months. This has turned out to be an enormous task and progress has not been as smooth as we would have liked. There are a number of issues still to be agreed but we would anticipate that an announcement will be made sometime during 2014.

## **IBM**

2013 represented a watershed for members in IBM. As we went to press this time last year we were facing two major challenges, firstly on pay where members voted overwhelmingly for strike action in pursuit of an improved pay offer and secondly in the form of a court case over TUPE consultation dating back to April 2011.

In both cases we are pleased to report that the unions have achieved successful outcomes.

### **Pay**

Following the massive vote for industrial action the company and trade unions took part in further detailed and serious negotiations on further revisions to the company offer. These were tense and challenging and at stages had to be escalated to senior IBM representatives in the parent company in the USA. The outcome was an unprecedented three year pay deal worth between 4.5% and 9% depending on performance over the three years, backdated to July 2012. It also included a resolution of a long standing issue over performance

management and extended the entitlement of members to inclusion in the IBM worldwide bonus scheme. After consultation with members this was accepted by a significant majority and implemented shortly afterwards.

### TUPE settlement

The TUPE transfer court case which was scheduled to start in early March 2013 was postponed following provisional agreement on an out of court settlement. It has taken most of 2013 to agree the details of the settlement, the contents of which are confidential, but all members have now received payments as a result.

### Branch Office

The Branch was pleased to be able to renew its contract with the United Utilities UNISON Branch for provision of branch support services from the UU Branch Office. We have been supported by Diane Rimmer who provides full time branch admin support for both our branch and the United Utilities UNISON Branch.

The Branch Website which can be found at [www.unison-manweb.org.uk](http://www.unison-manweb.org.uk) has been updated and contains the contact details for the branch as well as a range of other basic information which will hopefully provide help and guidance to members needing advice and representation. We took the opportunity recently to move the branch hosting to a new provider which offers a better service at a significantly lower cost

If you have any suggestions for additional information and ideas to help make this a first point of contact for any queries then please email any comments to the [unison-manweb@btconnect.com](mailto:unison-manweb@btconnect.com).

In order to keep UNISON's membership records up to date please can you check your membership details are correct? You can view and update your membership records by logging onto to [www.unison.org.uk](http://www.unison.org.uk) and clicking onto the box on the right hand side "Update your details, Members login here". Hopefully the process should be relatively straightforward but if you do get any problems please contact your local steward.

### Representation in the wider union

Each year representatives from the Manweb branch attend meetings and conferences at Regional and National level to ensure that our voice is heard in the wider union and the branch is able to participate in discussions and debates with colleagues across the country. The following is a summary of this activity:

#### **National Energy Conference – Liverpool - June 2013**

UNISON branch delegates in all Energy companies met to debate and agree policy at this annual conference in June last year. Branch delegates included Irene Adams, Peggy Rice, Joe Morgan and Christine Dempsey. Joe spoke on a branch motion opposing government proposals to remove the pension protection won by trade unions in 1990 during privatisation. The motion was supported unanimously, although as we go to press it looks likely that the government change will be implemented. There were also debates on Call Centre working, pay, Smart Metering, Green Deal and Racism amongst others. Labour's Shadow Energy Minister, Caroline Flint, faced close questioning on Labour's position over public ownership, a policy which we will need to keep pushing.

#### **National Delegate Conference – Liverpool - June 2013**

This is where delegates from UNISON branches across the country meet to debate and agree UNISON's National policy and where the national union leadership has to report on their activity over the previous 12 months. Irene Adams attended this 4 day conference which



considered a wide range of issues from public services and pensions through to national and international issues and campaigns affecting UNISON members and their families. Reports of these conferences will be posted on the website.

### **Energy Branch Seminar – Newcastle – November 2013**

This is a seminar held each year for delegates from Energy Branches to discuss matters of common interest and share ideas and experiences about a range of issue affecting members in the energy industry. Carol Smith, Dave Read, Peggy Rice and Karen Pettican attended from our branch and took part in discussions on a range of issues.

**David Read**  
**Branch Secretary**

## Finance Officer Report 2013 - UNISON Manweb

During 2013 a number of changes which had a significant positive effect upon the financial operation and health of the branch took place. They were:

- The branch take up of OLBA (Online Branch Accounting System, the standardised approach for Unison accounting) which was flagged in the annual report for 2012 with future branch returns to be produced from this source.
- Completion of the first full year of the shared service arrangement with the United Utilities branch. This continues to work well and deliver the ongoing savings envisaged when undertaken
- Movement of branch executive meetings from a hotel setting to the Mollington Backford village hall during 2013. This move has resulted in a significant financial saving to the branch since it took place.

Looking forward through 2014 one activity within Unison that has the potential to have effect upon the branch finances is the branch resource review.

This review is looking to focus upon the level of reserves held by branches and may result in limits to what is allowable in that respect. We will need to keep a watchful eye on the progress of such proposals throughout the year to the annual conference and beyond and any potential impact for the branch.

**Tom Gibbons**  
**Branch Treasurer**

## Health & Safety Officer and Welfare Officer Report - 2013

As with all reps I have had yet another busy year. We have met many challenges in respect of representing our members and making a stand for fairness and common sense. We are still in talks with management in respect of their new policy of combining long term sickness absence with managing attendances and will update our members accordingly. We have also represented members in "trackergate". This highlighted the irregularities in different parts of the company with staff in some areas being disciplined for speeding offences whilst a blind eye was turned in other areas. This has now resulted in a new policy being agreed and limiters being added to work vehicles and pool cars.

As the Branch Officer for Health & Safety my time is split between being the UNISON voice on the H&S Company Council and at the local HESAC. We have had two meetings of the council in the past year on the 29/05/13 and the 28/11/13. We have made an impact at these meetings in respect of the monitoring of speeding at different sites, and as a result the company has now bought out a new driving policy and are installing limiters in all company vehicles.

I have also been attending the Regional Council meetings - on the 2/2/13 at the Quaker Meeting Rooms in Liverpool, 14/5/13 in the People's History Museum Manchester, 19/10/13 at the Mechanics Institute Manchester and the latest at the Floral Pavilion in New Brighton. The Regional Energy Service Group AGM was on the 17/4/13 at Arena Point.

I also completed my Branch Officers Diploma this year. This consisted of three weeks in a classroom environment with three month intervals and course work. I passed this and was invited to Arena Point in Manchester for a presentation day, which was very enjoyable.

ScottishPower invited me to Hoylake for a presentation on H&S by Jason Ankers on the 18/7/13. This was a presentation by a man who had an accident in work as a young man because he was hurrying and not following the usual risk assessment guidelines. His whole world has been turned on its head and he is now a wheelchair user. He gave a heartbreaking description of how life is for him now warts and all. It really made you take stock and understand how important it is to make the right decisions. I also attended an accident investigation course in Hoylake on the 3/12/13.

I have also attended two meetings at arena point with the Welfare Committee. These meetings focussed on the austerity cuts and the growing use of food banks in our region. The other meeting was addressed by Shelter and explained how we can help members experiencing financial hardship to keep a roof over their heads.

On the 1 November I attended the energy branch seminar in Newcastle. All the members seem to be facing the same trials with offshoring, outsourcing and SAP.

Another busy year over but I have gained so much from all the activities that I have attended and hope that this will help me to be both a better rep and branch officer but also to enable me to be able to help our members during difficult times. I feel more aware of my role and what is expected of me and by attending the events I have also gained a networking group of people who can advise me with difficult situations.

**Peggy Rice Health & Safety Officer and Welfare Officer**

## Appendix I – Officer Nominations 2014

Chair	Joseph Morgan
Vice-Chairperson	Stephen O'Connor
Secretary	David Read
Treasurer	Tom Gibbons
Branch Auditor (1)	Jim Brown
Branch Auditor (2)	<i>Vacancy</i>
Education co-ordinator	Joe Morgan
Lifelong learning co-ordinator	Joe Morgan
Equalities Co-ordinator	Irene Adams & Christine Dempsey
Health and Safety Officer	Peggy Rice
Communications Officer	Elaine Inman
International Officer	<i>Vacancy</i>
Membership Officer	Irene Adams
Young Members Officer	Mike Hanmer
Welfare Officer	Peggy Rice
Labour Link Officer	Mike Kay
Retired Members Secretary	Shirley Vickery & Jim Brown
Sports and Social Officer	Steve O'Connor
LGBT Officer	Jackie Murphy

## Appendix II – Steward Nominations 2014

<b>Business</b>	<b>Location</b>	<b>Posts</b>	<b>Nominations</b>	
Energy Networks	Prenton	3	Irene Adams	
			Vacancy	
			Vacancy	
		Aberystwyth	1	Vacancy
		Caernarfon	1	Vacancy
		Chester	1	Vacancy
		Liverpool	1	Vacancy
		Llandudno	1	Vacancy
		Mold	1	Vacancy
		Oswestry	1	Vacancy
		Rhostyllen	1	Vacancy
	Energy Retail CSC	Warrington CSC	8	Christine Dempsey
Sylvia Fox				
Michael Kay				
Elaine Inman				
Jackie Murphy				
Margaret Rice				
Vacancy				
Vacancy				
		Rhos CSC	6	Dana Davies
		Wrexham		Michael Hanmer
				Chris Jackson
				Andy McEwan
				Karen Pettican
				Vacancy
		Lpool Direct Sales	1	Vacancy
		Home Based Members	1	Carol Smith
Energy Retail Dataserve	Warrington	2	Vacancy	
			Vacancy	
		Rhostyllen	1	
IBM	Queensferry	3	Dave Read	
			Tom Gibbons	
			Howell Watson	

Appendix III – Steward Nominations to Company Bodies  
2014

<b>Company Body</b>	<b>Posts</b>
ScottishPower Company Council	1
	2
ScottishPower Company Health and Safety Forum	1
	2
ScottishPower Pensions Forum	1
Energy Networks Company Council	1
Energy Retail Joint Negotiating and Consultative Forum	1
	2
Sales, Services & Marketing Consultative Forum	1
	2
	3
Operations Joint Consultative Forum	1
	2
Learning and Development Forum	1
IBM Company Council	1
	2
	3