

45th ANNUAL REPORT



Manweb Branch

ANNUAL GENERAL MEETING

2016

AGM meetings will be held at:

Queensferry on Wednesday 2nd March
Warrington on Thursday 3rd March
Rhostyllen on Tuesday 8th March
Liverpool on Wednesday 9th March
Prenton on Thursday 10th March

(see local posters for details)

** Disabled Access **

** Travel Expenses **

** Free Buffet & refreshments**

ANNUAL GENERAL MEETING AGENDA 2016

1. Chairpersons Opening Address
2. Receive the minutes of last year's AGM meetings (pages 3-10)
3. Matters arising from the minutes
4. To receive reports for the last year (Annual Report) including
 - a. Branch Executive Committee (page 12)
 - b. Treasurers Report to be approved by meeting (page 16)
 - c. All other reports set out in the Annual Report (none submitted)
5. Recommendations in respect of Honoraria
Propose a payment of £310 to the Branch Auditor
6. Election of Branch Officers (See Appendix I) (page 17)
7. Election of Branch Stewards (See Appendix II) (page 18)
8. Election of Representatives of Company Bodies (See Appendix III) (page 19)
9. Motion received (page 11)
10. Open Forum / Questions
11. Prize Draw

Mini AGM Minutes

Date	3 March 2015	
Location	Queensferry	
Present	David Read (Branch Secretary) Tom Gibbons (Chair) Carl Tynan Sally Ward Steve Allport Neil Carter Eugene Gallagher Barbara Jones Eddie Rothwell Janet Edwards Deborah Ross Phil Keable Mark Bancroft	Kim Roberts Graham Whalley Paul Dutton Mark Pilling Mike Taylor Elaine Rowland Janet Ibbotson Barry Johnson Paul Jones Anthony Jennings Dave Fenton David Williams Sarah Latham Paul Murphy
In Attendance	Angela Blundell (Regional Officer)	

Meeting Notes based on agenda

1. Chairperson's opening address

- 1.1. Tom Gibbons welcomed everyone to the meeting

2. Confirm the minutes of last year's AGM

- 2.1. Minutes of the Queensferry AGM were agreed as an accurate record

3. Matters Arising

- 3.1. None

4. Receive reports for the last year (Annual Report)

- 4.1. Branch Committee – the Branch Secretary spoke to the report and gave a brief update on the key issues in IBM and answered some questions on the Project Services contract. The report was received.
- 4.2. Finance report – the treasurer presented this year's accounts and explained some of the key figures. A formal vote of thanks was offered for Eddie Rothwell who is standing down as bookkeeper after many years of sterling work in different capacities supporting the branch financial activities.
- 4.3. The Finance report was approved at the two meetings 12-0 and 14-0.
- 4.4. The remaining reports were received.

5. Recommendations in respect of honoraria

- 5.1. It was recommended that a payment of £300 be made to the Branch Auditor in recognition of his services. This was agreed at the two meetings 12-0 and 14-0.

6. Election of Branch Officers (Appendix I)

- 6.1. The list of officer nominations received before the deadline and set out in the Annual Report Appendix I was received.

7. Election of Branch Stewards (Appendix II)

- 7.1. The list of steward nominations received before the deadline and set out in the Annual Report Appendix II was received.

8. Election of representatives to company bodies (Appendix III)

- 8.1. The nominations for the IBM Company Council of Tom Gibbons and David Read were proposed, seconded and agreed.

9. Motions

- 9.1. Branch Expense Policy. The motion as set out in the Annual Report was moved by Dave Read and seconded by Tom Gibbons. The motion was carried at the two meetings 12-0 and 14-0.

10. Open Forum

- 10.1. Amanda Blundell spoke briefly on the importance of all members registering for the 2015 General Election.
- 10.2. A vote of thanks for Howard Watson for his work over many years as a branch steward was formally agreed.

Mini AGM Minutes

Date	4 March 2015	
Location	Warrington	
Present	Tom Gibbons (Chair) Angela Porthouse Steve O'Connor Christine Dempsey W Cox Jenny Henderson Tanya Periera Santos Nazia Mohammed Ben Adams Christella Buoeuy	Joanne Fisher Ben Liddell Gill Picken Nicky Mullan Anthony Edwards Janet Kernot Claire Gargon Neil Catol Sally Williams
In Attendance	Janet Caulfield (Regional Officer)	

Meeting Notes based on agenda

1. Chairperson's opening address

- 1.1. Tom Gibbons (Chair) welcomed everyone to the meeting

2. Confirm the minutes of last year's AGM

- 2.1. Minutes of the Warrington AGM were agreed as an accurate record

3. Matters Arising

- 3.1. None

4. Receive reports for the last year (Annual Report)

- 4.1. Branch Committee – the Chair spoke to the report which was subsequently received.
 4.2. Finance report – the treasurer gave an update on this year's accounts
 4.3. The Finance report was approved at the four meetings 2-0, 7-0, 3-0 and 6-0.
 4.4. The remaining reports were received.

5. Recommendations in respect of honoraria

- 5.1 It was recommended that a payment of £300 be made to the Branch Auditor in recognition of his services. This was agreed at the four meetings 2-0, 7-0, 3-0 and 6-0

6. Election of Branch Officers

- 6.1 The list of officer nominations received before the deadline and set out in the Annual Report Appendix I was received.

7. Election of Branch Stewards

- 7.1 The list of steward nominations received before the deadline and set out in the Annual Report Appendix II was received. Angela Porthouse and Carol Smith were nominated and approved from the floor to fill the remaining vacancies at Warrington.

8. Election of representatives to company bodies

8.1 The nominations set out below were made and approved unanimously by the meetings.

Company Body	Posts
ScottishPower Company Council	Steve O'Connor
	Joe Morgan
ScottishPower Company Health and Safety Forum	Joe Morgan
	Sally Williams
ScottishPower Pensions Forum	Joe Morgan
Energy Retail Joint Negotiating and Consultative Forum	Steve O'Connor
	Carol Smith
	Reserve Mike Kay
Sales, Services & Marketing Consultative Forum	Angela Porthouse
	Sylvia Fox
	Andy McEwan

9. Motions

9.1 Branch Expense Policy. The motion as set out in the Annual Report was moved by Steve O'Connor and seconded by Angela Porthouse. The chair spoke to the motion which was carried at the four meetings 2-0, 7-0, 3-0 and 6-0.

10. Open Forum

10.1 No points were raised.

Mini AGM Minutes

Date	10 March 2015	
Location	Rhos	
Present	David Read (Chair) Steve O'Connor Andy McEwan	Mike Hanmer Michelle Roberts Jane Peters
In Attendance	Janet Caulfield (Regional Officer)	

Meeting Notes based on agenda

1. Chairperson's opening address

- 1.1 Steve O'Connor (Chair) welcomed everyone to the meeting

2. Confirm the minutes of last year's AGM

- 2.1 Minutes of the Rhos AGM were agreed as an accurate record

3. Matters Arising

- 3.1 None

4. Receive reports for the last year (Annual Report)

- 4.1 Branch Committee – Steve O'Connor gave a short update on Energy Retail and the report was subsequently received.
- 4.2 Finance report – the Branch Secretary gave an update on this year's accounts
- 4.3 The Finance report was approved at the two meetings 1-0, and 3-0
- 4.4 The remaining reports were received.

5. Recommendations in respect of honoraria

- 5.1 It was recommended that a payment of £300 be made to the Branch Auditor in recognition of his services. This was agreed at the two meetings 1-0, and 3-0

6. Election of Branch Officers

- 6.1 The list of officer nominations received before the deadline and set out in the Annual Report Appendix I was received.

7. Election of Branch Stewards

- 7.1 The list of steward nominations received before the deadline and set out in the Annual Report Appendix II was received. Steve O'Connor was nominated and approved from the floor to fill the remaining vacancy at Rhos. It was confirmed that Dataserve no longer operates at Rhos so that constituency is now obsolete.

8. Election of representatives to company bodies

- 8.1 The nominations set out below were approved unanimously by the meetings.

Company Body	Posts
ScottishPower Company Council	Steve O'Connor Joe Morgan
ScottishPower Company Health and Safety Forum	Joe Morgan Sally Williams
ScottishPower Pensions Forum	Joe Morgan
Energy Retail Joint Negotiating and Consultative Forum	Steve O'Connor Carol Smith Reserve Mike Kay
Sales, Services & Marketing Consultative Forum	Angela Porthouse Sylvia Fox Andy McEwan

9. Motions

- 9.1 Branch Expense Policy. The motion as set out in the Annual Report was formally moved and carried at the two meetings 1-0, and 3-0.

10. Open Forum

- 10.1 Steve O'Connor gave a short update on the Energy Retail business. The Ombudsman had failed ScottishPower on their Complaints target so the company is now unable to sell products for the next two weeks pending a review of progress. Some other targets are also not being met.
- 10.2 Energy Retail has confirmed that the pay pot will be made up of the guaranteed 2.5% plus 0.5% for achieving business targets. The pot will be allocated in accordance with the 2006 performance settlement.

Mini AGM Minutes

Date	11 March 2015	
Location	Liverpool	
Present	Irene Adams (Chair) David Read (Branch Secretary) Jane Furlong Ruth Fitzgerald	Howard Ball Pam Baker Yvonne Lucy Jim Brown
In Attendance	Angela Blundell (Regional Officer)	

Meeting Notes based on agenda

1. Chairperson's opening address

- 1.1 Irene Adams (Chair) welcomed everyone to the meeting

2. Confirm the minutes of last year's AGM

- 2.1 Minutes of the Liverpool AGM were agreed as an accurate record

3. Matters Arising

- 3.1 None

4. Receive reports for the last year (Annual Report)

- 4.1 Branch Committee – The Branch Secretary gave a short update on the Annual Report and the stalling of pay negotiations in Energy Networks due to the RDO dispute and the report was subsequently received.
- 4.2 Finance report – the Branch Secretary gave an outline of the key financial matters. A vote of thanks was moved to Eddie Rothwell who is standing down as Branch bookkeeper after many years of sterling work in different capacities supporting the branch financial activities.
- 4.3 The Finance report was approved 7-0
- 4.4 The remaining reports were received. Irene Adams offered support to any members who needed it and provided her contact details. Jim Brown gave a brief update on changes to Pension legislation and encouraged members to think carefully before making any decisions and take advice from approved Financial Advisors.

5. Recommendations in respect of honoraria

- 5.1 It was recommended that a payment of £300 be made to the Branch Auditor in recognition of his services. This was agreed 7-0

6. Election of Branch Officers

- 6.1 The list of officer nominations received before the deadline and set out in the Annual Report Appendix I was received. Irene Adams was nominated and seconded for the post of LGBT Officer and the nomination approved.

7. Election of Branch Stewards

- 7.1 The list of steward nominations received before the deadline and set out in the Annual Report Appendix II was received. Yvonne Lucy agreed to act as a "postbox" contact for Liverpool and consider whether to stand as a steward.

8. Election of representatives to company bodies

8.1 The nominations set out below were approved unanimously by the meetings.

Company Body	Posts
ScottishPower Company Council	Steve O'Connor
	Joe Morgan
ScottishPower Company Health and Safety Forum	Joe Morgan
	Sally Williams
ScottishPower Pensions Forum	Joe Morgan
Energy Networks Company Council	Joe Morgan

9. Motions

9.1 Branch Expense Policy. The motion as set out in the Annual Report was formally moved and carried 7-0

10. Open Forum

10.1 Jim Brown raised concerns at the poor publicity ScottishPower are receiving in the press. This unfairly puts staff in a bad light even though they are entirely blameless for the appalling situation the management has allowed the company to get into. Jim wished to express his strong support for the dedication and commitment of staff and urged the union to do all it could to get management to fix the problems they have created.

Motion for AGM 2016 (Agenda Item 9)

Branch Levy

We note that that Branch local levy of 30p per head is currently split 50:50 between the Branch Hardship Fund and General Branch Funds, the latter as a contribution towards the costs of Branch Administration.

Given the current surplus in Branch Accounts the Branch agrees to amend the allocation of the local levy so that from April 2016 all local levy income is allocated to the Branch Hardship Fund and to consult members over the next 12 months on whether to reduce or to abolish the local levy.

Officer Reports (Agenda Item 4)

Branch Committee Report

Introduction

2015 marked a political watershed with the return to power of a Conservative Government committed to further privatisation, attacks on public services and determined to impose further restrictions on trade union freedom. In moves which are ideologically closer to North Korea than European democracy the Trade Union Bill threatens to criminalise workers who take industrial action without having completed a wide-range of onerous conditions.

Initially these included Orwellian measures such as requiring social media and campaign plans to be sent to employers 2 weeks before being released and pickets having to give police their names, addresses and other personal details – clearly a blatant attempt to intimidate those who have the temerity to observe their rights. As a result of magnificent campaigns by UNISON and other unions some of the more controversial measures have now been dropped but the bill still remains a significant attack trade union rights.

The biggest attack remaining is on trade union funding. At present the overwhelming majority of trade union subscriptions are collected through payroll. DOCAS (Deduction of Contributions at Source) is going to be banned in all public services by the government. It has already been withdrawn for Civil Servants which has led to a massive 20-30% reduction in members despite a massive campaign by the Civil Service union to sign up all members to paying by Direct Debit instead.

If the TU Bill is passed then UNISON faces a massive threat to its membership in public services including Local Government and Health which between them represent over 80% of UNISON members. If the government are successful in removing DOCAS from the public sector it is only likely to be a matter of time before the private sector think about following suit and further undermine the ability of workers to organise to protect themselves.

The Energy companies continued to face further scrutiny for their lethargic response to the reduction in energy costs. As oil now plunges to a 10 year low at around \$30 per barrel there has been little sign of any of this reduction being passed on to customers, but plenty of evidence of the profits being passed on to wealthy shareholders and senior directors who continue to get showered in bonuses and pay rises.

The election of Jeremy Corbyn as Labour leader, committed to bringing the Energy industry back into some form of public ownership represents a great step forward in challenging the tired old Tory mantra of putting profits before public service. Although it is early days for the formulation of policy for the next election, the massive growth in membership of the party and influx of young people inspired to radical change represents an excellent opportunity for trade unions to help inform these critical debates. The UNISON Manweb Branch will continue to push this debate within the union and seek to provide solid foundations for reversing the disaster which privatisation has brought to millions of customers and Energy industry employees.

Iberdrola/ScottishPower remains in the sights of the regulator as the teething problems of new SAP system refuse to die and Energy Retail members take the brunt of customer complaints and anger.

In Energy Networks pay negotiations are at deadlock as a paltry offer of x% was overwhelmingly rejected by a ballot of all unions.

The members in IT outsourced group IBM have faced another round of redundancy and TUPE with the workforce now split between two suppliers, IBM and Spanish company Everis.

Energy Retail

Energy Retail again is still seeing signs of agents suffering with stress due to the job not getting any easier, in fact it seems to be getting harder, just when you think you can see the light at the end of the extremely long tunnel, the light starts to flicker then go out.

It stems from agents being pushed from pillar to post, dealing with complaints, taking calls, dealing with complaints - it seems to be a non-stop "merry-go-round", A lot of this is because of the infamous SAP/FIS still not running as it should - meter reads are input, all seems ok but then there is no invoice, and we wonder why our customer keep calling. With the never ending line of complaints, placing impossible burdens on agents, you wonder if the "JOB" will ever return to some sort of normality.

Voluntary Redundancy

The end of 2014-15 saw the last of our colleagues leave the company on the V/R scheme that started late December 2013. With all the cuts in staffing levels we also need to ask "do we have enough staff to do the job?" without mass outsourcing - which is an issue and will continue to be an issue for the foreseeable future.

Pay

This year agents are expected to be as flexible as ever and in some cases even more so. What we need to do is stick together as a union and as a branch as the more members we have the more of a say we will have in how the future of our company is run. This will become increasingly important towards the end of 2016 when we are due to get round the table to start our pay talks. We will need to remain alert throughout 2016-17 as we are certain that the company will be looking for further savings, whether this is by attacking our Terms and Conditions, our pensions, or just how we work in general, the one thing is for certain, we need to have the reps in place who will be fighting on behalf of our members on all fronts.

The one thing that we can all agree on, is that we hope at some point, ScottishPower get it right. If the company is successful, then that means staff and members will be entitled to share in its success through better pay and improved conditions as a reward for the hard work we all put in.

Energy Networks

The main focus over the last 12 months has been on pay which was delayed due to industrial action by the industrial unions over their roster day off.

Pay

The company met with the unions in 2015 and made an offer of pay that went out to ballot with a recommendation to reject. Our membership voted in a manner unprecedented in recent years with an 80% rejection of the company offer. The other unions had similar results and together this gave a clear statement to the company. The two sides met again in February 2016 and although there was no agreement reached, further talks have been arranged for 9th 10th March 2016. Members were due the pay rise on 01/01/15 and since then, another anniversary has passed.

Customer Service

Consultation is ongoing with a proposed restructure within parts of Customer Service. Enhanced mobile technology is being developed which when delivered could make savings that could affect staff. The company are confident that all displaced staff will be found new roles in the business. Some changes have already taken place affecting the Dispatch Team Leaders and new roles have been secured there.

Other changes in Customer Service include moving General Enquiries to the North and Complaints to the South. This was originally due to happen in October 2015 but has been put back to December 2016. Some staff have already moved from Customer Services to SPM Central Licence while others will be advised of their new roles later in the year.

IBM & Everis

As we reported in last year's Annual report, 2014 saw a 20% reduction in the workforce to 193 employees following the decommissioning of a large number of legacy applications. Staff had barely chance to catch their breath before they were plunged into more uncertainty with a combination of a further round of redundancies and a divisive decision by Iberdrola to split the IT operation into two parts – Support and Project Services.

Another TUPE ...

UNISON launched a major campaign lobbying MP's, MSP's, Euro MP's and councillors challenging the decision to split the IT operation which would only create division and additional layers of complexity and reduce efficiency. Unfortunately Iberdrola showed little interests in the views of those who support their IT operations and blindly ploughed ahead with their ill-conceived strategy. Unsurprisingly the Project Services contract was awarded to a Spanish company called Everis who coincidentally happen to be based at Iberdrola Towers in Bilbao.

...and more redundancies!!

Having spent much of 2014 in weekly redundancy consultations the stewards then had to spend much of 2015 in weekly meetings consulting first on redundancy and then on TUPE transfer. Once again we managed to avoid any compulsory redundancies. This was unsurprising given that over 100 of the 193 workforce applied for voluntary redundancy, fed up to the back teeth of being treated like cattle at a market - although in this case sold to the lowest bidder.

The redundancy program left a workforce reduced to just 147 which then split further as 56 were selected for transfer to Everis and 91 remained with IBM. Two new stewards were appointed to represent the Everis transferees and they have played a sterling role in fighting to ensure Everis stick to their obligations and commitments made during the TUPE transfer consultation.

Pay

Following the redundancy consultations and just prior to the completion of the TUPE transfer we managed to conclude a two year pay deal with IBM which covered all employees on collective bargaining and carried across with those transferring to Everis. The deal provided pay increases depending on performance of between 1% and 2.5% in July 2015 and then in July 2016 and ensured staff were once again included in the IBM bonus scheme which pays a bonus in the first quarter of 2016 and 2017 based on the previous year's performance.

Branch Office

The Branch has maintained its shared service operation through the United Utilities UNISON Branch Office with full time and part time admin support from Diane Rimmer and Sharon Travis respectively.

The Branch Website which can be found at www.unison-manweb.org.uk 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. 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.

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 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

Our stewards have continued to represent the Branch at regional and national meetings to ensure our voice is heard. Our participation and contribution to discussions and decisions on campaigns has always been well-received and we remain one of the few branches who consistently submit motions for debate and discussion at National Energy Conference. The following is a summary of some key activities we have participated in:

National Energy Conference – Glasgow - June 2015

UNISON branch delegates from all Energy companies met to debate and agree policy at the annual conference in June last year. Branch delegate Dave Read moved two resolutions from our Branch at the conference – one on off-shoring and one on public ownership of utilities. It was notable that ours was the only branch to have submitted motions to the conference, the remaining motions coming from either self-organised groups or the Executive.

National Delegate Conference – Glasgow - June 2015

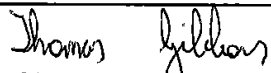
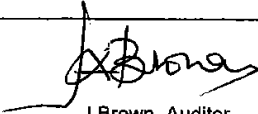

Delegates from UNISON branches across the country meet to debate and agree UNISON's National policy at this conference and hold the national union leadership to account for their activity over the previous 12 months. Dave Read attended this 4 day conference which considered a wide range of issues including public service cuts, attacks on trade unions, pensions and a range of international issues. A raft of policies and campaigns were agreed in particular campaigns to fight the Trade Union Bill, oppose Tory government threats to tax credits and defend the NHS from further cuts and privatisation.

Energy Branch Seminar – Harrogate – November 2015

Every year on the first weekend in November delegates from Energy Branches across the country meet to discuss matters of common interest and share ideas and experiences about a range of issue affecting members in the energy industry. Dave Read, Sally Ward and Janet Ibbotson attended from our branch and took part in discussions on Energy supply, the Living Wage, Information and Consultation regulations and the Trade Union bill.

David Read
Branch Secretary

Treasurers Report

MERSEYSIDE AND NORTH WALES ELECTRICITY BRANCH UNISON (06443) Period 1 January 2015 to 31 December 2015		
BRANCH INCOME - GENERAL FUND	2015	
	£	£
Branch Funding Received in 2015	14,723.82	
Branch Local Levy	1,380.00	
Conference Funding	78.30	
Retired Members Subs	105.00	16,287.12
Total Income		£16,287.12
BRANCH EXPENDITURE - GENERAL FUND	2015	
	£	£
Administration	7,058.09	
Honoraria	300.00	
Conference & Group meetings	1,909.33	
Branch Meetings inc AGM	930.62	
Other Meetings	1,096.37	
Publicity	1,451.30	
Education	411.85	
Donations	30.00	
Affiliations	60.00	
Transfer to Welfare Fund	690.00	
Local Activities		13,937.56
Total Expenditure		£13,937.56
General Fund Surplus		£2,349.56
		£16,287.12
BRANCH INCOME - WELFARE FUND	2015	
	£	£
Branch Local Levy from General Fund	690.00	
Total Income		690.00
Transfer to Welfare Fund		£690.00
BRANCH BALANCE SHEET	2015	
	£	£
Fixed Assets		0.00
Current Assets		
Debtors		
Deposit Account		64,870.53
Current Account		22,361.81
		£87,232.34
Current Liabilities		
Creditors	1,518.95	1,518.95
NET CURRENT ASSETS AT 31 DECEMBER 2015		£85,713.39
Funded by:		
General Fund balance at beginning of the year	42,434.64	
Excess of Income over Expenditure	2,349.56	44,784.20
Welfare Fund balance at beginning of year	40,239.19	
Transferred to Welfare Fund	690.00	40,929.19
ACCUMULATED FUNDS		£85,713.39
 T. Gibbons, Hon Treasurer 16 February 2016		
AUDITORS CERTIFICATE		
We have examined the books and vouchers of the MANWEB Branch of UNISON and in our opinion the above balance sheet and income and expenditure account gives a true and fair view of the financial position of the branch at the 31 December 2015 and of the income and expenditure for the year ended on that date.		
 J Brown, Auditor 16 February 2016		
 E A Rothwell, FMAAT, Auditor, 16 February 2016		

Appendix I – Officer Nominations 2016

Chair	Joe Morgan
Vice-Chairperson	Sylvia Fox
Secretary	Dave Read
Treasurer	Tom Gibbons
Branch Auditor (1)	Jim Brown
Branch Auditor (2)	Eddie Rothwell
Education co-ordinator	Sally Williams
Lifelong learning co-ordinator	Sally Williams
Equalities Co-ordinator	Irene Adams
Health and Safety Officer	Angela Porthouse
Communications Officer	Andy Jones
International Officer	Stephen O'Connor
Membership Officer	Irene Adams
Young Members Officer	Mike Hanmer
Welfare Officer	Sylvia Fox
Labour Link Officer	Mike Kay
Retired Members Secretary	Shirley Vickery and Jim Brown
Sports and Social Officer	Angela Porthouse
LGBT Officer	Vacancy

Appendix II – Steward Nominations 2016

Business	Location	Posts	Nominations
Energy Networks	Prenton	3	
	Aberystwyth	1	
	Caernarfon	1	
	Chester	1	
	Liverpool	1	
	Llandudno	1	
	Mold	1	
	Oswestry	1	
	Rhostyllen	1	
Energy Retail CSC	Warrington CSC	6	Michael Kay Angela Porthouse Sally Williams
	Rhos CSC	5	
	Lpool Direct Sales	1	
	Home Based Members	1	Carol Smith
Energy Retail Dataserve	Warrington	2	
	Rhostyllen	1	
IBM	Queensferry	2	Tom Gibbons Dave Read
Everis	Queensferry	2	Janet Ibbotson Sally Ward

Appendix III – Steward Nominations to Company Bodies 2016

Company Body	Posts
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