

48th ANNUAL REPORT



Manweb Branch

ANNUAL GENERAL MEETING

2019

AGM meetings will be held at:

Warrington on Tuesday 26th February 2019
Rhostyllen on Wednesday 27th February 2019
Liverpool on Thursday 28th February 2019
Prenton on Tuesday 5th March 2019
Chester on Wednesday 6th March 2019

(see local posters for details)

** Disabled Access**

** Free Buffet and Refreshments**

** Travel Expenses **

ANNUAL GENERAL MEETING AGENDA

2019

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. Election of Branch Officers (See Appendix I)
6. Election of Branch Stewards (See Appendix II)
7. Election of Representatives of Company Bodies (See Appendix III)
8. Motions received
9. Open Forum / Questions
10. Prize Draw

Mini AGM Minutes

Date	21 February 2018	
Location	Queensferry	
Present	David Read (Branch Secretary) Tom Gibbons (Chair) Mike Conlon Carl Tynan Neil Carter Eugene Gallagher Andrew Scanlon Ian Williams Martin Nield Barbara Jones Janet Edwards	Kim Roberts Graham Whalley Paul Dutton Mike Taylor Elaine Rowland Paul Jones Anthony Jennings Sarah Latham Peter Jung Janet Ibbotson
In Attendance	Sue Glithero (Regional Officer)	

Meeting Notes based on agenda

1. Chairperson's opening address

1.1. Tom Gibbons welcomed everyone to the meeting and welcomed Dave Read back after a long absence. Tom gave a quick summary of the key issues in IBM and everis and drew attention to the fact that the current outsource contract is due to expire in 2021.

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. A question was asked and explanation given about the auditor payment

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 some key issues from the report. The report was received.

4.2. Finance report – the treasurer presented this year's accounts and explained some of the key figures and noted that:

4.2.1. The membership has continued to fall over the last 12 months

4.2.2. We still operate a shared service facility with the UU UNISON Branch

4.2.3. The Branch Committee meets 8 times per year

4.2.4. Costs include a number of conferences and seminars attended by stewards as branch representatives

4.2.5. Education costs are incurred for training new and existing stewards

4.2.6. The Auditor Eddie Rothwell has agreed to stand again after having been persuaded not to step down

4.3. The Finance report was approved at the two meetings 17-0 and 4-0.

4.4. The remaining reports were received.

5. Recommendations in respect of honoraria

5.1. It was recommended that a payment of £330 be made to the Branch Auditor in recognition of his services. This was agreed at the two meetings 17-0 and 4-0.

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. Sally Williams was nominated for the position of Communications Officer and this was approved at the two meetings 17-0 and 4-0.

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.

7.2. Jeremy Lawes was proposed, seconded and agreed for the everis steward vacancy.

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 received.

8.2. Jeremy Lawes was proposed, seconded and agreed for the everis Company Council.

9. Motions

9.1. No motions were presented.

10. Open Forum

10.1. It was suggested that the branch should look to spend some money on issues relating to stress which was significant in some of the workplaces. The Branch Secretary will refer this to the Branch Committee.

10.2. An issue regarding reorganisation in one of the teams in Energy Networks was raised and it was agreed this would be raised with the relevant Energy Network steward.

11. Prize Draw

11.1. The meeting was closed with the announcement of the results of the prize draw and a thank you to all members attending.

Mini AGM Minutes

Date	22 February 2018	
Location	Warrington	
Present	David Read (Branch Secretary) Steve O'Connor (Chair) Christella Buoy Angela Porthouse Jo McDonnell Brendan Rodgers Janet Kernot	Claire Gargan Carol Smith Nicky Millar Richard Joyce Diana Roberts Neil Caton
In Attendance	Sue Glithero (Regional Officer)	

Meeting Notes based on agenda

12. Chairperson's opening address

- 12.1. Steve O'Connor welcomed everyone to the 4 mini AGM meetings held over the course of the lunchtime.

13. Confirm the minutes of last year's AGM

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

14. Matters Arising

- 14.1. There were no matters arising

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

- 15.1. Branch Committee – the Branch Secretary spoke to the report and gave a brief update on the some key issues from the report. The report was received.
- 15.2. Finance report – the Chair presented this year's accounts and invited any questions.
- 15.3. The Finance report was approved at the four meetings 5-0, 3-0, 2-0 and 3-0.
- 15.4. The remaining reports were received.

16. Recommendations in respect of honoraria

- 16.1. It was recommended that a payment of £330 be made to the Branch Auditor in recognition of his services. This was agreed at the four meetings 5-0, 3-0, 2-0 and 3-0.

17. Election of Branch Officers (Appendix I)

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

- 17.2. Sally Williams was nominated for the position of Communications Officer and this was approved at the four meetings 5-0, 3-0, 2-0 and 3-0.

18. Election of Branch Stewards (Appendix II)

- 18.1. The list of steward nominations received before the deadline and set out in the Annual Report Appendix II was received.
- 18.2. Steve O'Connor (Rhos) and Nicky Millar (Warrington) were proposed, seconded and agreed for steward vacancies in Rhos and Warrington.
- 18.3. It was noted that the Energy Retail Dataserve (Warrington) constituency may shortly be obsolete as employees in that unit have been relocated to other units.

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

- 19.1. The following nominations were proposed, seconded and agreed:
- 19.1.1. ScottishPower Company Council – Joe Morgan and Steve O'Connor
- 19.1.2. ScottishPower HESAC – Joe Morgan and Steve O'Connor (it was agreed that Sally Williams and Angela Porthouse would be substitutes)
- 19.1.3. ScottishPower Pensions – Steve O'Connor
- 19.1.4. Energy Retailers Joint Negotiation and Consultative Forum – Steve O'Connor and Carol Smith
- 19.1.5. Sales, Services & Marketing Consultative Forum – Angela Porthouse, Sally Williams and Steve O'Connor (with Carol Smith as a substitute)

20. Motions

- 20.1. No motions were presented.

21. Open Forum

- 21.1. Steve O'Connor gave a short update on the current ScottishPower VSS programme which had been announced at the end of 2017. Of the 200 planned redundancies 90 are scheduled to take place in Energy Retail split between 40 in CSS and 50 in Metering and Ops.
- 21.2. Discussion on Energy Retail pay for the current year is in its early stages. In response to a question from a member Steve O'Connor confirmed that we would be seeking an above RPI settlement and a review of the performance management system
- 21.3. It was agreed that the wording surrounding the lump sum payment awarded in last year's pay settlement was misleading as it gave the impression it was an equal amount for each employee whereas it was pro-rated based on hours worked.
- 21.4. The Branch Secretary agreed to follow up the case of a new member whose subs had not yet been deducted through DOCAS.
- 21.5. The Branch Secretary agreed to speak to the UU branch regarding TCS employees at Warrington with a view to agreeing a recruitment strategy.

22. Prize Draw

- 22.1. The meeting was closed with the announcement of the results of the prize draw and a thank you to all members attending.

Mini AGM Minutes

Date	27 February 2018	
Location	Rhos	
Present	David Read (Branch Secretary) Steve O'Connor (Chair) Angela Jones	Dana Davies Nicola Bishop
In Attendance		

Meeting Notes based on agenda

23. Chairperson's opening address

- 23.1. Steve O'Connor welcomed everyone to the two mini AGM meetings held over the course of the lunchtime.

24. Confirm the minutes of last year's AGM

- 24.1. No minutes were available as there was not a meeting at Rhos last year

25. Matters Arising

- 25.1. N/A

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

- 26.1. Branch Committee – the Branch Secretary spoke to the report and gave a brief update on some key issues from the report. The report was received.
- 26.2. Finance report – the Chair presented this year's accounts and invited any questions.
- 26.3. The Finance report was approved at the two meetings 2-0 and 1-0.
- 26.4. The remaining reports were received.

27. Recommendations in respect of honoraria

- 27.1. It was recommended that a payment of £330 be made to the Branch Auditor in recognition of his services. This was agreed at the two meetings 2-0 and 1-0.

28. Election of Branch Officers (Appendix I)

- 28.1. The list of officer nominations received before the deadline and set out in the Annual Report Appendix I was received.
- 28.2. Sally Williams was nominated for the position of Communications Officer and this was approved at the two meetings 2-0 and 1-0.
- 28.3. Dana Davies was nominated for the position of Labour Link Officer and this was approved at the two meetings 2-0 and 1-0.
- 28.4. Nicola Bishop was nominated for the position of Membership Officer and this was approved at the two meetings 2-0 and 1-0.

29. Election of Branch Stewards (Appendix II)

- 29.1. The list of steward nominations received before the deadline and set out in the Annual Report Appendix II was received.
- 29.2. Steve O'Connor (Rhos), Nicky Millar (Warrington) and Angela Jones (Rhos) were proposed, seconded and agreed for steward vacancies in Rhos and Warrington.
- 29.3. It was noted that the Energy Retail Dataserve (Warrington) constituency may shortly be obsolete as employees in that unit have been relocated to other units.

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

- 30.1. The following nominations were proposed, seconded and agreed:
 - 30.1.1. ScottishPower Company Council – Joe Morgan and Steve O'Connor
 - 30.1.2. ScottishPower HESAC – Joe Morgan and Steve O'Connor (it was agreed that Sally Williams and Angela Porthouse would be substitutes)
 - 30.1.3. ScottishPower Pensions – Steve O'Connor
 - 30.1.4. Energy Retail Joint Negotiation and Consultative Forum – Steve O'Connor and Carol Smith
 - 30.1.5. Sales, Services & Marketing Consultative Forum – Angela Porthouse, Sally Williams and Dana Davies (in place of Steve O'Connor and with his consent).
 - 30.1.6. Operations Joint Consultative Forum – Angela Jones

31. Motions

- 31.1. No motions were presented.

32. Open Forum

- 32.1. Steve O'Connor gave a short update on the current ScottishPower VSS programme which had been announced at the end of 2017. Of the 200 planned redundancies 90 are scheduled to take place in Energy Retail split between 40 in CSS and 50 in Metering and Ops.
- 32.2. Discussion on Energy Retail pay for the current year is in its early stages. In response to a question from a member Steve O'Connor confirmed that we would be seeking an above RPI settlement and a review of the performance management system

33. Prize Draw

- 33.1. The meeting was closed with the announcement of the results of the prize draw and a thank you to all members attending.

Mini AGM Minutes

Date	28 February 2018	
Location	Liverpool	
Present	David Read (Branch Secretary) Geoff Littler (Chair) Shirley Vickery	Jayne Furlong Howard Ball
In Attendance	Sue Glithero	

Meeting Notes based on agenda

34. Chairperson's opening address

- 34.1. Geoff Littler welcomed everyone to the mini AGM.

35. Confirm the minutes of last year's AGM

- 35.1. No minutes were available for the Liverpool meeting last year – it was not clear who had taken notes at the meeting.

36. Matters Arising

- 36.1. N/A

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

- 37.1. Branch Committee – the Branch Secretary and Geoff Littler spoke to the report and gave a brief update on the some key issues from the report. Geoff outlined issue around pay and VSS in Energy Networks and gave an update on issues around stress, especially since the introduction of NAMS. This had had a significant impact on staff with inadequate training and major operational issues. There was plenty of discuss around NAMS and stress. The report was received.
- 37.2. Finance report – the Chair presented this year's accounts and invited any questions.
- 37.3. The Finance report was approved 3-0.
- 37.4. The remaining reports were received.

38. Recommendations in respect of honoraria

- 38.1. It was recommended that a payment of £330 be made to the Branch Auditor in recognition of his services. This was agreed 3-0.

39. Election of Branch Officers (Appendix I)

- 39.1. The list of officer nominations received before the deadline and set out in the Annual Report Appendix I was received.
- 39.2. Sally Williams was nominated for the position of Communications Officer and this was approved 3-0.
- 39.3. Dana Davies was nominated for the position of Labour Link Officer and this was approved 3-0.

39.4. Nicola Bishop was nominated for the position of Membership Officer and this was approved 3-0.

40. Election of Branch Stewards (Appendix II)

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

40.2. Joe Morgan was proposed, seconded and agreed for steward vacancies in Prenton.

40.3. Jayne Furlong agreed to consider standing as a steward.

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

41.1. The following nominations were proposed, seconded and agreed:

41.1.1. ScottishPower Company Council – Joe Morgan and Steve O'Connor

41.1.2. ScottishPower HESAC – Joe Morgan and Steve O'Connor (it was agreed that Sally Williams and Angela Porthouse would be substitutes)

41.1.3. ScottishPower Pensions – Steve O'Connor

41.1.4. Energy Retailers Joint Negotiation and Consultative Forum – Steve O'Connor and Carol Smith

41.1.5. Sales, Services & Marketing Consultative Forum – Angela Porthouse, Sally Williams and Dana Davies (in place of Steve O'Connor and with his consent).

41.1.6. Operations Joint Consultative Forum – Angela Jones

41.1.7. Energy Networks Company Council – Joe Morgan

42. Motions

42.1. No motions were presented.

43. Open Forum

43.1. There was further discussion on NAMS and the need to recruit more members on site and identify a volunteer steward for Liverpool

44. Prize Draw

44.1. The meeting was closed with the announcement of the results of the prize draw and a thank you to all members attending.

Mini AGM Minutes

Date	1 st March 2018	
Location	Prenton	
Present	David Read (Branch Secretary) Geoff Littler (Chair) Stephen Jackson	Nikki Wilde Sharon Robinson
In Attendance		

Meeting Notes based on agenda

45. Chairperson's opening address

- 45.1. Geoff Littler welcomed everyone to the mini AGM.

46. Confirm the minutes of last year's AGM

- 46.1. Minutes of the Prenton AGM were agreed as an accurate record.

47. Matters Arising

- 47.1. There were no matters arising

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

- 48.1. Branch Committee – the Branch Secretary and Geoff Littler spoke to the report and gave a brief update on the some key issues from the report. Geoff outlined issue around pay and VSS in Energy Networks and gave an update on issues around stress, especially since the introduction of NAMS. The report was received.
- 48.2. Finance report – the Chair presented this year's accounts and invited any questions.
- 48.3. The Finance report was approved 3-0.
- 48.4. The remaining reports were received.

49. Recommendations in respect of honoraria

- 49.1. It was recommended that a payment of £330 be made to the Branch Auditor in recognition of his services. This was agreed 3-0.

50. Election of Branch Officers (Appendix I)

- 50.1. The list of officer nominations received before the deadline and set out in the Annual Report Appendix I was received.
- 50.2. Sally Williams was nominated for the position of Communications Officer and this was approved 3-0.
- 50.3. Dana Davies was nominated for the position of Labour Link Officer and this was approved 3-0.
- 50.4. Nicola Bishop was nominated for the position of Membership Officer and this was approved 3-0.

51. Election of Branch Stewards (Appendix II)

- 51.1. The list of steward nominations received before the deadline and set out in the Annual Report Appendix II was received.
- 51.2. Joe Morgan and Stephen Jackson were proposed, seconded and agreed for steward vacancies in Prenton.

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

- 52.1. The following nominations were proposed, seconded and agreed:
 - 52.1.1. ScottishPower Company Council – Joe Morgan and Steve O'Connor
 - 52.1.2. ScottishPower HESAC – Joe Morgan and Steve O'Connor (it was agreed that Sally Williams and Angela Porthouse would be substitutes)
 - 52.1.3. ScottishPower Pensions – Steve O'Connor
 - 52.1.4. Energy Retail Joint Negotiation and Consultative Forum – Steve O'Connor and Carol Smith
 - 52.1.5. Sales, Services & Marketing Consultative Forum – Angela Porthouse, Sally Williams and Dana Davies (in place of Steve O'Connor and with his consent).
 - 52.1.6. Operations Joint Consultative Forum – Angela Jones
 - 52.1.7. Energy Networks Company Council – Joe Morgan

53. Motions

- 53.1. No motions were presented.

54. Open Forum

- 54.1. There was no further discussion on NAMS and the importance of recruiting more members on site.

55. Prize Draw

- 55.1. The meeting was closed with the announcement of the results of the prize draw and a thank you to all members attending.

Reports

Branch Committee Report - 2018

Introduction

2018 will probably go down in history as the year in which Brexit seemed to dominate all political discussion, with the Tory government seemingly paralysed in their attempt to find a way out of the impasse they have dug themselves into. Theresa May hangs on by a thread, her entire existence only possible because the Tory Party have no obvious alternative candidate and are petrified that any leadership challenge could lead to a General Election and sizeable victory for a Corbyn led Labour Government.

The disastrous 2 years negotiations May has carried out, marred by disagreements, sackings of key ministers and finally her insistence on running the whole negotiations herself has led directly to the impasse they find themselves in. May's Red Lines based on the bonfire of workers rights which the extreme Brexiteers seem to be so keen on and their arrogant attempt to plough on with austerity at any cost has led to widespread hostility to the current government, especially amongst the youth as demonstrated in the rallies of hundreds of thousands opposed to the threats of a no-deal Brexit.

It is still unclear exactly what will happen to the following protections embodied through European Directives:

- The Working Time Directive which:
 - o prevents workers being forced to work more than 48 hours per week
 - o guarantees 11 hours rest in every 24 hour period
 - o guarantees at least one 24 period away from work each week
- TUPE legislation which in the Energy industry has provided an important safety net for thousands of workers who have been outsourced
- Part-time and contract workers rights which have removed the discrimination faced by workers in areas such as pensions.
- Equal Pay legislation to prevent discrimination on grounds of sex, race religion, age, disability and sexual orientation
- Information and Consultation obligations on employers to consult employees over changes affecting job security and other significant changes.

UNISON will continue to fighting to ensure that Brexit is not used as a cover to remove these protections and leave workers exposed to increased hours, lower pay, increased Health and Safety risks and further erosion of trade union rights.

In Iberdrola/ScottishPower the trade unions have concluded negotiations on holiday pay, warned the company over possible adverse changes to the pension scheme and negotiated pay settlements across the company.

In Energy Networks members have won a new pay rise but also faced further redundancies and stress from a new logistics system

In Energy Retail members accepted a new pay agreement and saw the final tranche of members leave as a result of the 2018 voluntary redundancy program.

After 20 years on the ScottishPower Queensferry site our members in IT outsourced group IBM have been moved off-site at the request of ScottishPower whilst members in the IT outsourced group everis have been made compulsorily redundant after being subject to the same eviction notice.

Company Council

V/R - It was reported at last year's AGM that we had been hit with a companywide voluntary redundancy program with around 200 voluntary redundancies over the next 12 months or so. The last of these leavers are due to leave by the end of March.

Holiday Pay – after nearly four years of campaigning by the four Trade Unions, we finally came to a resolution after re-negotiating the offer the company had given, the original offer fell well below what the Trade Unions were expecting, as the calculation moving forward meant that approx 5.1% would of been added to the hourly overtime rate, and backdated for 12 months.

We had the company re-visit this, and we finally got to an agreement in October 2018, which meant that 8.3% would be added & backdated for 2 years from 01/11/2016 – 01/11/2018, unfortunately with the announcement of the sale of our Power plants (Generation) to DRAX, the company decided that they were not going to include our colleagues in Generation, which was unacceptable to the trade unions. All meetings were suspended until a resolution could be sought.

In January 2019 we reconvened a Special Company Council meeting, where it was agreed that the Holiday Pay Terms & Conditions would be introduced with a new start date of 01/02/2019, and backdating would be from 01/11/2016 – 01/02/2019.

Pension Review – Trade Union Lay Reps have met on several occasions with the company to discuss a pension review, the Trade Unions were advised that the company will take it's time before coming to any final decision on the best way to move forward, we have been given figures of how many members are in each Pension Scheme, how much it costs and what the company can do & what they can't do, in regards to the different schemes.

At the time of going to press, there has still been no formal proposal by the company, although the Trade Unions took the stance that the company should do nothing & carry on with its current obligations, which in today's climate may well be difficult, but with our members support we will fight any amendments that they bring to the table.

DRAX – As mentioned previously, our Generation plants were sold to DRAX, this sale was agreed and announced on 16th October 2018, with the sale being completed on 1st January 2019, the sale

was deemed as a transfer of shares, which meant that staff transferred on their current terms and conditions without the need of TUPE.

We wait to see what the next 12 months will bring, but apart from the Pensions review, which will be a worry for everyone, the company are painting a rosy future. In reality however, with the pending BREXIT looming, no one knows for sure exactly what the fall out will mean for the UK as a whole, and of course for ScottishPower/Iberdrola.

Energy Retail

We have endured another frantic year within Energy Retail, with more of our colleagues leaving via the on-going voluntary redundancy process that the Company announced late December 2017 & also with our senior Lay reps being involved with pay talks, which were concluded in August 2018.

Voluntary Redundancy

After the announcement by the company to allow 200 FTE to be allowed to leave the company via Voluntary Redundancy, which meant nearly 60% of this figure would come from Energy Retail, our Lay reps have worked with management to make sure that the process ran & was handled as smoothly as possible. The last of the leavers is expected to depart by the end of March 2019. This of course may well bring its own problems to the staff & not least our members, with the added pressure/stress of the inevitable increase in workloads,

PLEASE REMEMBER THAT IF ANYONE FEELS THAT THEY ARE SUFFERING FROM STRESS AND STRUGGLING TO COPE, DON'T KEEP IT TO YOURSELF, PLEASE SEEK HELP FROM EITHER YOUR T/M OR EVEN SELF REFER TO OCC HEALTH, THERE IS ALWAYS SOMEONE TO HELP!

Pay Talks

In July 2018 we sent out ballot papers along with the offer from the company that was "best that can be achieved via negotiation", the offer was a 27 month deal, with the deal covering a period from 1st January 2018 through to 1st April 2020, based on the 2017 finance report for Energy Retail which report a loss in the region of £52million.

It was made quite clear that the company were not prepared to offer a percentage increase for the 1st part of the new deal. The offer of a non-consolidated payment for the 1st year of the deal, and the amount that was originally offered fell considerably below our expectations, as did the percentage increase for remainder of the pay deal.

Over the course of several meetings our lay reps got to the final offer from the company, which was agreed to go to ballot as "best that can be achieved via negotiation". The offer was a £1000 payment for all Fully Effective staff & £1250 for anyone who exceeded, for the 1st year of the deal.

The offer for the 2nd year was a percentage increase (100% market medium) being set at 3% Fully Effective & 3.5% Exceeded, but this also depends on where you sit within the MATRIX, as to what you receive. There is also an added bonus of £250.00 (non-consolidated) if the company reaches certain targets. The ballot was returned early August with 86% of the Trade Union membership accepting the new deal.

The next 12 months are going to be very difficult in Energy Retail; we have already seen several of the smaller Energy firms going into liquidation, simply because they can't cope with the increasing costs being imposed on them, along with the price cap, which was brought out by Ofgem on 1st January 2019. It seems that ScottishPower and its staff put themselves in a great position by the fact that we had a very large percentage of our customers on "FIXED" deals.

With the very soon to arrive BREXIT, the uncertainty of what will happen, may well pose more questions than answers, but we as a UNION and with the backing of our members will make sure that we are at the forefront of any discussions that may have an impact on our members.

Energy Networks

PAY – 2018 saw us settle on a 3 year pay deal effective from 01/01/18 – 31/12/20. The average pay increase for year 1 is 3% with a £250 non-consolidated payment. Years 2 & 3 will be based around the CPI figure for November the previous year with a minimum of CPI or 2% in year 2 and CPI or 1.5% in year 3.

Years 2 & 3 will also have a non-consolidated payment of up to £1000 based on the company scorecard. If the company hits its targets, the payment will be £500.

VSS – The Company completed its VSS commitments with 25 staff leaving the company North & South.

STRESS – The new IT system NAMS has been causing problems with the company and staff who were already feeling stressed are feeling it even more. This in addition to an increase in the number of retirements and VSS will put more pressure on our members. We continue to press the company in the Business Forums to have the right staffing levels to meet the demands of the job.

IBM and everis

2018 turned out to be a watershed year for members in both IBM and everis. The first 6 months were relatively calm in industrial terms, with IBM in the second year of a two year pay deal and everis members receiving a pay deal following short negotiations. This peace was however shattered in late summer when ScottishPower announced that they intended to close the Queensferry office to non-ScottishPower employees and IBM and everis were both given 3 months notice to quit the site.

IBM responded by putting in place a process to search for new premises within a 20 miles radius of Queensferry. Although the process of obtaining internal approval proved to be exhausting, all 17 employees have been relocated to new premises in Chester Business Park. There are still plenty of teething problems with the new premises but the trade unions are working to try and get resolutions to these, having already overcome a potential big issue with access and parking at the new site.

Everis however took the callous decision to issue compulsory redundancy notices to all 10 everis staff at Queensferry. Despite all representations, protests and reasonable requests by the UNISON for the company to allow members to work from home or relocate to alternative local premises everis management maintained an inflexible dispassionate resolve to pursue redundancies. Their meaningless offer to relocate to Scotland or London was treated with the contempt it deserved.

This appalling disregard for the loyalty and long service of the members concerned shows that the drive for profit by certain out-sourced suppliers is clearly the prime directive.

In only one case was UNISON successful in overcoming the redundancy process where everis were unwilling to pay out additional pension costs for a member who was entitled to additional protections dating back to privatisation. Remarkably everis agreed to allow home-working in this instance, albeit after all other members had signed their settlement agreements.

Branch Office

The Branch is still administered through a Shared Service Agreement with the UU UNISON Branch based in Birchwood Park, Warrington and supported by office staff Sharon Travis and Sharon ?. Our service charge reduced this year as it is based on the proportion of members of the two branches.

The branch website www.unison-manweb.org.uk contains the contact details for the branch as well as a range of other basic information to help and guide members needing advice and representation. Any suggestions for additional information are welcome. We would love this to become the first point of contact for any queries so please email any comments about how we could improve the site 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

The Branch has been represented at regional and national meetings by stewards and branch officers seeking to influence policy and represent members. The following is a summary of some key activities we have participated in:

Energy Service Group Conference – Brighton - June

Around 40 delegates and the same number of visitors gathered for the 2018 UNISON Energy Conference at Brighton, our branch being represented by Branch Secretary Dave Read. We were welcomed with speeches from Jenny Middleton the Chair of the Service Group and Christina McAnea one of the Vice Chairs of UNISON who emphasised some of the achievements of UNISON over the last 25 years and stressed the importance of recruitment. It is worth noting that UNISON needs to recruit 150,000 new members each year just to stand still.

We discussed a range of motions across subjects covering disabled members, mental health, inclusivity, call centre stress and flexible working. We also tackled the proposed merger between SSE and Npower which if it comes off will reduce the Big 6 to the Big 5 and lead to the merged company holding 12.7 million customers. There was also a discussion on Renationalisation and mutual energy companies the former stressing the importance of the Labour Party committing itself to not just renationalising the lines and pipes business for gas and electricity but also the Retail business where we have seen a massive impact on members through outsourcing, off-shoring and micromanagement.

All motions were passed either unanimously or overwhelmingly as there was no controversy and the conference did not need to extend into the afternoon session.

National Delegate Conference – Brighton - June

Over 2000 delegates and visitors gathered for the 2018 UNISON National Delegate Conference. Day 1 saw a Presidential address celebrating 25 years of UNISON, formal adoption of the annual and financial reports and motions being passed on the Good Friday Agreement, Human Rights, Social Health care, low paid women and organising against the continued privatisation of local government services. Shadow Chancellor John McDonnell also spoke to a packed midday fringe meeting promising the repeal of Tory trade union legislation within the first 100 days of coming to power.

Day 2 saw a major discussion on the need for a strategic review of Unison's structures to tackle issues such as widespread outsourcing, blurring of sector lines, devolution and general fragmentation of the workforce. However there was widespread concern that this could be used by the national organisation as a means of moving resources from branches to the centre and the proposal was heavily defeated in a card vote. There were also major discussions on young workers, the crisis in local government, the EU withdrawal bill / Brexit, race equality and inclusion in the union.

On day 3 we covered workers rights in Turkey, LGBT rights, the appalling practise of Israel in detention of children in Palestine, housing affordability, homelessness and a very emotional discussion on Grenfell with moving contributions from Unison activists who had been involved in helping and campaigning with those who survived the tragedy from day 1. The afternoon was full of lively debate on a number of rule changes which on the face of it seemed innocuous but aroused much controversy and in most cases were defeated or failed to get the two thirds majority needed to be passed. In most cases they were changes which would have made it more difficult for small branches to operate.

On the last day the topics covered included private contractors, privatisation and PFI, the rapid growth of Wholly Owned Subsidiary companies which is springing up across the NHS, Universal Credit, reproductive rights in Northern Ireland and the final debate on the Windrush Generation.

We were addressed by speakers including Dr. Loretta Johnson from the American Federation of teachers who spoke of her 60 years of struggle for rights in America for her union members and the challenges she had faced fighting injustice as a black woman; Angela Raynor the Shadow Education Minister, former NW Regional Convenor who saluted the work of unison and pledged Labours commitment to reverse Tory cuts to education funding, reverse of the privatisation of education services and urged delegates to campaign to get rid of the appalling Tory government and elect a Corbyn Labour government committed to policies for the many not the few.

Our delegate also attended fringe meetings including one on workers rights where Unison's legal team outlined issues including the successful legal battle to abolish tribunal fees, challenges winning rights for those on zero hour contracts and TUPE; a second one on privatisation and PFI which outlined a relatively simple solution to ending PFI by taking Special Purpose Vehicles back

into public ownership at book cost which would be of minimal cost but save the public purse billions of pounds moving forward.

The next conference will be in Liverpool in June 2019 where we should have greater opportunity for local stewards to be able to attend as visitors to see the National Conference in action.

Finance Officer Report 2018 - Unison Manweb

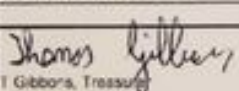
The differences between the branch financial activity in 2017 and 2018 can be filtered down to a handful of areas.

- A review of the branch administration agreement with the United Utilities branch which has resulted in an approximately £1600 reduction in the branch administration payment.
- Approximately £400 of an increase in conference and group meetings expense.
- An increase of just over £1000 in respect of branch meeting activity. This increase includes presentations to retiring officers.
- A significant investment in publicity materials for recruitment purposes, pens, pencils, lanyards, post-its and highlighters.
- A number of donations throughout the year including one for £250 to the redevelopment project for the Mollington Backford Village Hall where our branch meetings take place.

I would like at this point to mention the contribution of Eddie Rothwell and Jim Brown who are standing down as branch auditors and thank them for their assistance whilst I have been treasurer.

Tom Gibbons
Branch Treasurer

Finance Report 2018

MERSEYSIDE AND NORTH WALES ELECTRICITY BRANCH UNISON (06443) Period 1 January 2018 to 31 December 2018		2018		2017	
BRANCH INCOME - GENERAL FUND		2018		2017	
		£	£	£	£
Branch Funding Received in 2018		£ 10,082.44		£ 12,537.06	
Branch Local Levy		£ 1,085.00		£ 1,380.00	
Other Income		£ 4.00			
Retired Members Subs		£ 90.00		£ 75.00	
Total Income		£ 11,851.44		£ 13,992.06	
BRANCH EXPENDITURE - GENERAL FUND		2018		2017	
		£	£	£	£
Administration		£ 5,299.32		£ 6,894.23	
Honoraria		£ 300.00		£ 320.00	
Conference & Group meetings		£ 1,547.07		£ 1,151.88	
Branch Meetings inc AGM		£ 1,957.35		£ 949.58	
Other Meetings		£ 1,183.78		£ 429.13	
Publicity		£ 1,589.28		£ 619.80	
Education		£ 75.10		£ 612.40	
Donations		£ 450.00			
Affiliations		£ 60.00		£ 60.00	
Transfer to Welfare Fund		£ 1,085.00		£ 1,380.00	
Other Branch Funding		£ 40.00			
Total Expenditure		£ 13,652.80		£ 12,417.42	
General Fund Surplus		-£ 1,791.36		£ 1,574.64	
BRANCH INCOME - WELFARE FUND		2018		2017	
		£	£	£	£
Branch Local Levy from General Fund		£ 1,085.00		£ 1,380.00	
Total Income		£ 1,085.00		£ 1,380.00	
Transfer to Welfare Fund		£ 1,085.00		£ 1,380.00	
BRANCH BALANCE SHEET		2018		2017	
		£	£	£	£
Fixed Assets		£ -		£ -	
Current Assets					
Branch Funding		£ 199.06		£ -	
Deposit Account		£64,922.53		£64,921.53	
Current Account		£ 25,778.97	£ 90,900.56	£26,839.98	£ 91,701.51
Current Liabilities					
Creditors		£ -		£ -	
NET CURRENT ASSETS AT 31 DECEMBER 2018					
Funded by:					
General Fund balance at beginning of the year		£ 47,917.73		£ 46,407.68	
Excess of Income / Expenditure		-£ 1,791.36	£ 46,126.37	£ 1,574.64	£ 48,072.32
Welfare Fund balance at beginning of year		£ 43,689.19		£ 42,309.19	
Transferred to Welfare Fund		£ 1,085.00	£ 44,774.10	£ 1,380.00	£ 43,689.19
ACCUMULATED FUNDS		£ 90,900.56		£ 91,701.51	
 T Gibbons, Treasurer					

AUDITORS CERTIFICATE

I have examined the books and vouchers of the MANWEB Branch of UNISON and in my 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 2018, and of the income and expenditure for the year ended on that date.


S. Jones, Auditor

Motions

None Received

Appendix I – Officer Nominations 2019

Chair	Steve O'Connor
Vice-Chairperson	Nicky Millar
Secretary	Dave Read
Treasurer	Tom Gibbons
Branch Auditor (1)	N/A
Branch Auditor (2)	N/A
Education co-ordinator	Dana Davies
Lifelong learning co-ordinator	Dana Davies
Equalities Co-ordinator	Nicky Millar
Health and Safety Officer	Angela Porthouse
Communications Officer	Sally Williams
International Officer	Stephen O'Connor
Membership Officer	Nicola Bishop
Young Members Officer	<i>Vacancy</i>
Welfare Officer	Angela Porthouse
Labour Link Officer	Dana Davies
Retired Members Secretary	Shirley Vickery and Jim Brown
Sports and Social Officer	Angela Porthouse
LGBT Officer	<i>Vacancy</i>

Appendix II – Steward Nominations 2019

Business	Location	Posts	Nominations
Energy Networks	Prenton	3	Dan Lonsdale Geoff Littler Ste Jackson
	Liverpool	1	
	Llandudno Junction	1	
	Rhostyllen	1	
Energy Retail CSC	Warrington CSC	5	Michael Kay Nicky Millar Angela Porthouse
	Rhos CSC	4	Nicola Bishop Angela Jones Steve O'Connor Dana Davies
	Home Based Members	1	
Energy Retail Dataserve	Warrington	1	
IBM	Queensferry	2	Dave Read Tom Gibbons

Appendix III – Steward Nominations to Company Bodies 2019

Company Body	Posts
ScottishPower Company Council	
ScottishPower Company Health and Safety Forum	
ScottishPower Pensions Forum	
Energy Networks Company Council	
Energy Retail Joint Negotiating and Consultative Forum	
Sales, Services & Marketing Consultative Forum	
Operations Joint Consultative Forum	
Learning and Development Forum	
IBM Company Council	
Everis	