

49th ANNUAL REPORT



Manweb Branch

ANNUAL GENERAL MEETING

2020

AGM meetings will be held at:

Warrington on Tuesday 3rd March 2020
Rhostyllen on Wednesday 4th March 2020
Liverpool on Thursday 5th March 2020
Prenton on Tuesday 10th March 2019
Chester on Wednesday 11th March 2019

(see local posters for details)

** Disabled Access**

** Free Buffet and Refreshments**

** Travel Expenses **

ANNUAL GENERAL MEETING AGENDA 2020

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. Re-appointment of Branch Health and Safety Reps (See Appendix IV)
9. Motions received
10. Open Forum / Questions
11. Prize Draw

Branch Chairperson's Address (Agenda Item 1)

2019/20 has been another extremely difficult year for all of us, with what seemed to be a permanent debate surrounding BREXIT and then the general election which took place towards the end of 2019 which led to the re-election of the TORY party. We finally exited the E.U on 31st January 2020, but with the transitional period in place it is now up to the government to get a deal that hopefully will benefit us all before the official end date of 31st December 2020.

In ScottishPower it has been the same rollercoaster ride, Energy Networks still doing very well in the fact that profits seem to be increasing. As well as the demand on our Unison members who sit within this business, the strong focus has not only been to keep the lights on, but to make sure that the customer service that is offered is of the best quality. According to the latest figures SPEN are near the top of the charts both North & South.

Energy Retail are again the focus due to their financial performance not being as good as expected although certainly not for the lack of effort from the staff, many of whom are members of either our branch or our Scottish branch. The price cap introduced by OFGEM is having a profound impact not only on ScottishPower but on all the BIG SIX. We have seen SSE being sold to OVO, Npower, EDF & BGT all announcing massive job losses and even closure of some of their sites (call centres).

Maybe the whole infrastructure of the Energy market needs to be looked at. As Unison have been campaigning for over many years, and indeed led by the MANWEB branch of Unison, the whole market would be better brought back into Public ownership. We can now see this starting to happen within the rail network, after years of bad service, lack of trains coupled with price hikes that are way beyond inflation.

As a Union we understand that the benefits the company offer vary from employee to employee. One such benefit is the pension scheme that the company offers. Despite years of indecision and uncertainty we must advise that the ongoing company review of the pension scheme has been put on hold by the company only to be resumed when they feel they are ready to start the consultation process again. We have made it clear **THAT WE DO NOT WANT THE REVIEW AT ALL** and remain resolute in our determination to oppose any detrimental changes the company may propose.

Mini AGM Minutes (Agenda Item 2)

Date	26 th February 2019	
Location	Warrington	
Present	David Read (Branch Secretary) Steve O'Connor Angela Porthouse Brendan Rodgers Carol Smith Anthony Edwards Neil Caton	Nicky Millar Lisa Whittaker Sally Williams Neil Caton Pat Hopper Christella
In Attendance	Janet Caulfield (UNISON)	

Meeting Notes based on agenda

1. Chairperson's opening address

1.1. Carol Smith welcomed everyone to the meeting. Steve O' Connor for 2nd meeting

2. Confirm the minutes of last year's AGM

2.1. 1st Meeting – 5 (For) - 0 (Against)

2.2. 2nd Meeting - 3 (For) - 0 (Against)

2.3. 3RD Meeting - 2 (For) - 0 (Against)

3. Matters Arising

3.1. There were no matters arising from all three meetings

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

4.1. Branch Committee gave an update on development over 2018 and highlighted some of the key developments. A question was asked about holiday pay for those transferring to DRAX. Steve O'Connor advised that the matter was being dealt with separately. Question about Voluntary Redundancy was raised, is there another round planned? Answer not on the horizon at present.

4.2. Finance report

Branch Secretary gave an update and outlined key items.

4.2.1 1st Meeting – 5 (For) - 0 (Against)

4.2.2 2nd Meeting – 3 (For – 0 (Against)

4.2.3. 3rd Meeting – 2 (For) – 0 (Against)

4.3. Other reports – None received

5. Election of Branch Officers (Appendix I)

5.1. Nominations received

5.2. 5-0, 3-0, 2-0

Young Members –

LGBT -

6. Election of Branch Stewards (Appendix II)

6.1. 3 – agreed 5 (For) - 0 (Against)

6.2. Sally Williams – Agreed
Carol Ponsenby (home based) until 31.03.19

6.3. Dataserve – No longer a constituency

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

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

7.1.2. ScottishPower – Steve O'Connor and Geoff Littler

7.1.3. M&S – Steve O'Connor and Geoff Littler

7.1.4. Pensions – Steve O'Connor

7.1.5. Retail Business Forum – Steve O'Connor and Angela Porthouse

7.1.6. Local Business Forum – Dana Davies, Sally Williams, Nicky Millar

7.1.7. Operations - No members.

Agreed 5 (For) – 0 (Against), 3 – (For) – 0 (Against), 2 (For) – 0 (Against)

8. Motions

8.1. Proposed: Dave Read, Seconded: Carol Smith

This AGM agrees to amend the Branch rules to add the following paragraph:

“6g The Branch Committee may hold e-meetings to deal with matters which need to be dealt with before the next scheduled meeting”.

Agreed 6 (For) - 0 (Against), 3 (For) - 0 (Against), 2 (For – 0 (Against)

9. Open Forum

9.1. Question about whether Warrington is likely to be closed in the near future. Steve O'Connor and Carol Smith indicated no plans shared with Trade Unions. Most staff now working on back office roles in support of front line.

9.2. Steve O'Connor gave an update on issues around pensions and explained about the areas at risk specifically members who don't enjoy legal pension protection.

Date	27 February 2019	
Location	Rhos	
Present	12pm Steve O'Connor (Chair) Angela Davies Sian Jones Sharryn Pilling Dana Davies	1pm Steve O'Connor (Chair) Nicola Price Dana Davies
In Attendance	Vic Walsh	

Meeting Notes based on agenda

1. Chairperson's opening address

- 1.1. Steve O'Connor welcomed everyone to the two mini AGM meetings held over the course of the lunchtime and gave a summary of the key issues, the roles for the Branch Officers and confirmed we still operate a shared service facility with the United Utilities UNISON Branch.

2. Confirm the minutes of last year's AGM

- 2.1. These were unanimously agreed across both sessions as a true and accurate record.

3. Matters Arising

- 3.1. None

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

- 4.1. Branch Committee - unanimously received across both sessions.
4.2. Finance Report to be approved by meeting - unanimously approved across both sessions.
4.3. All other reports set out in the Annual Report: unanimously notes across both sessions.

5. Election of Branch Officers (Appendix I)

- 5.1. The list of officer nominations received before the deadline and set out in the Annual Report Appendix I was received.
5.2 Steve O'Connor was nominated as Chairperson and Dana Davies nominated as Labour Link and Education Officer.

All nominations were approved at both sessions.

6. Election of Branch Stewards (Appendix II)

- 6.1. Steve O'Connor, Nicola Bishop, Angela Davies & Dana Davies were nominated. All nominations were approved at both sessions.

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

7.1. Steve O'Connor nominated to Retail Business Forum &, Angel Davies nominated to Operations ?? and Dana Davies nominated to the Local Business Forum. All nominations were approved at both sessions.

8. Motions

8.1. Unanimously agreed across both sessions.

9. Open Forum

Steve O'Connor gave a short update on the current ScottishPower VSS programme which had been announced at the end of 2017.

It was noted that VR employees in SME had received a leaving date of 31st March 2019 and a concern had been recently raised concerning a member who had been refused an earlier leaving date due to gaining external employment. Reassurances were provided that the Branch Chair was pursuing the concern at Director level.

Members were keen to know if VR would be offered in the future. The Chair advised members no discussions had taken place with the Company at this time.

Reps asked about training and the Chair confirmed the Education Officer would pursue and dates would be reported back to Branch and shared with all reps.

Members positively commented on the recent Holiday back pay and thanked reps for their commitment in pursuing and delivering this.

A discussion took place concerning Flexible Working requests as members felt requests were being continuously knocked back – the Chair reassured members of the correct process of making a request and advised members to contact their reps as soon as possible to ensure Union Representation.

A discussion also took place regarding Scottish Power pension schemes. The Chair confirmed that those pension schemes run by trustees were lower risk however the Pension discussions with the Company had stalled and there is no detail to report at this time. The Chair reassured members that if discussions continued, all members would be kept informed.

Date	28 February 2019	
Location	Liverpool	
Present	David Read (Branch Secretary) Geoff Littler Pauline Scotland Pam Barker	Jayne Furlong Howard Ball Steve Jackson Yvonne Lucy
In Attendance	Janet Caulfield (UNISON)	

Meeting Notes based on agenda

1. Chairperson's opening address

Geoff Littler in Chair welcomed everyone to the meeting and thanked them for attending. He introduced Janet Caulfield (Region) and Dave Read (Branch Secretary).

Geoff gave a quick update on EN which recorded a good profit so we will be seeking improvements in pay.

2. Confirm the minutes of last year's AGM

Agreed

1st Meeting – 5 (For) - 0 (Against)

2nd Meeting - 2 (For) - 0 (Against)

3. Matters Arising

Still issues with NAMS. Little sign that management have got on top of the matter. Geoff Littler will pursue at the Networks Council.

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

4.1 Branch Committee

The Branch Secretary spoke on the report highlighting some of the issues raised in the report.

Geoff Littler gave an update on EN pay talks. Year 2 will be based on November 2018 CPI. Meetings held to discuss implementation. CPI is 2.3%. Lump sum amounted £926 (above original estimate). Due to be paid in May.

Competent/Market range – 2.3% variations based on competence and position in market range.

4.2 Finance Report

The Branch Secretary gave a brief update on the key financial reports.

Agreed

1st Meeting – 5 (For) - 0 (Against)

2nd Meeting - 2 (For) - 0 (Against)

4.3 Other Reports – None received

5. Motions

Rule Amendment – Agreed

1st Meeting – 5 (For) - 0 (Against)

2nd Meeting - 2 (For) - 0 (Against)

6. Election of Branch Officers (Appendix I)

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

6.2 It may be able to find a volunteer at Liverpool Office.

7. Election of Branch Stewards (Appendix II)

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

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

The following nominations were proposed, seconded and agreed:

ScottishPower Company Council – Steve O'Connor and Geoff Littler

H&S – Steve O'Connor and Geoff Littler

Pensions – Steve O'Connor

Energy Company Council – Geoff Littler

Networks Company Council – Geoff Littler

Agreed

1st Meeting – 5 (For) - 0 (Against)

2nd Meeting - 2 (For) - 0 (Against)

Date	5th March 2019	
Location	Prenton	
Present	David Read (Branch Secretary) Geoff Littler Steve Jackson Sharon Robinson	Dave Appleyard Daniel Lonsdale Ruth Fitzgerald
In Attendance	Vic Walsh	

Meeting Notes based on agenda

1. Chairperson's opening address

- 1.1. Geoff Littler took the Chair and welcomed everyone to the meeting. He drew attention to the Brexit background.

2. Confirm the minutes of last year's AGM

- 2.1. Minutes of the Prenton AGM were agreed as an accurate record. 3- 0
1-0

3. Matters Arising

- 3.1. There were no matters arising

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

- 4.1. Branch Committee – the Branch Secretary gave an update on some of the key points from the Branch Committee Report. Geoff Littler gave an update on the EN Pay Talks. Year 2 will be based on November 2018 CPI. Meetings held to discuss implementation. CPI is 2.3% lump sum announced £926 due in May. Competent Market rate 2.3% variations based on competence and position in market.
- 4.2. Finance report – Branch Secretary gave a brief update on key financial points.
- 4.3. The Finance report was received 3-0. 1-0

5. Election of Branch Officers (Appendix I)

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

6. Election of Branch Stewards (Appendix II)

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

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

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

Networks Company Council – Geoff Littler 3-0

Scottish Power Company Council – Steve O'Connor & Geoff Littler

Scottish Power H&S - Steve O'Connor & Geoff Littler

Scottish Power Pensions – Steve O'Connor

Agreed 3-0 1-0

8. Motions

8.1. Branch Secretary proposed motion amendment rule as per doc.

Agreed. 3-0 1-0

Date	6 th March 2019	
Location	Chester	
Present	David Read (Branch Secretary) Tom Gibbons Mark Pilling Barbara Jones Paul Dutton Janet Edwards Anthony Jennings	Thomas Gibbons Mark Bancroft Peter McMahon Paul Jones Carl Tynan Martin Nield
In Attendance	Vic Walsh	

Meeting Notes based on agenda

1. Chairperson's opening address

- 1.1. Tom Gibbons in the Chair welcomed everyone to the final set of mini AGM 2019 meetings. Noted we are now at new location following move from Queensferry. Eddie Rothwell and Jim Brown had stepped down as Auditors.

2. Confirm the minutes of last year's AGM

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

3. Matters Arising

- 3.1. Attention drawn to good attendance at Queensferry meeting

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

- 4.1. Branch Committee – the Branch Secretary gave a quick update of the key points identified in the report. There was a short discussion on the benefits of the European working time Directive.
- 4.2. Finance report – Branch Treasurer gave a quick update on the key points from his report.
- Approved 8-0. 4-0

5. Election of Branch Officers (Appendix I)

- 5.1. The list of officer nominations received before the deadline and set out in the Annual Report Appendix I was received.
- Vacancies may be filled from Liverpool.

6. Election of Branch Stewards (Appendix II)

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

IBM Nominations – Dave Read & Tom Gibbons

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

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

IBM Company Council - Dave Read & Tom Gibbons

8. Motions

- 8.1 Branch Secretary moved the motion. Plenty of discussion took place.

Approved 8-0. 4-0

9. Open Forum

- 9.1. Some discussions on number of issues including Health & Safety and future contractors.

Workstation assessments to be chased up by Branch Secretary.

Reports (Agenda Item 4)

Branch Committee Report – 2019 (Agenda item 4a)

Introduction

The last 12 months have been a roller coaster ride with the backdrop of Brexit and the General Election overshadowing all other issues. With an anti-trade union government re-elected for 5 years many workers rights, hard won over decades are now at risk. Despite the warm words from the government about levelling out investment and focussing on areas of deprivation which they are clearly astonished to now be representing, no-one really expects this to be matched by deeds.

Their determination not to be bound by EU employment rights such as the working time directive, TUPE protections, part-time and contract worker rights, equal pay and information and consultation rights is already evident in the clear position laid out by Boris Johnson in recent weeks. Long hours, low pay and minimal pension provisions are clearly the end game for a government determined to drive down working conditions in the name of competition.

UNISON will have to mobilise its membership 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 Energy Networks members have benefitted from a multi-year pay deal but are facing a dramatic increase in workplace stress.

Energy Retail face making a loss for 2019 and have announced yet another round of redundancies just a few months after completing the previous redundancy programme.

Our members in IBM in Chester and our colleagues in Scotland now face the indignity of mass redundancies after ScottishPower announced an early end to the IBM IT support contract and stated their intention to move all IT support work to Spain.

Energy Retail

Voluntary Redundancies

As reported in last year's AGM notes, we had to deal with a Voluntary Redundancy programme that impacted the whole of ScottishPower, but none more than Energy retail where over 100FTE took redundancy. It has been reported that Energy Retail will be announcing a LOSS when the annual figures are announced, but to what level, only time will tell.

Trade Union reps who sit in the high-level meetings have reported that, although management believe the company situation is far from ideal, they are still very happy with employee performance and believe that there is a glimmer of light at the end of the tunnel. Unfortunately, this comes at a price, with another announcement in December 2019 of Voluntary Redundancy being offered and the company looking for a further 150FTE reduction in 2020. This also coincides with the start of pay talks and the ongoing job families work that has been undertaken over the last 12 months & will hopefully conclude soon.

With the loss of even more of our colleagues, this will no doubt put an even bigger strain on ScottishPower employees & our members. As a Union we have, along with the other three trade unions, for a long time been debating with the company the value of outsourcing & offshoring. Although this may save the company money in that they don't have to pay income tax for these agents or provide other benefits, like a decent pension, the workload for ScottishPower staff is increasing. This is because outsourced companies seem to have a very high turnover and therefore constantly rely on a significant number of newly trained agents with little experience in the industry.

Let's hope that 2020/21 sees an upturn, in that ScottishPower do turn a loss in to a profit, in which we can all share and that the realisation that direct recruitment maybe more beneficial than continued outsourcing and offshoring.

Energy Networks

Pay

2019 was the second year of a 3 year pay deal. Members received an average increase of 2.3% and a non-consolidated bonus of £926.00.

The 2020 pay deal will see members receive an average increase of 1.5% with a yet to be confirmed non-consolidated bonus. The percentage increase is based on the CPI rate in November 2019 which was 1.5%.

Talks to start the next pay deal from January 2021 are scheduled to begin in March 2020.

Stress

This year we have seen a dramatic increase of staff off work due to stress. The unions have challenged the company on this matter and will work with the company on tackling the issue. Having Mental Health First Aiders and confidential helplines gives support to those who need it however measures need to be taken to prevent stress in the first place as well as giving support.

Single Handbook

As part of the previous pay deal, we are working with the other 3 unions and the company to produce a Single handbook covering all staff groups. Currently we have three handbooks (Clerical, Industrial and Engineers). We are working on the basis that there will be no detriment to any group of staff. The work to agree a Single handbook is ongoing.

IBM

In mid-October ScottishPower gave notice to IBM it intended to end the support contract with effect from 30th June 2020 – 10 months ahead of the original contract end date. Astonishingly ScottishPower are moving all remaining UK outsourced IT jobs to Spain whilst claiming that the transfer is not covered by TUPE. This has already provoked a furious response from members in IBM who have voted 100% for industrial action in an indicative ballot and are embarking on a formal legal challenge to protect jobs. This is a fast-moving situation and by the time you read this report events will most likely have moved on significantly.

Despite many attempts by the trade unions to engage the company in formal consultation on the questions of TUPE IBM refused to hold any meaningful discussions in the first 4 months after notification in mid-October. The first consultation meeting on 12th February was only finally conceded after a magnificent 100% vote for industrial action after a 95% turnout in a ballot of all members. Given the trade unions now represent 98% of the workforce the combined actions of ScottishPower and IBM has only solidified the unity of members who are incensed by the contempt by which they have been treated.

We are now engaged formally in a redundancy consultation process in which the trade unions will be seeking to ensure the best outcome for all our members whether they are looking for a pension and redundancy package, redeployment or the opportunity to continue providing IT support for ScottishPower. Although we hope IBM and ScottishPower are genuinely willing to find a satisfactory settlement for all members we remain committed to taking both legal action and/or industrial action should either company fail to address the legitimate concerns of our members.

TCS

Outsourcing growth

The outsourcing of call centre work by Energy Retail has had a significant impact on the membership and influence of the trade unions. In Warrington a freeze on recruitment for many years and repeated VSS exercises have decimated the ScottishPower workforce. In parallel the number of employees in TCS, who currently hold the outsourced contract, has increased significantly. In Warrington the TCS workforce outnumbers the ScottishPower workforce by at least 2:1.

Recruitment

Our branch has therefore made a significant investment of time and money to recruit TCS employees into Unison. Over the last 12 months we have recruited dozens of TCS employees to Unison and now also have a TCS steward. Several other new members have also indicated their interest in becoming a steward. Due to the high turnover of TCS staff we need to constantly recruit to maintain numbers but at present we have a net growth in 2019 of around 25 to 30 members.

Representation

At present we do not have a formal recognition agreement with TCS, but we are able to represent individual members who may face capability or disciplinary hearings or have a grievance they wish to take out. We have already taken up several cases to help new members and over the next 12 months we need to increase the number of trade union members so we can engage in meaningful talks with the company to gain recognition.

Branch Office

The Branch is still administered through a Shared Service Agreement with the UU UNISON Branch based in Birchwood Park, Warrington now with the support of a single employee after retirement of previous employees. Our service charge and service agreement has been revised based on reduced membership and reduced requirement for some aspects of the shared service

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 – Liverpool – June 2019

Around 80 delegates and visitors gathered for the 2019 UNISON Energy Conference in Liverpool, our branch being represented by Steve O'Connor and Angela Porthouse.

The conference discussed a range of motions across subjects covering recruitment and collective bargaining in a fragmented industry, sectoral bargaining, public ownership including compensation for workers with company shares and the just transition, zero tolerance of abusive callers to call centres, TUPE training, tackling prejudice and discrimination against black workers and supporting the expansion of the definition of the LGBT groups to include other non-binary members, the use of hydrogen as a way to decarbonise the gas industry, promotion of Mental Health First Aider training and the negotiation of disability leave.

National Delegate Conference – Liverpool - June

Over 2500 delegates and visitors gathered for the 2019 UNISON National Delegate Conference.

Day 1 saw a Presidential address calling for a General Election a Labour Government and an end to outsourcing and privatisation from Day 1. Motions were passed supporting campaigns for young workers rights, maternity rights and in opposition to the gender pay gap, stress, bullying and harassment.

On Day 2 we heard Barbara Tanyanywa from the Zimbabwe Congress of Trade Unions who spoke movingly about their fight for basic human rights. There were debates on UNISON funding as well as Care Homes, HNS parking charges, collective bargaining and suicide awareness.

On day 3 we heard Patricia King, the General Secretary of the Irish Congress of Trade Unions who spoke about the importance of avoiding a No Deal Brexit and the risk of a return to violence in the event a border is reinstated. There was an extensive discussion about the EU and Brexit with UNISON stressing the importance of protecting workers rights. Other discussion included knife crime, public violence and aggression and the link with austerity and public safety. The rules debate produced little controversy.

On the last day Sonia Bassey spoke on the Mandela 8 campaign and the work to build a memorial in Princes Park in Liverpool. There were also discussions on Social Care social insecurity, Welfare and disability and racism.

The next conference will be in Brighton in June 2020.

A personal note from Dave Read (Branch Secretary)

As I assemble this Annual Report, along with 60 other colleagues here and in Scotland I am facing compulsory redundancy at the end of June after 32 years' service. Having started as a trainee analyst programmer in the Information Services Division of Manweb in February 1988 I have witnessed the privatisation of the industry in 1990, the takeover by ScottishPower in 1995 and then the outsourcing of the majority of the merged ScottishPower/Manweb ISD division in May 2000. This was the first of several TUPE transfers and changes of employer – Calanais, SAIC, Accenture and now IBM.

I have had the privilege of holding the position of Branch Secretary for over 20 years during which time I have witnessed dozens of members from across the branch take up steward and officers posts and put in time and effort to fight tooth and nail for the interests of members across the company. In the face of office closures, reorganisations, pay freezes, redundancies, offshoring, outsourcing, massive technology changes your union representatives have fought to defend your interests. We have represented hundreds of members in personal cases including disciplinaries, grievances, capability hearings as well as legal actions for personal injury, bullying, harassment, discrimination and many more.

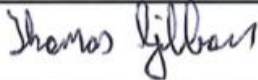
Although we have witnessed the continued erosion of in-house jobs through round after round of voluntary severance schemes and the outsourcing and offshoring of jobs there has not (until now) been one single compulsory redundancy and the terms and conditions of members have been largely protected from significant detriment.

Under the new anti-trade union government of Boris Johnson it is likely that the same battles will continue and the incessant drive to fragment and destabilise the workforce will continue. We are already planning a succession both for my role as Branch Secretary and Branch Treasurer Tom Gibbons who is also facing redundancy in June and hope to ensure the experienced stewards who fill these posts will be as well prepared as possible for the pressures which lie ahead.

A trade union is only as strong as its members so I would encourage all members to get involved with the union, encourage any colleagues who are not members to join. We need to be confident that in the battles which lie ahead there is the strength in numbers of make sure the voice of the workforce is heard loud and clear. This is the only way to ensure your interests are not overlooked in the continued pursuit of profit by those who run what is widely regarded as an essential public service.

Dave Read (Branch Secretary)

Finance Report 2019 (Agenda item 4b)

MERSEYSIDE AND NORTH WALES ELECTRICITY BRANCH UNISON (06443) Period 1 January 2019 to 31 December 2019		2019		2018	
BRANCH INCOME - GENERAL FUND		2019		2018	
		£	£	£	£
Branch Funding Received		£ 9,916.42		£ 10,682.44	
Branch Local Levy		£ 931.50		£ 1,085.00	
Other income				£ 4.00	
Retired Members Subs		£ 15.00		£ 90.00	
Total Income			£ 10,862.92		£ 11,861.44
BRANCH EXPENDITURE - GENERAL FUND		2019		2018	
		£	£	£	£
Administration		£ 5,028.29		£ 5,299.32	
Honoraria				£ 330.00	
Conference & Group meetings		£ 2,216.52		£ 1,547.97	
Branch Meetings inc AGM		£ 1,166.14		£ 1,992.35	
Other Meetings		£ 1,174.36		£ 1,183.78	
Publicity		£ 621.11		£ 1,589.28	
Education		£ 385.00		£ 75.10	
Donations		£ 150.00		£ 450.00	
Affiliations		£ 60.00		£ 60.00	
Transfer to Welfare Fund		£ 931.50		£ 1,085.00	
Other Branch Funding				£ 40.00	
Total Expenditure			£ 11,732.92		£ 13,652.80
General Fund Surplus			-£ 870.00		-£ 1,791.36
BRANCH INCOME - WELFARE FUND		2019		2018	
		£	£	£	£
Branch Local Levy from General Fund		£ 931.50		£ 1,085.00	
Total Income			£ 931.50		£ 1,085.00
Transfer to Welfare Fund			£ 931.50		£ 1,085.00
BRANCH BALANCE SHEET		2019		2018	
		£	£	£	£
Fixed Assets		£ -		£ -	
Current Assets					
Branch Funding		£ 253.23		£ 199.06	
Deposit Account		£64,923.53		£64,922.53	
Current Account		£25,785.30	£ 90,962.06	£25,778.97	£ 90,900.56
Current Liabilities					
Creditors		£ -		£ -	
NET CURRENT ASSETS AT 31 DECEMBER 2019					
Funded by:					
General Fund balance at beginning of the year		£ 46,126.37		£ 47,917.73	
Excess of Income / Expenditure		-£ 870.00	£ 45,256.37	-£ 1,791.36	£ 46,126.37
Welfare Fund balance at beginning of year		£ 44,774.19		£ 43,689.19	
Transferred to Welfare Fund		£ 931.50	£ 45,705.69	£ 1,085.00	£ 44,774.19
ACCUMULATED FUNDS			£ 90,962.06		£ 90,900.56
T Gibbons, Treasurer					

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 2019, and of the income and expenditure for the year ended on that date.

S Jones, Auditor



Motions (agenda item 9)

Motion 1 – IBM Redundancies

This Branch notes the ScottishPower decision in October 2019 to give notice of early termination of the IT support contract with IBM on 30th June 2020 and condemns the ScottishPower decision to transfer the work to Spain. This is a slap in the face to loyal IT support workers, most of whom were ScottishPower employees prior to the initial outsourcing in May 2000.

We note that the consultation process now engaged will be challenging and we approve the branch taking all necessary steps to support the representations being made during the consultation process including both legal and industrial action as necessary in pursuit of a satisfactory outcome for all members.

Proposed Dave Read

Motion 2 - Amendment to Branch Rules

Rule 5 Branch Officers

Amend rule 5 (a) to remove “Auditors (2)”

Proposed Tom Gibbons

(Explanation)

The Branch no longer elects an auditor to the branch committee but instead engages the service of the North West Region to provide an auditor to audit the accounts. This motion is to bring the Branch Rules in line with this new practise.

Appendix I – Officer Nominations 2020

Chair	Geoff Littler
Vice-Chairperson	<i>Vacancy</i>
Secretary	Shared/handover Dave Read, Steve O'Connor, Angela Porthouse
Treasurer	Shared/handover Tom Gibbons Dana Davies, Nicky Millar
Education co-ordinator	Dana Davies
Lifelong learning co-ordinator	Dana Davies
Equalities Co-ordinator	Nicky Millar
Health and Safety Officer	Angela Porthouse
Communications Officer	<i>Vacancy</i>
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	<i>Vacancy (Dave Read from July 2020)</i>
Sports and Social Officer	<i>Vacancy</i>
LGBT Officer	Callum Giblin

Appendix II – Steward Nominations 2020

Business	Location	Posts	Nominations
Energy Networks	Prenton	3	
	Liverpool	1	
	Llandudno Junction	1	
	Rhostyllen	1	
Energy Retail CSC	Warrington CSC	5	
	Rhos CSC	4	
	Home Based Members	1	
Energy Retail Dataserve	Warrington	1	
IBM	Chester	2	
Everis	Home Working	1	
TCS	Warrington	1	

Appendix III – Steward Nominations to Company Bodies 2020

Company Body	Posts
ScottishPower Company Council	Steve O'Connor Geoff Littler
ScottishPower Company Health and Safety Forum	Steve O'Connor Geoff Littler
ScottishPower Pensions Forum	Steve O'Connor
Energy Networks Company Council	Geoff Littler
Energy Retail Business Forum	Steve O'Connor Angela Porthouse
C.S & S Consultative Forum	Niki Millar Sally Williams Dana Davies
Operations Consultative Forum	
Learning and Development Forum	
IBM Company Council	David Read Tom Gibbons

Appendix IV – Reappointment of H&S reps 2020

Business	Location	Nominations
Energy Networks	Prenton	Tracey Thompson Geoff Littler Stephen Jackson
	Liverpool	
	Llandudno Junction	
	Rhostyllen	
Energy Retail CSC	Warrington CSC	Michael Kay Angela Porthouse Stephen Webster Nicky Millar Sally Williams
	Rhos CSC	Nicola Bishop Angela Jones Steve O'Connor Dana Davies
IBM	Chester	Dave Read Tom Gibbons
TCS	Warrington	