

50th ANNUAL REPORT



Manweb Branch

ANNUAL GENERAL MEETING

2021

AGM meetings will be held by Teams Invite

**Tuesday 2nd March 2021
13:00 and 16:00**

**Thursday 4th March 2021
13:00 and 16:00**

ANNUAL GENERAL MEETING AGENDA 2021

1. Chairpersons Welcome
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. Energy Retail
 - b. Energy Networks
 - c. Branch Secretaries
 - d. Retired Members Secretary
 - e. Finance Report to be approved by meeting (Separate document)
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 (none received)
10. Open Forum / Questions

Chairperson's Welcome (Agenda Item 1)

Dear Members, welcome to the AGM of the MANWEB Branch of Unison.

This year the AGMs are being held via Teams meetings. There are four AGMs in total, two on 2nd March are aimed at Retail members and two on 4th March are aimed at Networks members however you are welcome to join any meeting.

This year, the Unison General Secretary of 20 years Dave Prentis retired, and a new General Secretary Christina McAnea has been elected to succeed Dave. We thank Dave for his work over the last twenty years and wish Christina well in her role. Christina is the first woman to become General Secretary of our union.

For our branch too, our Secretary Dave Read and our Treasurer Tom Gibbons have had to stand down as Scottish Power changed their policy on IT and the contract with IBM was not renewed. I cannot thank Dave and Tom enough for their hard work and dedication to our branch over many years and I wish them well in their futures.

We do still see Dave in our Branch as he has taken the office of Retired Members Secretary and Tom is still contactable to support our new Treasurers.

2020 was a year to forget for all of us. Covid-19 affected not only our home life but our working life too. Many of us are working from home and those of us that come into the offices are following the rules around social distancing, mask wearing etc. Working from home can affect our members with parents trying to home school their children while working from home and members feeling lonely and vulnerable, working alone with little or no contact with their colleagues. It is a very difficult time for some and if anyone is feeling the strain of this, I would encourage you to speak to your Team Leader or Manager or Mental Health First Aider or Unison rep. We are here to help you.

I sincerely hope that we come out of this soon and I hope that we can have a better 2021.

Geoff Littler (Branch Chair)

Mini AGM Minutes - Warrington

Date	3 rd March 2020	
Location	Warrington	
Present	Mike Kay Nicky Millar	Anthony Edwards Sally Williams
In Attendance	Steve O'Connor (Chair) Vic Walsh (UNISON)	

Meeting Notes based on agenda

1. Chairperson's opening address

Steve O'Connor took the Chair, welcomed everyone to the meeting and thanked them for attending and referred members to the Chairpersons address on the opening page of the Annual Report.

2. Confirm the minutes of last year's AGM

The minutes were agreed.

3. Matters Arising

There were no matters arising

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

4.1 Branch Committee

The report was received.

4.2 Finance Report

The accounts were agreed unanimously 4-0.

4.3 Other reports

None received

5. Election of Branch Officers (Appendix I)

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

Sally Williams was nominated for Vice Chair and was approved 4-0.

6. Election of Branch Stewards (Appendix II)

The following nominations for stewards were made from the floor – Anthony Edwards, Mike Kay, Nicky Millar, Angela Porthouse and Sally Williams. The nominations were agreed unanimously 4-0.

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

The nominations set out in Appendix III were agreed 4-0 in aggregate over the two meetings.

8. Appointment of H&S reps (Appendix IV)

The appointments set out in Appendix IV were received.

9. Motions from the Annual Report

Motion 1 – IBM Redundancies – The motion was carried 4-0.

Motion 2 – Amendment to Branch Rules – The motion was carried 4-0.

10. Open Forum

No items were raised

Mini AGM Minutes - Rhos

Date	4 th March 2020	
Location	Rhos	
Present	Steve O'Connor David Watts Dana Davies	Bryony Stevenson Angela Jones
In Attendance	Janet Caulfield (UNISON)	

Meeting Notes based on agenda

11. Chairperson's opening address

Steve O'Connor took the Chair, welcomed everyone to the meeting and thanked them for attending and referred members to the Chairpersons address on the opening page of the Annual Report.

12. Confirm the minutes of last year's AGM

The minutes were agreed.

13. Matters Arising

There were no matters arising

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

4.4 Branch Committee

The report was received.

4.5 Finance Report

The accounts were agreed unanimously 5-0.

4.6 Other reports

None received

15. Election of Branch Officers (Appendix I)

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

Sally Williams was nominated for Vice Chair and was approved 5-0.

16. Election of Branch Stewards (Appendix II)

The following nominations for stewards for Rhos were made from the floor – Nicola Bishop, Dana Davies, Angela Jones and Steve O'Connor. The nominations were agreed unanimously 5-0.

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

The nominations set out in Appendix III were agreed 5-0 in aggregate over the two meetings.

18. Appointment of H&S reps (Appendix IV)

The appointments set out in Appendix IV were received.

19. Motions from the Annual Report

Motion 1 – IBM Redundancies – The motion was carried 5-0.

Motion 2 – Amendment to Branch Rules – The motion was carried 5-0.

20. Open Forum

No items were raised

Mini AGM Minutes - Liverpool

Date	5 th March 2020	
Location	Liverpool	
Present	David Read (Branch Secretary) Geoff Littler Pam Barker	Derrin Bloom Dan Knox Yvonne Lucy
In Attendance	Janet Caulfield (UNISON)	

Meeting Notes based on agenda

21. Chairperson's opening address

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

Geoff gave and supplemented the Chairpersons address as set out in the Annual Report.

22. Confirm the minutes of last year's AGM

The minutes were agreed.

23. Matters Arising

Condolences were expressed by all attendees for Jayne Furlong who sadly passed away since last year's AGM. It was noted that a charity event is being held in her memory.

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

4.7 Branch Committee

The Branch Secretary gave a verbal summary of some of the key points of the report including recruitment in TCS and the impact of the IBM contract exit on members in IBM.

Geoff Littler gave thanks to Dave Read for all his work over the years. He also spoke to the Energy Networks report and summarised the three year pay deal. The company profits are up so the bonus is expected to be similar to last year. The pay claim for 2021 has already been submitted.

There was a questions about whether the recent Engineers' dispute has exposed our salaries as being below market rates. Geoff confirmed this would be raised as part of the negotiations. Geoff and Alan Cauldwell from UNISON North will both attend negotiations.

Geoff asked members about stress issues and members reported they are getting worse. Many have gone off with stress and some have left early. Systems do not

seem to be fit for purpose and management are driving staff without understanding the jobs being done. It was suggested that the branch organise a stress survey.

4.8 Finance Report

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

The accounts were agreed unanimously 4-0

4.9 Other Reports – None received

25. Election of Branch Officers (Appendix I)

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

Sally Williams nomination for Vice Chair was approved 4-0.

26. Election of Branch Stewards (Appendix II)

No nominations had been received for Liverpool. Geoff Littler will speak to Callum to see if he is interested in standing.

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

The nominations set out in Appendix III were agreed 4-0.

28. Appointment of H&S reps (Appendix IV)

The appointments set out in Appendix IV were received and Yvonne Lucy's nomination for Liverpool was agreed 4-0.

29. Motions from the Annual Report

Motion 1 – IBM Redundancies – Dave Read spoke to this motion and explained the background. The motion was carried 4-0

Motion 2 – Amendment to Branch Rules – Dave Read spoke to this rule change. The motion was carried 4-0

30. Open Forum

There was a question about Coronavirus and what the company is doing about it. There is policy on the website but only very limited information is available. The company need to provide advice on issues such as:

- how staff with children should be supported
- What those who feel sick or are at risk should do
- What guidance will be issued for staff visiting customers

Mini AGM Minutes - Prenton

Date	10 th March 2020	
Location	Prenton	
Present	David Read (Branch Secretary) Geoff Littler Daniel Lonsdale	Nikki Wilde Sharon Robin
In Attendance	Vic Walsh (UNISON)	

Meeting Notes based on agenda

31. Chairperson's opening address

Geoff Littler took the Chair and welcomed everyone to the meeting and thanked them for attending. He introduced Vic Walsh (Region) and Dave Read (Branch Secretary).

Geoff outlined the key issues from the Chairperson's Opening address including the backdrop of the General Election and Brexit. Within the industry there have been significant job losses in competitor companies as well as some job losses in ScottishPower. The branch has supported a policy of public ownership of the utilities.

32. Confirm the minutes of last year's AGM

The minutes were agreed.

33. Matters Arising

There were no matters arising

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

4.10 Branch Committee

The Branch Secretary gave a verbal summary of some of the key points of the report including recruitment in TCS and the impact of the IBM contract exit on members in IBM.

Geoff Littler gave a brief update on Energy Networks. Profits were better than last year so the non-consolidated bonus may be as high as last year. It was noted that Coronavirus restrictions are affecting meetings.

Geoff advised that the separate staff handbooks (agreements) are being merged into one through discussions with the trade unions, a process being driven by the company.

The trade unions have been challenging the company on their record of dealing with stress issues and we are looking to set up a UNISON stress survey.

4.11 Finance Report

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

The accounts were agreed unanimously 4-0 in aggregate over the two meetings.

4.12 Other Reports – None received

35. Election of Branch Officers (Appendix I)

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

Sally Williams nomination for Vice Chair was approved 4-0 in aggregate over the two meetings.

36. Election of Branch Stewards (Appendix II)

The following nominations for stewards were made from the floor – Geoff Littler, Dan Lonsdale and Steve Jackson The nominations were agreed unanimously 4-0 in aggregate over the two meetings.

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

The nominations set out in Appendix III were agreed 4-0.

38. Appointment of H&S reps (Appendix IV)

The appointments set out in Appendix IV were received and Dan Lonsdale's nomination for Prenton was agreed 4-0 in aggregate over the two meetings.

39. Motions from the Annual Report

Motion 1 – IBM Redundancies – Dave Read spoke to this motion and explained the background. The motion was carried 4-0 in aggregate over the two meetings.

Motion 2 – Amendment to Branch Rules – Dave Read spoke to this rule change. The motion was carried 4-0 in aggregate over the two meetings.

40. Open Forum

There were no questions.

Mini AGM Minutes - Chester

Date	11 th March 2020	
Location	Regus House, Chester	
Present	David Read (Branch Secretary) Tom Gibbons Mark Pilling Barbara Jones Carl Tynan Paul Murphy	Janet Edwards Pete McMahon Paul Jones Mark Bancroft Paul Dutton
In Attendance	Vic Walsh (UNISON)	

Meeting Notes based on agenda

41. Chairperson's opening address

Tom Gibbons took the Chair, welcomed everyone to the meeting and thanked them for attending. He referred members to the Chairpersons address on the opening page of the Annual Report.

42. Confirm the minutes of last year's AGM

The minutes were agreed.

43. Matters Arising

There were no matters arising

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

4.13 Branch Committee

The Branch Secretary gave a verbal summary of some of the key points of the report including recruitment in TCS and the impact of the IBM contract exit on members in IBM.

4.14 Finance Report

The Treasurer gave a brief update on the key financial reports.

The accounts were agreed unanimously 11-0 in aggregate over the two meetings.

4.15 Other Reports – None received

45. Election of Branch Officers (Appendix I)

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

Sally Williams nomination for Vice Chair was approved 11-0 in aggregate over the two meetings.

46. Election of Branch Stewards (Appendix II)

The following nominations for stewards were made from the floor – Dave Read and Tom Gibbons for IBM and Mark Bancroft for Everis. The nominations were agreed unanimously 11-0 in aggregate over the two meetings.

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

The nominations set out in Appendix III were agreed 11-0 in aggregate over the two meetings. Mark Bancroft was appointed to the Everis Company Council.

48. Appointment of H&S reps (Appendix IV)

The appointments set out in Appendix IV were received.

49. Motions from the Annual Report

Motion 1 – IBM Redundancies – Dave Read spoke to this motion and explained the background. The motion was carried 11-0 in aggregate over the two meetings.

Motion 2 – Amendment to Branch Rules – Dave Read spoke to this rule change. The motion was carried 11-0 in aggregate over the two meetings.

50. Open Forum

Paul Dutton proposed a vote of thanks for Dave Read and Tom Gibbon for their work over the years in leading the branch and supporting members.

Reports (Agenda Item 4)

Energy Networks (Agenda item 4a)

In Networks, we have been working hard through the Covid-19 pandemic. Those who can work from home have had laptops and screens provided and those that need to come into the offices can do provided they follow the Covid-19 rules for that depot.

Union meetings have been held via Teams which has proved difficult. At the time of writing, the 2021 pay deal is still being negotiated. The first meeting we had was in March 2020 and due to Covid-19, we decided to wait until summer to reconvene when we thought the pandemic would be over. How wrong we were. We reconvened in November, still via Teams.

Energy Retail (Agenda item 4b)

Energy Retail seen the last of its V/R leaver's exit ScottishPower on 31st December 2020, we would like to wish them all the very best of luck for the future. We also had a pay ballot conducted & accepted via e-mail, the deal was overwhelmingly accepted by all four Trade Unions, this deal was only a 12-month deal, so this will mean that our reps will no doubt be due to start entering more talks/negotiations very soon.

The staff have handled the Pandemic and the stresses of working from home exceptionally well, to be fair the company done everything they could to make sure the transit from office to home went without any major issues, the next question on everyone's mind will be for how long will we be working from home? There will be some who will say "from home, everyday" but there will also need to be a fine balance, as there must also be some staff/agents who can't wait to get back to the office, for different reasons.

Whatever happens in 2021, although it's not got off to the best of starts, I'm sure we will work through whatever is thrown at us.

Branch Secretaries' Report (Agenda item 4c)

Well, 2020 has been an unforgettable year for all the wrong reasons, and 2021 has not got off to the best of starts. At least there seems to be a little bit of light at the end of the tunnel, with the vaccinations currently taking place, some sort of normality may return soon (we hope!).

The MANWEB branch has seen a lot of upheaval over the last 12 months. We have seen a few of our friends, colleagues and members leave due to different reasons. We saw the last of V/R leavers go out the door on 31st December 2020, this was end of the latest V/R programmes within Energy Retail.

We have also seen a changing of the guard within the branch itself, some of our members were ruthlessly treated by IBM who made them redundant simply because the contract they were working on was cancelled. You would think that a company the size of IBM would have found some sort of roles for these people. This has led to us having to appoint a new secretary & treasurer, the handover has gone OK, but you cannot beat experience.

UNISON national had its own changing of the guard when Dave Pentris retired as General Secretary of UNISON. The ballot to elect a new General Secretary was concluded towards the end of 2020 and Christina McAnea was the preferred candidate. We would like to wish Christina all the best in her new role and hope that she can lead our union in all the adversaries that will no doubt come its way.

A Big Thank You

The branch would like to say a big thank you to Dave Read & Tom Gibbons, who had helped and support the MANWEB branch as secretary & treasurer for many years, I hope that they both have a quiet but active retirement and we are glad that both have decided to carry on as retired members. Indeed, Dave has become the Retired members secretary for the branch, so we can still draw on his knowledge as a secretary.

Please remember, if anyone is suffering from any sort of health issue, whether it be mental or physical, ScottishPower & Unison have people who can help. Don't suffer in silence, there is always a helping hand, you just need to ask.

**“A PROBLEM SHARED
IS A PROBLEM HALVED”**

Steve O'Connor and Angela Porthouse (Joint Branch Secretaries)

Retired Members Secretary Report (Agenda item 4d)

I took up the post of Retired Members Secretary on 1st July 2020 after being made compulsorily redundant by IBM and taking early retirement. Before becoming the Retired Members Secretary, I was the Branch Secretary of the Branch for over 20 years. Since July I have continued to play an active role in the branch, attending Branch Committee meetings and providing assistance to the newly appointed officers who have taken over the Branch Secretary and Branch Treasurer roles.

We also have a group of members who like me worked for IBM in the outsourced IT operation and were also made compulsorily redundant on 30th June 2020. In the run up to redundancy we fought hard to get the best possible deal for those being made redundant and fought for all those covered by Beckmann* to receive a full unreduced pension from IBM. This is an extremely complex legal area with conflicting case law, but essentially in our view it should allow those who were formerly members of a Final Salary Scheme to be entitled on redundancy to be no worse off than had they still been on the scheme. We believe IBM have failed to properly honour these legal obligations and since June we have been engaged in discussions with Unison's Pensions Department and legal advisers to determine what legal remedies are open to pursue this matter.

As we go to print these discussions are still not fully resolved due to the complexity of interpreting case law and its application to our situation. We do however hope to be able to update members as soon as possible so any actions can be fully discussed and agreed.

There is also a long standing and complex issue arising from a Lloyds High Court Case in October 2018 which is in relation to potential discrimination against several retired female members who were active members of the MANWEB Pension Scheme between April 1978 and April 1997. It is not clear how significant any compensation is likely to be at this stage, but the matter is being pursued with the Trustees of the Pension Scheme, albeit we have been offered no timescale for the Trustees of the Scheme to respond.

If any retired members are interested in getting involved in any Branch activity, then please let me know.

*Beckmann refers to a 2002 Employment Tribunal Ruling which found that where an employee had a right to an early pension when made redundancy this right is protected by TUPE and transfers with the employee as an employment right, even though pensions in general are not protected by TUPE.

Dave Read (Retired Members Secretary)

Finance Report (Agenda item 4e)

General Fund Income and Expenditure Account for Manweb for the year ended 31 December 2020

	2020	2019
Income		
Branch Funding	£9,561.64	£9,916.42
Branch Levy	£900.00	£931.50
Retired Members Subscriptions	£181.00	£15.00
Income total	£10,642.64	£10,862.92
Expenditure		
Other administration	£4,880.00	£5,027.39
Honoraria	£0.00	£0.00
Conferences and group meetings	£784.15	£2,216.52
Branch Committee	£295.61	£1,166.14
Other Meetings	£228.63	£1,174.36
Publicity	£0.00	£621.11
Education	£20.00	£385.00
Donations	£0.00	£150.00
Affiliations	£60.00	£60.00
Local Activities	£0.00	£0.00
Transfer to Industrial Action Fund	£900.00	£931.50
Transfer to Dedicated Fund(s)	£0.00	£0.00
Other Expenditure	£0.00	£0.90
Hardship Payments	£0.00	£0.00
Other Branch Funding Deductions	£0.00	£0.00
Tax	£0.00	£0.00
Expenditure total	£7,168.39	£11,732.92
Surplus for the year	£3,474.25	-£870.00

Consolidated Balance Sheet for Manweb For the year ended 31 December 2020

Fixed Assets		
Total Fixed Assets	£0.00	£0.00
Current Assets		
Branch Funding	£179.98	£253.23
Bank Deposit	£64,924.53	£64,923.53
Current Account	£30,231.80	£25,785.30
Total Current Assets	£95,336.31	£90,962.06
Net Current Assets	£95,336.31	£90,962.06
Total Assets	£95,336.31	£90,962.06

Accumulated Funds

Accumulated General Fund at year beginning	£45,256.37	£46,126.37
Surplus/Deficit	£3,474.25	-£870.00
Accumulated General Fund at year end	£48,730.62	£45,256.37
Accumulated Industrial Action Fund	£45,705.69	£44,774.19
Surplus/Deficit	£900.00	£931.50
Accumulated Industrial Action Fund at year end	£46,605.69	£45,705.69
Total Funds at End of the Year	£95,336.31	£90,962.06

Appendix I – Officer Nominations 2021

Position	Nominee
Chair	Geoff Littler
Vice-Chairperson	Sally Williams
Secretary (Shared)	Steve O'Connor, Angela Porthouse
Treasurer (Shared)	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	Dave Read
Sports and Social Officer	<i>Vacancy</i>
LGBT Officer	Callum Giblin

Appendix II – Steward Nominations 2021

Business	Location	Posts	Nominations
Energy Networks	Prenton	3	Dan Lonsdale Geoff Littler Stephen Jackson
	Liverpool	1	<i>Vacancy</i>
	Llandudno Junction	1	<i>Vacancy</i>
	Rhostyllen	1	<i>Vacancy</i>
Energy Retail CSC	Warrington CSC	5	Angela Porthouse Sally Williams Anthony Edwards <i>Vacancy</i> <i>Vacancy</i>
	Rhos CSC	4	Angela Jones Dana Davies Nicola Bishop Steve O'Connor
	Home Based Members	1	Nicky Millar
Energy Retail Dataserve	Warrington	1	<i>Vacancy</i>
Everis	Home Working	1	Mark Bancroft
TCS	Warrington	1	<i>Vacancy</i>

Appendix III – Steward Nominations to Company Bodies 2021

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	Nicky Millar Sally Williams Dana Davies
Operations Consultative Forum	

Appendix IV – Reappointment of H&S reps 2021

Business	Location	Nominations
Energy Networks	Prenton	Tracey Thompson Geoff Littler
		Stephen Jackson
	Liverpool	<i>Vacancy</i>
	Llandudno Junction	<i>Vacancy</i>
	Rhostyllen	<i>Vacancy</i>
Energy Retail CSC	Warrington CSC	Angela Porthouse Stephen Webster
		Nicky Millar
		Sally Williams
	Rhos CSC	Nicola Bishop Angela Jones
		Steve O'Connor Dana Davies
TCS	Warrington	<i>Vacancy</i>