

# 41<sup>st</sup> ANNUAL REPORT



*Manweb Branch*

## ANNUAL GENERAL MEETING

**WEDNESDAY 22 FEBRUARY 2012**

**AT 6.30pm**

**WOODHEY HOUSE HOTEL  
Berwick Road/Welsh Road (A550)**

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*\* Team Quiz \**

*\* Disabled Access \**

*\* Childcare & Travel Expenses \**

*\* Free Buffet from 5.30pm \**

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**ALSO**

**Mini AGMs will be held at:**

**Warrington on Thursday 23<sup>rd</sup> February 2012  
Queensferry on Friday 24<sup>th</sup> February 2012  
Prenton on Monday 27<sup>th</sup> February 2012  
Rhostyllen on Tuesday 28<sup>th</sup> February 2012  
Caernarfon on Thursday 1<sup>st</sup> March 2012**

# ANNUAL GENERAL MEETING AGENDA - 2012

- 1 **Chairperson's Opening Address**
- 2 **Election of Branch Chairperson** (Rule 5)
- 3 **Receive Minutes of the Fortieth Annual General Meeting held on 23<sup>rd</sup> February 2011**
- 4 **Matters arising therefrom**
- 5 **Reports for Year 2011/2012 to include Financial Report to December 2011**
  - i) Branch Executive Committee    ii) Financial            iii) Education            iv) Equalities
  - v) Health & Safety                    vi) Communications    vii) Member Services    viii) Sports & Social
  - ix) Welfare                                x) Youth                    xi) LGBT                    xii) Labour Link
  - xiii) Retired Members
- 6 **Recommendations in Respect of Honoraria for 2011**
- 7 **Election of Branch Officers for 2012/2013:** (Rule 5)
  - (i) Vice-Chairperson
  - (ii) Secretary
  - (iii) Treasurer
  - (iv) Auditors
  - (v) Welfare Fund Secretary
  - (vi) Life Long Learning & Education Secretary
  - (vii) Communications Officer
  - (viii) Membership Services Officer
  - (ix) Sports & Social Officer
  - (x) Equalities Officer
  - (xi) Health & Safety Officer
  - (xii) Affiliated Political Fund Officer
  - (xiii) Youth Officer
  - (xiv) LGBT Officer
  - (xv) Labour Link Officer
  - (xvi) Retired Members Secretary
  - (xvii) International Officer
- 8 **Election of Branch Stewards for 2012/2013** (Rule 5)
 

	<u>Constituency</u>	<u>Number of Stewards</u>
<u>1</u>	<b><u>ScottishPower Energy Networks</u></b>	
1.1	Prenton	3
1.2	Liverpool	1
1.3	Rhostyllen	1
1.4	Llandudno Junction	1
1.5	Caernarfon	1
<u>2</u>	<b><u>ScottishPower Energy Retail</u></b>	
2.1	<b><u>Regional Customer Service Centres</u></b>	
2.1.1	Warrington	10
2.1.2	Rhostyllen	9
2.1.3	Caernarfon	2
2.1.4	Liverpool Sales	1
2.1.5	Queensferry	1
2.2	<b><u>Energy Retail Dataserve</u></b>	
2.2.1	Warrington	2
2.2.2	Rhostyllen	1
<u>3</u>	<b><u>Scottish Power Corporate Functions</u></b>	
3.1	Hoylake	1
<u>4</u>	<b><u>IBM</u></b>	3
- 9 **Motions Received**
- 10 **Election of Representatives to Company Bodies**
  - 1. Energy Networks Company Council (1)
  - 2. Energy Retail Joint Negotiating Council (2)
    - 2.1 Customer Services Consultative Forum (4)
    - 2.2 Operations Consultative Forum (2)
  - 3. Learning & Development Forum
  - 4. ScottishPower Company Council
  - 5. ScottishPower Company Health & Safety Forum (3)
  - 6. ScottishPower Pension Forum
- 11 **Guest Speakers:** David McMonnies (Merseyside TUC) 'What Future Pensions'

12 Open Forum

13 Prize Quiz

**MINUTES OF THE FORTIETH ANNUAL GENERAL MEETING OF THE MANWEB  
BRANCH HELD AT 6 LOCATIONS DURING FEBRUARY & MARCH 2011**

1 ANNUAL GENERAL MEETING OF THE BRANCH HELD AT THE WOODHEY  
HOUSE HOTEL, LITTLE SUTTON ON WEDNESDAY, 23 FEBRUARY 2011

PRESENT: Joe Morgan (President) Dave Read (Secretary)  
Tom Gibbons (Treasurer) Eddie Rothwell (Bookkeeper)  
and 18 members of the Branch as recorded on the attendance register.

IN ATTENDANCE: Paul Summers (Regional Officer) Roger Bannister (Guest Speaker)  
Sandra Blair (Branch Support Staff)  
Joe Morgan – IN THE CHAIR –

1/2011AGM Opening Address

The Branch President opened the meeting by welcoming everyone present and thanking them for making the effort to attend.

It had been another difficult year, however, success had been achieved in preventing redundancies in Accenture. He praised Dave Read, Tom Gibbons and Howell Watson for their tireless efforts to bring about the withdrawal of Accenture's redundancy proposals.

The results of the stress survey had been even worse than those of the previous year's survey in its continued unacceptable levels of stress.

Dave Read – IN THE CHAIR –

2/2011AGM Election of Branch Chairperson (Rule 14(a)(1))

There being only one nomination, Joe Morgan was duly elected Branch Chairperson

Joe Morgan – IN THE CHAIR –

3/2011AGM Confirm Minutes of the 39<sup>th</sup> Annual General Meeting held at the Woodhey House Hotel, Little Sutton on 10<sup>th</sup> March 2010, Caernarfon Office on 11 March 2010, Queensferry Office on 12<sup>th</sup> March 2010, Rhosyllen Office on 17<sup>th</sup> March 2010 and Warrington Office on 18<sup>th</sup> March 2010

It was RESOLVED that:

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

4/2011AGM Matters arising therefrom

There were no matters arising

5/2011AGM Reports for the Year 2010/2011

1 Branch Executive Committee Report

This formed part of the printed Annual Report covering the last 12 months. The Branch Secretary drew out the following items:

- it had been a challenging year with debates and discussions in Accenture to avoid redundancies. This group of 65 members had been pushed from one outsourcing company to another.
- the stress survey had again reflected the high levels of stress in the call centres due to the intensity of work and unattainable targets. A Charter adopted by Unison gave the opportunity to take up issues of bullying and stress
- the branch was in the midst of launching a branch website and would be looking at ways to reduce administration costs

The Branch Secretary reminded members of the TUC March on 26<sup>th</sup> March against public sector

cuts. The branch would be organising coach travel for anyone interested in showing their support. A member suggested that a special award should be introduced by the branch to reward exceptional service, as had been shown by the 3 members in Accenture. The Branch Secretary accepted this gesture with thanks.

It was RESOLVED that:

THE BRANCH EXECUTIVE COMMITTEE REPORT BE RECEIVED

The Secretary was thanked for his report

2 Financial Report

The Treasurer, Tom Gibbons, outlined the following points in his report:

- ❖ Since 2010 the branch had run with a deficit
- ❖ the branch was relatively healthy but needed a sustainable solution. The focus was on the future health of the branch
- ❖ the F&GP were committed to a review of all administration costs
- ❖ the branch needed to be vigilant on membership as a drop effected the whole financial situation
- ❖ a change was on the way at national level on the handling and standardisation of financial matters

In reply to a question concerning office equipment costs it was explained that purchases made over a number of years had been written off – electronic after 3 years and furniture after 5 years due to devaluation.

It was RESOLVED that:

THE REPORT, INCLUDING THE ACCOUNTS, BE RECEIVED.

The Treasurer was thanked for his report. In return the Treasurer gave thanks to Eddie Rothwell (Bookkeeper), Jim Brown (Auditor) and Sandra Blair (branch support staff) for their support.

3 Education Report

Joe Morgan, Education Secretary, gave a verbal report. He felt it had been a hard year for getting release for education from the Company. New stewards needed training in order to be proactive but he was hopeful for the year ahead.

4 Equal Opportunities Report

No report had been received.

5 Health & Safety

The Stress Survey had been sent out in September/October and a large number of members had participated in the survey (almost half), mostly from Energy Retail but also Energy Networks and Accenture.

Energy Retail target results were bright red and disappointing, especially the number of staff who felt they were being bullied in the workplace. The branch felt it was unable to sit back any longer and let this continue.

It was reported that the branch had put together a group who would be seeking a meeting with the chief director of the Company for their support and to request an anti-bullying conference meeting. If all else failed, then the branch could go external by using publicity and lobbying MPs.

It was also suggested that the Branch Secretary write to the Scottish Branch to bring on board stress issues at their locations.

6 Publicity

No report had been received.

7 Membership Services

No report had been received.

8 Sports & Social

No report had been received.

9 Welfare Report

No report had been received.

10 Youth Officer's Report

No report had been received.

11 Retired Members Report

The report was received

Jim Brown, Joint Retired Members Secretary, reported that the meeting place for the Liverpool and North Mersey Districts retired members sections had now been closed. He stressed the importance of taking up retired membership after retirement age and its benefits.

5a)/2011/AGM Branch Assessment Report

The Branch Assessment Report was circulated to the meeting and was unanimously AGREED

6/2011AGM Honoraria

It was proposed and agreed that £250 be paid to Jim Brown.

Dave Read – IN THE CHAIR –

7/2011AGM Election of Branch Officers for 2011/2012 (Rule 14(a))

The following were elected unopposed:

Vice-Chairperson	-	Steve O'Connor
Secretary	-	Dave Read
Treasurer	-	Tom Gibbons
Auditor	-	Jim Brown
Welfare Officer	-	Anita Guy
Education Secretary	-	Joe Morgan
Publicity Officer	-	Paul Garrity
Membership Services	-	Linda Razak
Sports Secretary	-	Darren Garnett
Equalities	-	Carol Smith
Health & Safety	-	Peggy Rice
Youth Officer	-	Linda Razak
LGBT Officer	-	Jackie Murphy
Labour Link Officer	-	Mike Kay
Retired Members Secretary	-	Jim Brown & Shirley Vickery

8/2011AGM Election of Branch Stewards for 2011/2012 (Rule 15)

The following were duly elected for the year:

<u>1</u>	<u>S</u> Power <u>E</u> nergy <u>N</u> etworks	<u>N</u> o of <u>S</u> tewards	<u>N</u> ame	<u>V</u> acancy
1.1	<u>Prenton</u>	3	Irene Adams Geoff Littler	1
1.2	<u>Liverpool</u>	1		1
1.3	<u>Rhostyllen</u>	1		1
1.4	<u>Llandudno Junction</u>	1		1
1.5	<u>Caernarfon</u>	1		1
<u>2</u>	<u>S</u> Power <u>E</u> nergy <u>R</u> etail			
2.1	<u>Regional Customer Service Centres</u>			
2.1.1	<u>Warrington</u>	10	Darren Garnett Paul Garrity Mike Kay Jackie Murphy Linda Razak Peggy Rice Gareth Walker	3
2.1.2		9	<u>Rhostyllen</u> Chris Jackson Cath Littlewood Andy McEwan Steve O'Connor Karen Shallcross	4
2.1.3	<u>Caernarfon</u>	2	Carol Smith	1

2.1.4	<u>Liverpool Direct Sales</u>	1		
	1			
2.1.5	<u>Queensferry</u>	1		1
2.2	<u>Dataserve:</u>			
2.2.1	<u>Warrington</u>	1	Jeff Pye	0
2.2.2	<u>Rhostyllen</u>	1	Anita Guy	0
	<u>3</u>	<u>ScottishPower Corporate</u>		
	<u>Functions</u>	1		1
<u>4</u>	<u>SAIC</u>		3	Tom Gibbons
0				Dave Read Howell Watson
<u>5</u>	<u>Hoyle Training Centre</u>	1		Joe Morgan
				0

Dave Read, Branch Secretary thanked those stewards who had recently stepped down for their hard work over the last 12 months

9/2011AGM

Motions Received

i) Public Sector Cuts

Following discussion it was agreed that the motion proposed by the Branch Executive Committee be now put:

‘This Branch condemns the Government’s cuts to the Public Sector and NHS. There is no financial justification for the cuts. They are an ideological attack on public services and the workers who deliver them. The Government claim that the NHS budget is protected is bogus. These cuts will be savage and have a detrimental impact on the provision and quality of public and health services.

This Branch will support UNISON’s campaign to oppose these cuts and urges members to attend national demonstrations in London on March 26.’

On being put to the vote the motion was CARRIED

ii) Branch Rules

‘This branch agrees to replace the current branch rules with rules based on the UNISON Core rules as Detailed in the Annual Report.’

On being out to the vote the motion was CARRIED unanimously.

10/2011AGM

Election of Representatives to Company Bodies 2011/2012

- 1 Energy Networks Company Council (1)  
The following was elected: Geoff Littler
- 2 ERINCF (3)  
The following were elected: Steve O’Connor, Mike Kay, Anita Guy (substitute)
- 2.1 Customer Service Consultative Forum (4)  
The following were elected: Andy McEwan , Carol Smith, Jackie Murphy, Peggy Rice
- 2.2 Operations Consultative Forum (2)  
The following were elected: Anita Guy, Jeff Pye
- 3 Learning & Development Forum (1)  
The following was elected: Joe Morgan
- 4 ScottishPower Company Council (2)  
The following were elected: Joe Morgan, Steve O’Connor
- 5 ScottishPower Company Health & Safety Forum (3)  
The following were elected: Anita Guy, Peggy Rice, Joe Morgan, Chris Jackson (substitute)
- 6 ScottishPower Company Pension Forum (1)  
The following was elected: Joe Morgan
- 7 Accenture Business Council (3)  
The following were elected: Tom Gibbons, Dave Read, Howell Watson

11/2011AGM

Guest Speaker: Roger Bannister, NEC member on Public Sector Cuts

Roger Bannister spoke of the relentless attack on Public Services, never before seen on this scale, which would affect everyone in the country. The trade unions had no option but to fight to oppose the cuts and also to preserve pensions and conditions of service which were under threat. He urged members to attend the march on the 26<sup>th</sup> March and to attend any other future events.

Roger was thanked for his instructive talk.

12/2011AGM

Open Forum

It was requested that the Branch Secretary write to General Secretary, Dave Prentis and the President of the National Committee requesting that a verbal apology be issued at Conference 2011 to those branches where branch secretaries had been disciplined, officers removed from posts and stewards called into question at Conference 2007. These branches had now been vindicated of any wrong doing by Unison.

This was agreed and that a copy be sent to all those concerned.

There being no further business the Chairman thanked members for their attendance and closed the meeting. A team quiz took place after the meeting.

2

ANNUAL GENERAL MEETING OF THE BRANCH HELD AT THE QUEENSFERRY OFFICE ON FRIDAY 25<sup>th</sup> March 2011

PRESENT:

Dave Read (Secretary), Tom Gibbons (Treasurer) and 17 members of the Queensferry Office as recorded on the attendance register

Dave Read – IN THE CHAIR –

13/2011AGM

Opening Address

A brief opening address was given.

14/2011AGM

Election of Branch President (Rule 14(a) (1))

Joe Morgan was elected unopposed as Branch President.

15/2011AGM

Confirm Minutes of the 39<sup>th</sup> Annual General Meeting held at the Woodhey House Hotel, Little Sutton on 10<sup>th</sup> March 2010, Caernarfon Office on 11 March 2010, Queensferry Office on 12<sup>th</sup> March 2010, Rhostyllen Office on 17<sup>th</sup> March 2010 and Warrington Office on 18<sup>th</sup> March 2010

It was RESOLVED that:

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

16/2010AGM

Matters arising therefrom

There were no matters arising

17/2011AGM

Reports for the Year 2009/2010

- 1 BEC Report – this was received and the Branch Secretary gave an update on certain items.
- 2 Financial Report – the accounts were agreed. The Treasurer gave an update including an explanation as to why the branch had run a short deficit and plans to avoid running any deficit in future years. Certain branch funds were to be put into higher interest accounts and also a review of admin costs.

Thanks were given to Dave Read (Secretary), Jim Brown (Auditor), Eddie Rothwell (Bookkeeper) and Sandra Blair (Branch support staff)

18/2011AGM

Honoraria

It was agreed that £250 be paid to Jim Brown (Auditor).

19/2011AGM

Election of Branch Officers for 2011/2012 (Rule 14(a))

The list of nominated officers was agreed.

20/2011AGM

Election of Branch Stewards for 2011/2012 (Rule 15)

The list of stewards was agreed.

21/2011AGM

Motions Received

i) Public Sector Cuts

On being put to the vote the motion was CARRIED:

FOR: 13  
AGAINST: 1  
ABSTENTION: 3

ii) Amendments to Branch Rules

On being put to the vote the amendment was CARRIED:  
FOR: 13  
AGAINST: 0  
ABSTENTION: 4

22/2011AGM

Election of Representatives to Company Bodies

The results of the Annual General Meeting were agreed.

23/2011AGM

Open Forum

Discussion took place on level mapping/job grades and pensions.

3

ANNUAL GENERAL MEETING HELD AT THE CAERNARFON OFFICE ON WEDNESDAY,  
2<sup>nd</sup> MARCH 2010

PRESENT:

Dave Read (Secretary) and 10 members of the Caernarfon Office as recorded on the attendance register

Dave Read – IN THE CHAIR –

24/2011AGM

Opening Address

A brief address was given.

25/2011AGM

Election of Branch President (Rule 14(a)(1))

Joe Morgan was elected as Branch President.

26/2011AGM

Confirm Minutes of the 39<sup>th</sup> Annual General Meeting held at the Woodhey House Hotel, Little Sutton on 10<sup>th</sup> March 2010, Caernarfon Office on 11 March 2010, Queensferry Office on 12<sup>th</sup> March 2010, Rhostyllen Office on 17<sup>th</sup> March 2010 and Warrington Office on 18<sup>th</sup> March 2010

It was RESOLVED that:

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

27/2010AGM

Matters arising therefrom

There were no matters arising. Questions were raised concerning stress levels at call centers.

28/2011AGM

Reports for the Year 2011/2012

- 1 BEC Report – the Branch Secretary gave an update.
- 2 Financial Report – the reports and accounts were agreed

29/2011AGM

Honoraria

It was agreed that £250 be paid to Jim Brown (Auditor).

30/2010AGM

Election of Branch Officers for 2011/2012 (Rule 14(a))

The list of nominated officers was agreed.

31/2011AGM

Election of Branch Stewards for 2011/2012 (Rule 15)

The list of nominated stewards was agreed.

32/2011AGM

Motions Received

i) Public Sector Cuts

On being put to the vote the motion was CARRIED:  
FOR: 8  
AGAINST: 0  
ABSTENTION: 2

ii) Amendments to Branch Rules



On being put to the vote the amendment was CARRIED:  
FOR: 8  
AGAINST: 0  
ABSTENTION: 2

33/2011AGM

Election of Representatives to Company Bodies

The results of the Annual General Meeting were agreed.

34/2011AGM

Open Forum

There were no issues raised

4

ANNUAL GENERAL MEETING OF THE BRANCH HELD AT THE WARRINGTON OFFICE  
ON THURSDAY 3<sup>rd</sup> March MARCH 2011

PRESENT:

Dave Read (Secretary) and 5 members of the Warrington Office recorded on the attendance register

Dave Read – IN THE CHAIR –

35/2011AGM

Opening Address

A brief opening address and welcome was given

36/2011AGM

Election of Branch President (Rule 14(a) (1)

Joe Morgan was elected as Branch President.

37/2011AGM

Confirm Minutes of the 39<sup>th</sup> Annual General Meeting held at the Woodhey House Hotel, Little Sutton on 10<sup>th</sup> March 2010, Caernarfon Office on 11 March 2010, Queensferry Office on 12<sup>th</sup> March 2010, Rhostyllen Office on 17<sup>th</sup> March 2010 and Warrington Office on 18<sup>th</sup> March 2010

It was RESOLVED that:

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

38/2011AGM

Matters arising therefrom

There were no matters arising

39/2011AGM

Reports for the Year 2010/2011

1 BEC Report – this was received and an update given

2 The Financial Report – the accounts were agreed

40/2011AGM

Honoraria

It was agreed that £250 be paid to Jim Brown (Auditor)

41/2011AGM

Election of Branch Officers for 2011/2012 (Rule 14(a))

The list of nominated officers was agreed

42/2011AGM

Election of Branch Stewards for 2011/2012 (Rule 15)

The list of stewards was agreed.

43/2011AGM

Motions Received

i) Public Sector Cuts

On being put to the vote the motion was CARRIED:

FOR: 2

AGAINST: 0

ABSTENTION: 3

ii) Amendments to Branch Rules

On being put to the vote the amendment was CARRIED:

FOR: 2

AGAINST: 0

ABSTENTION: 3

44/2011AGM

Election of Representatives to Company Bodies

The results of the Annual General Meeting were agreed. Linda Razak as substitute on ERJNCF & CSCF.

45/2011AGM

Open Forum

There were no issues raised

5 ANNUAL GENERAL MEETING OF THE BRANCH HELD AT THE RHOSTYLLLEN OFFICE ON FRIDAY 4<sup>th</sup> MARCH 2011

PRESENT: Dave Read (Secretary) and 10 members of the Rhostyllen Office as recorded on the attendance register

Dave Read – IN THE CHAIR –

46/2011AGM Opening Address

A brief opening address and welcome was given.

47/2011AGM Election of Branch President (Rule 14(a) (1))

Joe Morgan was elected unopposed as Branch President.

48/2011AGM Confirm Minutes of the 39<sup>th</sup> Annual General Meeting held at the Woodhey House Hotel, Little Sutton on 10<sup>th</sup> March 2010, Caernarfon Office on 11 March 2010, Queensferry Office on 12<sup>th</sup> March 2010, Rhostyllen Office on 17<sup>th</sup> March 2010 and Warrington Office on 18<sup>th</sup> March 2010

It was RESOLVED that:

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

49/2011AGM Matters arising therefrom

There were no matters arising

50/2011AGM Reports for the Year 2010/2012

- BEC Report – this was received
- Financial Report – the accounts were agreed. Discussion took place around printing.

51/2011AGM Honoraria

It was agreed that £250 be paid to Jim Brown (Auditor).

52/2011AGM Election of Branch Officers for 2011/2012 (Rule 14(a))

The list of nominated officers was agreed.

53/2011AGM Election of Branch Stewards for 2011/2012 (Rule 15)

The list of stewards agreed at the AGM was confirmed.

54/2011AGM Motions Received

i) Public Sector Cuts

On being put to the vote the motion was CARRIED

ii) Amendments to Branch Rules

On being put to the vote the amendment was CARRIED

55/2011AGM Election of Representatives to Company Bodies

The results of the Annual General Meeting were agreed.

56/2011AGM Open Forum

- a staff survey by Energy Networks Management had been initiated
- this would be done periodically
- the branch would check to see if it would see the results

6 ANNUAL GENERAL MEETING OF THE BRANCH HELD AT THE PRENTON OFFICE ON FRIDAY 11<sup>th</sup> MARCH 2011

PRESENT: Dave Read (Secretary), Geoff Littler and 5 members of the Prenton Office as recorded on the attendance register

Geoff Littler – IN THE CHAIR –

57/2011AGM Opening Address

- A brief opening address and welcome was given.
- 58/2011AGM Election of Branch President (Rule 14(a) (1))  
Joe Morgan was elected unopposed as Branch President.
- 59/2011AGM Confirm Minutes of the 39<sup>th</sup> Annual General Meeting held at the Woodhey House Hotel, Little Sutton on 10<sup>th</sup> March 2010, Caernarfon Office on 11 March 2010, Queensferry Office on 12<sup>th</sup> March 2010, Rhostyllen Office on 17<sup>th</sup> March 2010 and Warrington Office on 18<sup>th</sup> March 2010  
It was RESOLVED that:  
THE MINUTES BE CONFIRMED AS A CORRECT RECORD AND THE MINUTES OF THE MINI ANNUAL GENERAL MEETINGS BE NOTED.  
It was noted that there was no meeting held at Prenton last year.
- 60/2011AGM Matters arising therefrom
- Red circling – 25 still impacted plus 24 added
  - Terms – ¼ review
    - notification of jobs
    - guarantee of interview
    - 12 months extension if SPower do not meet their obligation
    - extension given for any secondment to a higher graded post
- 61/2011AGM Reports for the Year 2011/2012
- BEC Report – this was received
  - Financial Report – the accounts were agreed
- 62/2011AGM Honoraria  
It was agreed that £250 be paid to Jim Brown (Auditor).
- 63/2011AGM Election of Branch Officers for 2011/2012 (Rule 14(a))  
The list of nominated officers was agreed.
- 64/2011AGM Election of Branch Stewards for 2011/2012 (Rule 15)  
The list of stewards agreed at the AGM was confirmed.
- 65/2011AGM Motions Received
- ii) Public Sector Cuts  
On being put to the vote the motion was CARRIED
- ii) Amendments to Branch Rules  
On being put to the vote the amendment was CARRIED
- 66/2011AGM Election of Representatives to Company Bodies  
The results of the Annual General Meeting were agreed.  
Forums underneath the Energy Network Company Council:
- Network Connections – Alan Caldwell
  - Network Operation – Tony Grieve
  - Asset Strategy & Network Programs – Geoff Littler
  - Customer Service & Business Support – Irene Adams, Tony Grieves
- 67/2011AGM Open Forum
- Geoff Littler gave an update on pay. The trade unions had not agreed following a ballot as there were different results from each union
  - there was to be a meeting on 22<sup>nd</sup> March after which there should be a joint statement
  - a job evaluation was being done at present on each job
- There being no further business the Chairman thanks members for their attendance and closed the meeting.

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## ***Unison Manweb***

### ***BEC Report to AGM February 2012***

#### **Introduction**

History is likely to record the events of 2011 as being game changing from the breathtaking uprisings against dictatorships in the Middle East through to the demonstrations, strikes and riots across Europe against austerity. The Big 6 utility companies have come under intense pressure and media scrutiny for the continued hike in the price of energy after the whopping rises made during the latter part of the year.

The recent attempts by companies to “make amends” by offering limited reductions in either gas or Electricity prices is likely to make little difference either to the perception or actuality of energy prices to millions of households. Over 5.5 million household were reported as living in fuel poverty in 2009 – a 13 year high and part of the inexorable growth upwards from under 2 million in 2003. In the last two years the figures have risen even higher.

Iberdrola/SP however, appear to be weathering the financial storms with record growth and profits in 2010 and in the 9 month earnings statement for 2011 it was reported that Group Revenues exceeded 23 million Euros for the first time in a 9 month period – a 3.5% increase on the previous year.

An important agreement was reached in Energy Networks as detailed later which extended the red-circling deadline for those affected by job reorganisations by a further 18 months. In Energy Retail there have been challenging negotiations around staff reductions and this year’s pay settlement which as we go to press is reported to have been accepted by a **very** narrow majority.

As you will read further on, UNISON are also involved in pursuing a legal claim for punitive damages on behalf of over 60 members of this branch and over 100 members in the Scottish

UNISON Branch for failure to consult prior to a sudden TUPE transfer from Accenture to IBM in April 2011.

### **Energy Retail**

Here we are again another 12 months have gone, and yet again Energy Retail has seen more downs than ups during 2011/12.

The Four Trade Unions were approached in May/June with what was expected to be yet another restructure. As members of the four unions on the Energy Retail negotiating body (ERJNCF) gathered in Scotland to hear the company's proposals, we found that the meeting had been cancelled at the last minute following confidential discussions with the Full Time Officers. Subsequently, we were told that the original meeting had been cancelled after the FTO's had rejected draft company proposals to off-shore more jobs.

At the next meeting a newly proposed restructure was announced by the company which they described as being "from the top down". We were told that there would be about 88 job losses, but were given guarantees that these would be achieved on a voluntary basis and that anyone who wanted to remain with the company would be found a position. We soon lost from the company side the Energy Retail director and then the Customer Service director. Was this a sinking ship? Maybe 2012/13 will provide the answer.

As consultation continued it seemed that the scramble for VSS was to prove so great that some staff were told they might not be allowed to leave. Staff shortages became so severe in the

summer that the company increased the numbers at our outsourced centre in Kirkby (Liverpool). When questioned about this the company's response was that it was due to the price rise in customer bills that were about to be introduced in August. The numbers though dropped quite a lot by the end of 2011.

In December, the ERJNCF met again this time for pay negotiations. Energy Retail claimed that they were possibly going to make a loss for the first time. The unions were advised that the company couldn't afford to offer anything for 2011 but hoped that 2012 would bring better results and therefore could add something to the wage bill. The unions dismissed this as an "insult". The reasons for Energy Retail not making a profit was down to poor management at the top and not the fault of the staff who served them loyally over the last 12 months.

After further negotiations we finally reached a position where there was a recommended offer of 1% for the first year (2011) and a guaranteed 2% for 2012, which could rise depending on results. If targets were reached then the rise would be 3% and if earnings figures (EBIDTA) were exceeded then the increase would be 4%. Not the best deal for 2011 but from the where we started and in the circumstances this was viewed by the reps as the best we could achieve by negotiation. The ballot papers were sent out to the members of the four unions and as we go to press it has been announced that the offer has been **very** narrowly accepted overall by members of the four unions. The trade unions will be pressing for joint discussions to see what improvements can be made to the package.

With the possible closure of our Cathcart office in Glasgow over the next 2/3 years, some of our colleagues are being asked to transfer to different offices in and around the Glasgow area. Although the company have not approached the unions with any proposals for our offices in the Manweb area at this moment, they have advised that they are looking at all sites in their portfolio.

So 2012/13 will be another difficult year for all of us, we need to stick together and hopefully this period would be enjoyable and more profitable for our members to share in.

## **Energy Networks**

### **Pay**

The 2012 Energy Networks pay deal is due on 1<sup>st</sup> January. We are currently in pay negotiations with the company and will give updates when we can.

### **Job Evaluation**

All four Trade Unions were committed in 2011 to introduce a new Job Evaluation scheme in to Energy Networks. This has now been completed and staff will be advised of the outcomes in due course. There will be an appeals procedure for staff who disagree with the outcome of the scheme. We are working with the company to determine the best way of implementing the results of the scheme into a pay structure and talks have been ongoing in conjunction with the Pay Negotiations.

### **Red Circling**

Energy Networks went through a restructure in 2010/11. During that restructure, staff were slotted or at risk. Those who were slotted were not allowed to apply for any vacancies. This affected staff who were red circled in that the clock on the 3 year protection period was ticking but they were not allowed to apply for any jobs. Unison brought this to the company who recognised the situation and an agreement was reached to extend the 3 year protection period by 18 months for those staff affected.

### **New Business Forums**

2012 saw the creation of a new Energy Networks Joint Negotiation and Consultation Forum (ENJNCF) and new Business Forums. The Forums and the Unison representation is as follows:-  
ENJNCF – Geoff Littler, Tony Grieve and Alan Caldwell  
Customer Service and Business Support Forum – Irene Adams and Tony Grieve  
Connections Forum – Alan Caldwell  
Operations Forum – Tony Grieve  
Asset Strategy and Network Programmes Forum – Geoff Littler.

## **Accenture/IBM**

The last 12 months have seen further extraordinary upheaval for members working within ScottishPower's outsourced IT environment. After coming through a stressful 11 months with Accenture following a TUPE transfer from SAIC in April 2010, Accenture were informed in March 2010 that Iberdrola were cancelling their 10 year contract and the work would now move to IBM.

There was a great deal of confusion in the last 2 weeks of March after Iberdrola advised Accenture that their contract was to end but it was not until the last two days of March that formal consultations on TUPE transfer started and the transfer date of 1<sup>st</sup> April was confirmed. As a result UNISON is pursuing a formal case through an industrial tribunal for breach of the TUPE Transfer Regulations.

Nevertheless, on 1<sup>st</sup> April 2011 around 300 employees moved from Accenture to IBM and UNISON stewards once again had to take part in detailed consultation and negotiations for several months to deal with the fallout of this transfer. This included everything from provision of office space, machines and equipment through to changes to pay arrangements, holidays, pensions and numerous other contractual and non-contractual matters.

At the end of this process we reached agreement on the most of the changes which had been subject to negotiation and IBM made a one off £500 payment to each employee in recognition

of the challenges which had been faced during this process. There are still ongoing issues with pensions and pension transfers. In particular, members who had joined the Accenture Hybrid Pension Scheme (Accenture Retirement Fund) have found that the Accenture's actual contribution was significantly lower than the figure they had been led to believe and further legal action is being considered to seek redress.

As we go to press we are still engaged in 2011/12 pay negotiations and members are currently balloting on a revised offer of 0.8% from September 2011 rising to 1.5% from January 2012. The latest offer came shortly before the trade unions were to issue industrial action ballot papers after the previous offers had been rejected.

### **Branch Office, Communication and the wider union**

After 32 years, our branch clerical officer Sandra Blair, who has provided an invaluable loyal service to the branch, is to retire. Sandra started with our branch when it was NALGO and we had a larger office in Shotton. At that time the branch had over 2,000 members, a Branch Organiser and two lay officers on 50% paid release. Over the years as the electricity industry has been privatised, companies have been subject to mergers and acquisitions and staff reductions have taken their toll leading to a fall in membership by around two thirds, Sandra has remained as a central figure of stability making sure the administration of the branch continues despite the changes.

It is with great warmth and affection we therefore record in this report our appreciation and thanks to Sandra for everything she has done for the branch over the years and wish her a long, happy and healthy retirement.

As a result of this change and the further reduction in income as the membership hovers at around 650 members, the Branch Executive Committee has reluctantly taken the decision that we are no longer in the position to afford to run an independent branch office. We have therefore, entered into branch office sharing discussions with the United Utilities UNISON Branch who, as a result of mergers, have a much larger membership and have a branch office based in Warrington.

As we go to press we have an agreement in principle to share office space, facilities and resources on a renewable 12 monthly service basis. We hope to be able to conclude this agreement soon with a view to making a final office move during April.

We are also pleased to announce that we have now launched the Branch Website which can be found at: [www.unison-manweb.org.uk](http://www.unison-manweb.org.uk) and we have updated our branch email address to: [unison-manweb@btconnect.com](mailto:unison-manweb@btconnect.com) both of which are now "open for business".

The website at present contains a range of basic information which will hopefully provide help and guidance to members needing advice and representation. We are however, always looking for suggestions for additional information and ideas to help make this a first point of contact for any queries. If you do have any feedback we welcome this and will try to act on any suggestions. Please email any comments to the above email address.

At a regional and national level UNISON's main priority has been a continued focus on the fallout of government proposals to slash public spending. Our branch showed solidarity with UNISON's campaign by joining the massive TUC March in London in March 2011. Over 20 reps, family and friends took a coach down to London and came back exhausted but exhilarated by the experience. This was probably one of the biggest demonstrations and displays of unity for many years and shows where the real "Big Society" actually is.

We also gave support to the 30<sup>th</sup> November Day of Action called by UNISON and many other trade unions as part of the campaign to protect public sector pensions. A number of reps took

holidays to attend the marches and rallies which were organised across the region on this day.

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

David Read  
Branch Secretary

## **EQUALITIES REPORT**

In July 2011, I attended the Business and Environment Equalities Seminar. The seminar is intended to empower, educate and raise awareness on current equality issues, also to exchange experiences from employers and an opportunity to discuss how the government cuts will adversely affect services especially for women and people with disabilities.

The seminar provided a valuable opportunity to learn more about the key developments on Equalities. The seminar also provided an opportunity to network with others and compare workplace practices. The theme of the seminar was *Equality Act 2010 (progress so far, Fit Notes and Equality Impact Assessment); Planning for Retirement & Young members and Women struggle 'miner's strike'*.

Further information with regard to Equalities can be located on the Unison website: [www.unison.org.uk/equality](http://www.unison.org.uk/equality).

Carol Smith  
Equalities Officer

## **HEALTH & SAFETY REPORT**

It's been quite a busy year. I have been attending the TUC college and have attained a Diploma in the Contemporary History of Trade Unionism. This was a night school class and was very enjoyable and informative, giving me an insight of how Unions started and how they have over the years promoted health & safety in the workplace. I enjoyed our trip to London for the TUC March with our new banner. It was a very long but hugely enjoyable day which sent a united message to the government regarding the proposed cuts.

In September I was lucky to attend the Hazards conference in Keele University. This was a



three day course from Friday to Sunday. Again, this was very interesting and the many workshops I attended will be of invaluable help to me as an H&S officer within the branch. I have gained many contacts from various parts of the country and hold telephone numbers for specialist advice in certain fields beyond my usual scope.

A very busy October had me attending a Women's Health & Safety Awareness course at the TUC College in Liverpool. This was three days duration and covered areas specific to women but also included concerns that whilst though originally only specific to women, actually affected men as well. I also went on a Team Negotiating Skills Course in Birmingham. This was a real eye opener and I hope this experience will help me to be able to stand my ground in a meeting and it gave me the basis of how a committee is set up and how to work as a team.

I have also been attending CSJCFS, company H&S Council meetings and subbed on the Energy Retail Negotiating Forum for one of my union colleagues. We were also invited to the company H&S Conference at Dangerpoint in Talacre, which was an extremely interesting day and so well organised. All attendees voted this the best so far.

November saw a number of us attending the Unison conference in Cardiff. This was Friday through to the Sunday and the guest speakers spoke with great passion and were very knowledgeable in their fields. We also listened and spoke with many of our colleagues from other energy companies and found many similar situations to what we as a branch are experiencing.

As a new rep, I am still on a steep learning curve with regard to meetings with the company in a union capacity but I have attended many meetings regarding H&S and have recently been asked by the call centre manager to act as the company H&S advisor at Warrington. I will ensure that this complements my Unison H&S role. I have sat in on disciplinaries with senior reps and dealt with cases which include health, safety and welfare issues. I am happy to say there have been positive outcomes.

I hope 2012 will be a good year for us as a branch, as we need to stay strong for the changes that will come. We have received the bonus of recruiting more members during 2011 but we have also lost a number of staff due to VSS. Three of the leavers were union reps and sadly our colleague Jeff Pye passed away. Therefore, we will need to have a strong campaign to replace these with members who are going to be proactive in keeping the union strong and the members protected.

Peggy Rice  
Health & Safety Officer