

2016 Energy Service Group Conference

UNISON FINAL AGENDA

Bargaining, Negotiating and Equality

1. Developing Pension Capacity

Energy Service Group Executive

2. The impact of state pension changes on workers in the Energy sector

National Women's Committee

3. Equal pensions for energy workers

National Lesbian, Gay, Bisexual and Transgender Committee

4. Stonewall workplace equality index

National Lesbian, Gay, Bisexual and Transgender Committee

5. Negotiating workplace domestic abuse policies

National Women's Committee

- 5.1

Energy Service Group Executive

6. Mental Ill- Health, Mental Health Related Illnesses and Awareness Monitoring.

Western Energy

- 6.1

Energy Service Group Executive

- 6.2

National Lesbian, Gay, Bisexual and Transgender Committee

7. Mental health at work

National Disabled Members Committee

- 7.1

National Young Members' Forum

Campaigning

8. CAMPAIGNING AGAINST LOW & LOWER PAY.

Western Energy

- 8.1

Energy Service Group Executive

9. Oppose the TU Bill

Energy Service Group Executive

10. Energy Policy in the UK

Energy Service Group Executive

11. Fracking

**2016 Energy Service Group Conference
UNISON FINAL AGENDA**

Yorkshire & Humberside Region

12. Green Energy

Yorkshire & Humberside Region

13. Public Ownership of Energy Utilities

Manweb

Developing an efficient and effective union

14. Organising in Energy

Energy Service Group Executive

15. Continuing to increase the participation of Black members in energy

National Black Members' Committee

2016 Energy Service Group Conference UNISON FINAL AGENDA

Brighton Centre

20 Jun 2016

Bargaining, Negotiating and Equality

1. Developing Pension Capacity

Conference notes that defined benefit (DB) pension provision in the sector has been in decline. The closing of DB schemes and replacing them with defined contribution (DC) has in many cases been to the clear detriment of our members.

Conference welcomes efforts already made to support pension developments within energy employers more actively and to seek to build greater understanding of key issues, develop closer links with trustees, expose transactional costs and build capacity around DC schemes, including the use of hybrid schemes.

Conference therefore asks the Energy Service Group Executive to:

- 1) Campaign among members to explain the issues around defined contribution schemes including its weaknesses, particularly in relation to charges and fees and, in doing so, to also develop a DC pension toolkit which branches and activists can use.
- 2) Encourage members to consider becoming trustees of workplace pension schemes and develop networks to support them in this role.
- 3) Place pension fund costs and charges on to the bargaining agenda with employers via the work at Sector Committee level to improve outcomes for members by seeking improvements to DC schemes, the restoration of DB provision or consideration of alternative hybrid schemes
- 4) Campaign alongside others within the union for the creation of an industry Common Investment Vehicle to improve pension fund investment performance and lower costs to sponsors
- 5) Promote the UNISON Capital Stewardship programme amongst members and branches.

Energy Service Group Executive

2. The impact of state pension changes on workers in the Energy sector

Conference notes that from 6 April 2016 the Basic State Pension and Second State Pension (S2P) will end and be combined/ replaced by a new State Pension.

The majority of members in the energy service group are currently paying reduced rate NI Contributions because they are in a work place pension scheme that is better than the Second State Pension. However, in April they will have started to pay the standard NI contributions and to earn a higher State Pension.

2016 Energy Service Group Conference UNISON FINAL AGENDA

The personal costs will be significant – a customer service assistant earning almost £17,000 per year will pay an additional £13 per month, an energy expert on £23,000c will pay £19 per month and a team manager on £24,000c will pay £22 per month more.

However, for many older workers there will not be sufficient time for their increased contributions to equate to the new full state pension before they retire.

There are also concerns that the energy employers' additional contributions to the scheme have not been funded by government, and the costs will be significant – potentially costing jobs and destabilising the occupational pension scheme.

For women members this is in addition to the significant and speeded up increase in the state pension age, announced with little notice and impacting adversely on their retirement plans.

Conference therefore calls upon the energy service group executive to work with all appropriate bodies in UNISON to:

1. Raise awareness of the implications of the new pension arrangement, and provide information on options for older workers in the energy sector who may be adversely affected;
2. Work with the wider union in campaigning for a genuinely independent commission to review State Pension Age changes, include the impact on older women;

And to

3. Work with appropriate bodies in the Energy Sector to look into the impact of working longer on the workforce; how members will be able to plan for earlier retirement; the potential for flexible retirement including drawing part pensions and working reduced hours;

National Women's Committee

3. Equal pensions for energy workers

Conference welcomes the growing recognition of same sex partnerships, including the 2005 Civil Partnership Act and the Marriage (Same Sex Couples) Acts that came into force in England and Wales and in Scotland in 2014. However, conference echoes UNISON's condemnation of the inequality entrenched in these laws with regard to surviving partner workplace pensions. The law requires only that benefits for surviving same sex civil partners and spouses are calculated on contributions since 5 December 2005 following the introduction of civil partnerships, not for the whole period of pension scheme membership.

Conference welcomes UNISON's continuing campaign for a change in law, but recognises that this is unlikely under the current Westminster government. Conference notes that UNISON has negotiated full equality for surviving partner benefits, irrespective of the gender of the partners, for many of the pension schemes

2016 Energy Service Group Conference UNISON FINAL AGENDA

in which we have members, but not all. The schemes that have introduced full equality acknowledge that the cost to the schemes of this is negligible, while the difference it makes to the individuals concerned can be considerable, particularly at such a time of loss.

Conference calls on the energy service group executive to check the workplace schemes to which UNISON energy members contribute and where there is unequal provision for same sex surviving partners, negotiate for full equality as a matter of urgency.

National Lesbian, Gay, Bisexual and Transgender Committee

4. Stonewall workplace equality index

Conference notes that the charity Stonewall produces an annual workplace equality index, which it describes as an evidence-based benchmarking tool used by employers to assess their achievements and progress on lesbian, gay and bisexual (LGB) equality in the workplace. From 2016, they have pledged to also assess achievements and progress on transgender equality within the index.

In 2015, over 400 employers entered for the index, the highest number to date. Stonewall showcases the 100 employers it gives the highest rating as 'the best employers for LGB staff'. Employers can seek to boost their rating by becoming Stonewall Equality Champions, which means hiring Stonewall expertise to look at their policy and practice. Currently, local government, education and health employers dominate the index, with private companies and government departments also increasingly represented. In 2015, EDF energy was one of the very few energy companies on this index, coming in at number 68.

Conference acknowledges the long-time concerns from the UNISON lesbian, gay, bisexual and transgender (LGBT) group, other unions and the TUC about how Stonewall has operated the index. Repeated attempts over the years to work with Stonewall have been unsuccessful and both the index and their best practice guides have made no reference to trade unions or acknowledgement of our role in representing and supporting our members or negotiating policies, terms and conditions. The index strongly pushes for LGB staff forums, which can be highly unrepresentative of the full diversity of LGB staff and which can be used to bypass consultation with trade unions over LGB equality issues.

However, conference notes that competitions such as these can be very attractive to employers, who see benefits to their public image, in terms of recruiting and retaining staff and for boosting business by enhancing their customer appeal. Conference further notes that many of the highly ranked employers within the index are those where UNISON has had a long history of LGBT organising. UNISON branches in other service groups have found that the index can be used as a tool to push our LGBT demands higher up the bargaining agenda.

Conference welcomes early indications that Stonewall is now willing to take some steps to acknowledge trade unions in its guidance and workplace equality index.

2016 Energy Service Group Conference UNISON FINAL AGENDA

Conference therefore calls on the energy service group executive, working with the business and environment equal opportunities working party, to:

- 1) seek information from energy branches about contact with Stonewall by the employer
- 2) encourage these branches to seek advice from UNISON branches where one of their employers is already part of the workplace equality index on how to gain maximum benefit from work with Stonewall and what pitfalls to avoid, via the national LGBT committee.

National Lesbian, Gay, Bisexual and Transgender Committee

5. Negotiating workplace domestic abuse policies

Conference notes that the majority of victims of the most severe forms of domestic abuse – and therefore those who are most affected - are women. In the energy service group women account for around 75% of the membership, and this is therefore an issue which has a significant impact on our members in the sector.

Government statistics demonstrate that:

- i. 1 in 5 women each year take time off work because of domestic abuse.
- ii. 2 in every one hundred will lose their jobs
- iii. of those who remain in work, 75% will be harassed, abused, threatened or assaulted at their workplace

The impact on employers – in terms of sickness absence, the cost of recruitment and retention of staff, lost productivity and disruption in the workplace is significant. The financial cost is estimated to be £9.1 billion per year.

This is recognised by the employers' organisation – the Chartered Institute of Personnel and Development – which worked with the Equality and Human Rights Commission to produce guidance for employers, and the local government and health employer organisations who have also produced guidance. No such umbrella guidance exists for employers in the energy sector.

Where approaches have been made, employers in the energy sector have proved reluctant to negotiate with UNISON branches on workplace policies to support those experiencing domestic abuse. Where approaches have been made, employers have said that their employee assistance programme adequately covers the issue, and/or that management guidelines are sufficient.

However, the recommendations in UNISON's guidance are far more extensive, and include:

- a. Training for managers and employees to ensure that all staff are aware of the domestic abuse policy, how support should be accessed and the need for confidentiality;

2016 Energy Service Group Conference UNISON FINAL AGENDA

- b. Named staff in human resources with responsibility for, and appropriate training in, dealing with employees experiencing abuse;
- c. Special paid leave for relevant appointments, including with support agencies, solicitors, to rearrange housing or childcare, and for court appointments;
- d. Temporary or permanent changes to working times and patterns;
- e. Changes to specific duties, for example to avoid potential contact with an abuser in a customer facing role;
- f. Redeployment or relocation where appropriate;
- g. Measures to ensure a safe working environment, for example changing a telephone number to avoid harassing phone calls;
- h. Access to counselling and support services in paid time;
- i. An advance of pay, where it is needed.

Recognising the significant impact that domestic abuse will have on many women (and men) working in the energy sector, Conference calls upon the SGE to:

1. issue further guidance to branches on negotiating workplace domestic abuse policies.
2. this guidance to include the business case for supporting workers experiencing domestic abuse and good practice examples, to assist branches in persuading employers to enter into negotiations.

National Women's Committee

5.1

Para 5 first sentence, after 'the word '.made' insert 'some'

Energy Service Group Executive

6. Mental Ill- Health, Mental Health Related Illnesses and Awareness Monitoring.

The problems of mental ill-health and mental health related illnesses are some of the biggest difficulties facing our members at work today. When jobs are under threat, pay packets are being frozen and workloads are increasing, the mental health of employees is always likely to be affected.

Over the last two decades, we have all noticed the increasing impact of mental ill health in the work place. Stress, anxiety and depression, although not all work-related, have led to higher rates of absenteeism and loss of productivity due to presenteeism.

2016 Energy Service Group Conference UNISON FINAL AGENDA

Recent studies of workplace health issues by the Health and Safety Executive suggest mental ill-health and related illnesses now rival accidents as the biggest Health and Safety concern that affect our members.

Mental health illness may take many forms and often failure to recognize the symptoms by both employer and stress-affected member may add to the difficulty of providing effective counselling, support and welfare during the sickness absence.

We call upon the Energy Service Group Executive, in conjunction with the National and Regional Disabled Members SOG committees to:

1. Develop a discussion document for Branches that identify the common symptoms related to mental health illnesses;
2. Encourage Branches to work in partnership with Employers wherever possible to provide a sensitive approach to dealing with mental ill-health and related illnesses;
3. Arrange training through the National Energy Seminar to identify common symptoms of mental ill-health, raise counselling skills and to develop sickness absence policies that emphasize the need for support and welfare as opposed to the routine management of sickness absence.
4. Identify best practices including the support for Branch "Mental Health Champions" and to develop cross company support for this initiative.
5. Explore the learning potential from the ENA Powering Improvement annual focus for 2016 which is "Managing Occupational Ill Health Risks" and ensure the main principles acknowledging work related stresses and mental health illness issues are cascaded down to Energy Branch Secretaries, Equality co-ordinators and Health and Safety Representatives with a recommendation they monitor Company and Sector participation, commitment and implementation in their own work places with particular reference to issues contained in the Disability and Discrimination Act.

Western Energy

6.1

Point 4 delete the sentence and replace with 'Identify and share best practice'.

In point 5 last sentence delete 'Disability and Discrimination Act' and replace with 'Equality Act 2010'.

Energy Service Group Executive

6.2

Add new 3rd paragraph: 'Lesbian, gay, bisexual and transgender workers are disproportionately affected by mental health issues, linked to the additional hardships that LGBT people experience at work and in a society that is still frequently intolerant.'

In action point 1, add at end, 'highlighting the equality dimensions'.

National Lesbian, Gay, Bisexual and Transgender Committee

2016 Energy Service Group Conference UNISON FINAL AGENDA

7. Mental health at work

Conference, Disabled members are concerned over how mental health is addressed in the work place, what is in place to help those with mental ill health while they are at work? Many of our members may already have a mental health condition or may have mental health conditions triggered by stress, stress can be from a variety of ways, the demands of their jobs, pressure due to having child/elder care issues due to enforced shift changes.

Mental health is not an easy subject for people to talk about we need to be able to signpost what support there is available. Are there policies in place? Are they adhered to? We need to help protect our members going through reviews and meetings until they are dismissed on capability.

We call on the National Energy Committee and the National Disabled Committee to work together to:-

- 1) Provide guidance to branches on mental health in the workplace
- 2) Support our members in the workplace to ensure they are treated fairly

National Disabled Members Committee

7.1

In first sentence after “Disabled members” insert “in particular, and the Energy Service group as a whole,”

Add new second paragraph, “It is clear that young members are amongst those groups where stress and mental health issues is of growing prevalence and concern. Conference welcomes the work undertaken by our young members to raise this issue through their work in Young Workers Month (November 2015). Workplace meetings and events were organised to help raise awareness, notably through the use of the TUC’s toolkit “Mental health at work: a young workers guide” – a toolkit which was produced with the active support and contribution of our young members.

Add new final paragraph:

Conference also calls on the Service Group Executive to provide branches with a copy of the TUC toolkit, and encourage them to make use of it in raising awareness of the issues for young workers, and to hold at least one activity around the issue in Young Workers Month this year (November). These activities should also be used to show the importance of UNISON to support individual members, and how the union can secure agreements to address poor or non-existent employer policies and practices, while recognising the need to build membership and organisation to give the union the strength it needs to undertake this work.

National Young Members' Forum

2016 Energy Service Group Conference

UNISON FINAL AGENDA

Campaigning

8. CAMPAIGNING AGAINST LOW & LOWER PAY

UNISON remains committed to gender equality within all our pay structures and we commend the highly successful on-going campaign financed and delivered by our organisation to achieve this end.

At the same time low pay and lower pay appears to have been largely ignored by UNISON as a priority of our members and most development has centred on the campaign for a Living Wage that Unison has supported and allied itself to but has not driven its' own agenda.

Since 1990 UNISON has taken responsibility for local pay bargaining in most energy companies often at a single table bargaining arrangement.

This has often resulted in lower paid members being largely ignored in the pursuit of annual percentage increases and in turn this has resulted in the differential between grades expanding year on year.

We call upon the Energy Service Group Executive to identify where low pay bargaining has been specifically used to affect improvements to pay scales, to establish examples of good working practices and to share these with all branches within the Business and Environment Sector to further the interest of low pay and lower paid members.

In addition we believe a workshop should be arranged at the 2016 Energy seminar to look at the specific issues low pay may have on our members and their families with a view to delivering some strategic planning to target the issue of low and lower pay across the energy sector. In this regard low pay and job insecurity often attached to lower paid workers may even be identified as a barrier to trade union membership and by addressing low pay we may increase recruitment and retention.

Thirdly we believe UNISON should increase awareness and access to learning opportunities amongst its' membership particularly with regard to life-long learning and specialist training courses that could enable low pay members to improve their education and training and thereby offer them real hope of career advancement.

Western Energy

8.1

2nd para line 3 – delete 'Unison' and replace with 'UNISON'

Energy Service Group Executive

9. Oppose the TU Bill

This Energy conference believes that the Trade Union Bill represents the biggest assault on working people's rights in living memory and represents an unashamed and deliberate attack on public sector trade unions in particular. The Bill affects

2016 Energy Service Group Conference UNISON FINAL AGENDA

almost every aspect of trade unionism in England, Wales and Scotland. It shifts the balance of power in workplaces further towards the advantage of employers and away from workers, whether they are in a union or not. It is fundamentally an attack on core trade union activity: facility time, check-off of subscriptions, and the ability of unions to underpin collective bargaining with a credible right to strike as a weapon of last resort.

It also subjects unions to unprecedented levels of civil and criminal penalties, red tape, and monitoring by the Certification Officer, paid for by a levy on trade unions. It curtails unions' abilities to fund political activities and campaigns, within the Labour Party and wider civil alliances and groups. Conference notes that significant aspects of the Trade Union Bill's reach remain yet to come, with government reserving large areas for secondary legislation.

This conference is aware that many of the well publicised restrictions in the Bill suggest an attack on workers in the public sector only. This is very misleading and many of the restrictions impact directly on energy workers, including the proposed restrictions on industrial action. It is also the case that, while energy is not referred to in the Bill as an essential public service, we must ask how long it would take for it to become listed as one, if we ended up with a period of industrial action in the energy sector.

Fundamentally, an attack on trade unionists anywhere is an attack on trade unionism everywhere and we must fully support the campaign to seek to abolish this damaging and vindictive legislation.

Conference therefore calls on the Energy SGE to

- 1) Fully support all efforts by UNISON to oppose the Trade Union Bill and any provisions that make it on the statute books;
- 2) Engage with Energy employers to strengthen workplace level bargaining and ensure that any DOCAS arrangements are kept fully intact.
- 3) Ensure that Energy members are fully aware of the damaging implications of the TU Bill and can respond appropriately and participate in any campaigns against the Trade Union Bill.
- 4) Support the development of joint work with the Institute of Employment Rights to develop a positive charter of trade union and workers' rights for the next government at Westminster.

Energy Service Group Executive

10. Energy Policy in the UK

This conference believes that the Government has failed to address significant issues relating to the future of energy supply in the UK.

Despite repeated warnings by a range of stakeholders including UNISON, the Conservative Government's inability to strategically plan for a low carbon energy

2016 Energy Service Group Conference UNISON FINAL AGENDA

supply future leaves the country in a perilous position going forward. We now face the very real possibility of interruptions in supply at peak times, a failure to meet carbon emission targets and a likelihood of big increases in energy bills throwing many more consumers into fuel poverty.

This indecision and lack of clear strategy is creating significant uncertainty amongst employers, which itself is leading to a lack of investment in the future energy infrastructure the UK requires. This uncertainty is also leading to an unnecessary loss of employment for members in the energy industry and is creating a climate of fear where staff worry that more job losses are only around the corner.

Conference further notes that the Government's failure to prioritise this crucial area is leading to a huge reduction in work delivering domestic energy efficiency. This is work that could reduce energy demand and, with it, greenhouse gas emissions and, importantly, secure current employment prospects for existing members and provide new job growth which would in turn grow UNISON's potential membership.

Conference therefore call on the Energy SGE to

- 1) Continue to lobby politicians and stakeholders to develop a sustainable long term energy policy that is fit for purpose in that it ensures continuity of supply, meets all environmental obligations and addresses the scandal of fuel poverty.
- 2) Continue to promote the findings of the UNISON 'Warm Homes' report to push the domestic energy efficiency solution to our strategic challenges and raise UNISON's profile
- 3) Develop UNISON thinking around alternative approaches to securing the necessary investment in energy infrastructure, including using public monies where necessary.
- 4) Continue to lobby the Government to ensure the requirements of Just Transition are met in the UK so that any jobs lost in more traditional areas of energy production are replaced with equivalent opportunities in the economy and workers supported to make this transition.

Continue to work with EPSU to ensure the European dimension to these challenges is addressed through dialogue with the European Commission and European employers

Energy Service Group Executive

11. Fracking

Conference notes:

Hydraulic fracturing, commonly known as 'Fracking' is the process of drilling down into the earth before a high pressure water mixture is directed at the rock to release gas inside. Water, sand and chemicals are injected into the rock at high pressure which allows the gas to flow out at the head of the well.

2016 Energy Service Group Conference UNISON FINAL AGENDA

Conference acknowledges that it is not alarmist to refer to the UK energy challenges as the UK 'Energy Crisis'. The National Grid has reported that blackouts are a real possibility. While the UK population grows the demands on our current energy supplies are under severe strain. Arguably successive governments over the last 2 decades have failed to gear up to and meet this crisis through increased investment, increasing energy sources including current and new forms of energy supplies.

There is clearly diverse and passionate public and expert opinions for and against fracking. Studies published report dangers of fracking to the environment and local populations. Statistics indicate a potential increase risk of earthquakes and contaminated water supplies. Issues of concern around Health and Safety, the transportation and the collection of the gas, concerns about the locations of the sites particularly in rural areas but also near built up areas. All of these are valid concerns and need to be researched and addressed.

On the other hand our energy supplies are in crisis and we must look for new and renewable energy sources to address the increased capacity for demand and declining supplies of traditional forms of energy including gas and coal.

As workers within the Energy sector the future of our energy supplies is our future, as employees and also as consumers. More research needs to be conducted into the use of this form of extraction so we can make an informed policy decision on the issue.

Conference calls on the SGE to:

- 1) Work with relevant organisations to come to an understanding of the arguments for and against Fracking
- 2) To produce materials which explain the pros and the cons of Fracking so that our members can make an informed decision
- 3) Consider developing SGE policy in favour or in opposition to Fracking based on an informed decision.

Yorkshire & Humberside Region

12. Green Energy

Conference notes with frustration that this Tory Government has dropped its commitment to support Green Energy. Not long ago were the ridiculous images of David Cameron astride his husky sled proclaiming that his party would be the greenest ever in Government. And yet most recently the Government has dropped its commitment to Green Energy and reduced the eco targets placed on Energy Suppliers. These targets meant that these companies were bound to implement eco measures such as wall cavity insulation, the promotion of renewable energy sources and other eco measures. The consequence of this is that we are now seeing job losses in the companies as they shed the workforce used to deliver these eco measures. British Gas has announced and is embarking on 500 job losses due to the closure of their loft and cavity insulation service.

2016 Energy Service Group Conference UNISON FINAL AGENDA

Conference we call on the SGE to:

- 1) Affirm its commitment to Green Energy and renewable energies.
- 2) To lobby the Government to restore the eco targets and to introduce subsidies for/or incentives to encourage consumers to make their homes as energy efficient as possible by offering interest free grants for boilers, help with upgrading double glazing where appropriate and offering free energy efficiency assessments for low income families.

Yorkshire & Humberside Region

13. Public Ownership of Energy Utilities

Conference believes

- 1) The changes within the Labour Party since the leadership election in 2015 indicate a welcome move towards UNISON's long-held view that the Energy Industry should be brought back into public ownership.
- 2) There is now a golden opportunity to provide support and information to help consolidate this view within the labour movement.
- 3) The research already commissioned by UNISON indicates the benefits which a publicly owned Energy industry would bring in terms of:
 - a) Tackling the gross underinvestment in new generation capacity and infrastructure. In particular a nationally co-ordinated plan can drive the move to clean energy without the need to bribe private industry.
 - b) Introducing measures to tackle and eliminate the scandal of fuel poverty
 - c) Eliminating the drive for profit which leads to excessive bonuses for senior executives, attacks on the employment contracts of ordinary employees and an ever increasing cost to the consumer.

Conference requests the Service Group Executive

1. Seek to ensure that through the appropriate resources and channels we promote our policy of bringing the Energy Industry back into public ownership with the aim that the next labour government has this as one of its key commitments.
2. Provide supporting information as necessary based on current and existing research in support of this aim.

Manweb

2016 Energy Service Group Conference UNISON FINAL AGENDA

Developing an efficient and effective union

14. Organising in Energy

This conference welcomes the continued development of and strengthening of employer based national sector committees within the Energy Service Group. We believe that their continued development is essential if we are to consolidate our position as the leading energy trade union and seek to increase membership.

These developments are taking place in accordance with UNISON rules 3.7.1, 3.7.2 and 3.7.3 and are an agreed action of the Energy Service Group executive.

These committees are essential to ensuring that all major employer bargaining groups and the members they represent are given consistent support both regionally and nationally, and that this is strategically aligned across the Energy Service Group.

It is also critical that these sector committees operate to deliver democratic accountability for bargaining decisions and to own the organising agenda that goes hand in hand with outcomes achieved.

Therefore conference calls on the Energy SGE to:

- 1) Continue to promote the work of the national sector committees to ensure that all major energy employers with national presence and national collective bargaining have a national sector committee in place before the next conference in 2017
- 2) Encourage these committees to take forward both the bargaining and organising agenda to ensure both member participation and accountability and increased membership and recruitment.
- 3) Build stronger links between branches, regions and national office to drive forward a more integrated and productive response to the many challenges we face, to ensure national priorities are given full consideration and where possible acted upon
- 4) Develop materials to underpin and support the organising agenda developed by sector committees.

Energy Service Group Executive

15. Continuing to increase the participation of Black members in energy

Last year's Energy conference noted that despite record number of UNISON delegates and visitors at Black members' conference engagement levels from the energy service group were extremely low.

Conference recognised the important role Black members have to play in leading on challenging racism in the workplace and discriminatory practices in the Energy service group. Conference further resolved to map levels of Black member participation and promote attendance at Black members' conference.

2016 Energy Service Group Conference UNISON FINAL AGENDA

Conference commends the action taken to date which has seen the level of attendance at Black members' conference from energy branches increase to 10.

To continue this work in 2016 conference therefore calls on the Energy Service group executive to:

- i. use the data already collected on Black member participation and representation within the service group to identify areas where Black self organising structures can be developed or supported at regional and branch level by working with branches and regions to plan events and meetings.
- ii. continue to promote opportunities for Black members in Energy to engage in the union including attending national conferences

National Black Members' Committee