

2017 Water, Environment and Transport Annual Report

Foreword from Ruth Davies, Chair of the Water, Environment and Transport Service Group Executive

Objective 1 Recruiting, organising, representing and retaining members

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Foreword from Ruth Davies, Chair of the Water, Environment and Transport Service Group Executive

We are pleased to present you with the 2017 Water, Environment and Transport Service Group Executive annual report which outlines the key areas of work delivered across our Service Group since last year.

The 2017 annual report sets out a comprehensive outline of the actions that we have been undertaking across all our Sectors to tackle a wide range of issues facing members and branches and it sets out how we have worked within the Water, Environment and Transport Service Group to support our members. You will find an insight into the work undertaken by all our Sectors, plus the wider work we have undertaken with UNISON colleagues on issues including equality and diversity.

Since our 2016 Service Group Conference, we've had a referendum resulting in the UK voting to leave European Union. On 29 March our Prime Minister triggered Article 50, starting the two year exit process; our UNISON priorities are to protect the rights we have and to seek to strengthen and improve them where we can. Then of course in April, a snap General Election was called for 8th June....

It is evident that reorganisation remains a constant feature of working life across all our branches, whether working in the public or private sector. Pay restraint is still being applied across the public sector, although our members working in the private sector are often securing pay rises slightly exceeding the 1% public sector pay cap. Pension schemes continue to face attacks, with the ongoing trend being towards the provision of Defined Contribution schemes. We also continue to see the massive importance of the health and safety work we deliver across our branches, as well as many members being fully supported with problems that they face at work. As you will see from reading our report, UNISON remains active in our workplaces and at a wider political level, always seeking to secure the best outcomes for all our members. We have developed an organising and recruitment campaign for the Service Group, aimed at supporting the wide range of circumstances that our branches operate within; increasing membership levels remains an important goal for all our branches. You will also hopefully already be aware that we continue to expand our means of engaging with members, to reflect the range of ways that members now access UNISON information. You can find us in newsletters, online, on Twitter and on Facebook.

Please share the information from with report within your branches, as this is work that we have undertaken on behalf of our members. This work has been delivered thanks to the commitment of our lay activists, who are working in very demanding circumstances, and with the support of full-time staff at both Regional and National level. We continue to work together to meet the challenges we face.

I would like to thank you and your branches for your continued commitment to our union and to our members. I would also like to thank my colleagues on the Service Group Executive and the staff who support our work for their input throughout the year.

I trust that you will find this report informative – hope you enjoy reading it!



Ruth Davies, Chair

Objective 1 Recruiting, organising, representing and retaining members

1.1 Membership Profile and Recruitment

As elsewhere in the union, recruiting and retaining members was challenging during the year. This continues a longer-term trend in the WET sectors: service group membership figures have declined for many years, reflecting reductions in employment by core employers. A number of branches, including Tyne and Wear PTE, Central Water, Yorkshire Water, and London Waste grew their membership over the year and the inaugural Membership Trophy was awarded to Tyne and Wear PTE branch for their exceptional effort in expanding membership over the period.

Overall, membership showed a decline of 2.9%, April 2016-March 2017. This compares favourably to a 4% decline the previous year, and reflects hard work by many branches to retain and expand membership. This has been a focus of the Sector Group Executive during the year. Spreading good practice in this area across the branch network will continue to be a focus in 2017.

1.2 Branch Organisation

Several smaller transport branches merged with other branches during the year.

1.3 Regional Development and Support

Many branches have received excellent support from UNISON's regional offices, and regional WET structures in regions including the West Midlands have provided training and a framework for branches to share experience and inspiration. The national officer will be working over the year ahead to bring together the network of regional officials supporting branches to develop and share consistent best practice.

1.4 Learning

The joint WET/Energy pensions seminar in March 2017 was well attended and well received by participants, who received updates on a range of pension issues, including developments in legislation and UNISON's work to improve governance of schemes and drive down costs taken out of them by fund managers. Shadow Pensions Minister Alex Cunningham gave the opening presentation, setting out Labour's review of pensions and its priorities if elected to Government.

Objective 2 Negotiating and bargaining on behalf of members and promoting equality

2.1 Introduction

Across the sectors covered by the service group, the negotiating environment has been tough and progress has depended on excellent organisation and presenting a compelling case to employers.

Pay

Pay is a critical issue for our members on which they look to the union to show that it is able to make a difference. In the passenger transport executive (PTE) sector and in the Environment Agency, the continued application of the public sector pay cap made for very hard negotiations. Members working for the three PTEs which negotiate collectively voted to accept an offer mirroring that accepted by local government workers: a two-year deal of 1% per year, with more for the lowest-paid grades. Other PTE branches, who negotiated separately, reached similar agreements. In the Environment Agency, negotiations secured a consolidated 1% for nearly all members (the initial offer would have not involved consolidation for members at the top of their pay scales), and a more equal share of non-consolidated money based on performance throughout the year than we were first offered.

The water industry is not subject to the pay cap but employers there also took a hard line in negotiations. Branches worked hard to secure average settlements of 1.6%, in line with their counterparts in the energy sector, who are the most logical comparators. Progress is reported in the Water Industry sector report at section 2.9 below.

2.2 Pensions

This was a year when pensions issues continued to loom large for branches. At the Canal and River Trust, members voted for a new DC scheme to replace the existing scheme for future accrual, given the Trust's uncertainty as to future funding for its activities. Elsewhere, in the water sector, branches engaged with employers, marshalling the evidence to show the affordability of existing arrangements, and have succeeded in preventing any negative changes over the period. Ongoing discussions at United Utilities, plus periodic valuations for other schemes in the coming months mean that this will be an area of continued focus during 2017.

2.3 Promoting Equality and Diversity in the Workplace

Good progress was made in the last 12 months in promoting equality and diversity across the employers that we bargain. This was reflected in another successful seminar that was held in July 2016 (see report in section 2.4 below). We have also seen increased participation by activists at SOGs Conferences.

The Business & Environment Equal Ops Working Group will continue to develop its work-programme in line with other stakeholders such as National Self Organised Groups (SOGs) and the service group executives. The challenge faced by the service group is in developing and setting-up SOGs in branches, this is attributed to the geographical base of some employers. There was a session at the 2016 seminar to educate activists on this issue.

2.4 Business and Environment Equalities Seminar 2016

The 2016 Equalities Seminar had a good turnout and feedback was positive. In total, 47 delegates attended the seminar from across Energy, Water, Environment and Transport sectors.

The seminar was chaired by Michael Melia, Chair of the Business and Environment Equal Ops Group. The topics covered over the weekend are: Mental health in the workplace with an equality dimension and the importance of self organisation. The feedback from participants was positive as they found the presentations educative, interesting and information.

The rest of the event was also covered by presentations on Domestic Abuse and becoming a Dementia friendly workplace. The presentations highlighted the facts about these issues and how to spot the signs, in order to ensure appropriate supports are in place. Branches were urged to promote the issue of domestic abuse in the workplace and foster engagement with their employer to introduce a domestic abuse policy which would sign-post victims of abuse where one is not in place already.

There was also a session on Bisexuality which provided information on tackling biphobia and negative attitudes towards bisexual people. Delegates were urged to encourage branches to ensure there is a bisexual representative in branch structures and on committees to reflect the union's fair representation policy. Delegates were reminded on the need to raise awareness of this issue in their workplaces and to foster dialogue with employers to include bisexuality in all policies, and explicitly in diversity section of every policy documents with regular monitoring.

The raffle from the weekend raised £205, the fund was donated to the Alzheimer's society.

Sector Reports

2.5 Environment Agency Sector

The Sector Committee met four times since the 2016 conference. The membership of the committee during the year was as set out below:

MEMBERS 2016/2017

Branch	Non-Manual	Manual	Additional
N. West	Sarah Peet	Vacant	Ruth Davies
N. East	Jackie Hamer	Paul Breeze	
NR Wales	Kevin Aitken	-	
Southern	Shane Harper	Ian Woolven	
S. West	John Rowlands	Jamie McClaughlin	Louise Robinson
HO	Mark West (until March 2017)		
Thames	Andy Theaker	Mark Saunders (until March 2017)	-
Midlands	Greg Marshall	Joe Andrew	Shirley Flannery
Anglian	Andy Hunkin	Jonathan Greaves	
Labs.	Dave Gardner		
H&S Lead	Steve Bleakley		

- i) The National Negotiating Group and its related committees dictated the main areas of business for the committee. Although former Secretary of State for Defra, Liz Truss, has moved on, her vision of 'One Defra', where many support

functions are shared, and those arm's length bodies (ALB's) which remain will have to work much more closely together, is still being enthusiastically pursued by Andrea Leadsom. The fortnightly updates held by Defra to brief the Defra trade unions on the latest thinking on the transformation of the department and its ALBs have continued to be held throughout the year. The first big change to affect the Environment Agency formally began in February, when it was finally confirmed that almost 1000 corporate services staff would be transferred to core Defra.

Over the last year the Agency has continued to be willing to share sensitive information with the trade unions, and a TU-Management Reward Sub Group has been established which acts as a first sounding board on a range of pay & reward related issues.

ii) Organisational Change

As mentioned in (i), the transfer of corporate services (CS) staff to Defra is now underway, but the build up to this went on for months. The delay arose due to the length of time it took to secure legal agreement from Treasury that it would stand as guarantor in the event that the Environment Agency Pension Fund (EAPF) suffered any future detriment as a result of the loss of 900+ active scheme members to the Civil Service Pension Scheme.

The worry for the affected staff does not end there, as there are real concerns that subsequent to the (TUPE) transfer jobs will be lost, and in some cases, outsourced. The most recent outsourcing exercise, of staff and services to SSCL, has been a grim experience both for transferred staff and service users, so we have no grounds for optimism regarding any further changes of this nature.

There has been another round of voluntary exits from the Agency as areas once again recalculate their affordable structures in the face of further GiA cuts, and some team sizes needed to be reduced. The brunt of this fell on just two areas, which both have low staff turnover and find such reductions hard to manage.

The Agency and Natural England (NE) completed the alignment of their area boundaries in 2016, and both organisations, along with the Forestry Commission and other Defra ALBs are in the process of drawing up pan-organisational plans at the area director level, though this is unlikely to impact much on operational staff in the near future.

iii) Pay

This was the first award since staff moved onto the new broadband system and the settlement could only be described as disappointing at best. Scale maxima and minima went up by 1% as did the consolidated element for anyone who met their performance objectives. In addition, there were unconsolidated bonuses of 0.8% and 1.5% for good and exceptional performers. This meant that no-one made any progress up the pay scales at all, a source of dissatisfaction for quite a number of staff. We will need to look at other options this year to see if this particular aspect can in any way be addressed. With continuing public sector pay restraint however, there will be little room to manoeuvre.

One positive development was the willingness of the Agency to agree to work on a Disability Leave Policy, and this should have been agreed and signed off by NNG by the time of conference 2017.

iv) Pensions

The Environment Agency Pension Scheme continues to have a very high proportion of the workforce in membership, and is still well funded, with the Triennial Valuation coming in at 103%. However, with the impending loss of corporate services staff to core Defra, where they are unlikely to be able to remain as active members of the EAPF, the fund may lose upwards of 900 members. This would represent a significant reduction in cash income.

UNISON continued to be represented on the Agency's Pension Committee by Jackie Hamer (until April 2017), Ian Brindley and Dot Holding, with the addition of Will Lidbetter from summer 2016 and Marion Maloney from April 2017.

v) Terms and Conditions

After the optimism described in this report last year regarding the consistent payments for incident response project (CPIR), it is very disappointing to have to report that much of the momentum has been lost. This has been partly caused by the need to align any proposals with the Incident Management Strategy (IMS) which has been under development for some time, but also by an exercise which has identified numerous, significant inconsistencies in the way Field Ops incident response is already rewarded. Field Ops were originally out of scope for CPIR, but will now be included, adding further complexity. The ultimate aim is still to go for a role-based system, but balancing fairness and transparency with financial challenges make this a difficult piece of work.

A long running issue regarding the treatment of staff in the Incident Communication Service was resolved in 2016, greatly helped by significant TU input. Although the new system for helping to cover gaps in rotas has only been in place for a short time, it is hoped that this will more fairly reward staff who cover at short notice, and restore a better relationship with the managers of the service.

vi) Health and Safety

The National Health and Safety Working Group (HSWAG) met 4 times in either Ergon House, London or in Birmingham.

Management continued to voice support for safety representatives throughout all our meetings and sub groups have formed to provide input on specific issues as required.

Richard Houghton, deputy Director HSW is currently drafting an IPP objective which outlines the likely activities that a safety representative might undertake and the hours involved so that direct line management are cognisant of the ask. There is a mirror IPP objective for the safety representative's manager to ensure that the ask is clearly understood. This represents real progress, following long standing concerns about the lack of recognition for the valuable work done by safety reps.

As previously, face to face meetings or telephone conference calls for the TU members of the group took place in order to discuss items for the agendas and receive updates on progress where members are on sub groups.

Notable items raised for discussion with management have been One Defra, Red carding, Compliance with the Safety Representative and Safety Committee (SRSC) regulations, Glyphosate.

Defra Group Property Plan / One Defra

We have had discussions at the National HASWAG around the Defra Group Property Plan and work is going on to understand how we will operate as a whole Defra group using our assets, aimed at efficiency. In reality this is nothing new as we have seen Natural England & other Defra family staff etc move into EA offices at Bridgwater, Exeter & Bristol etc.

Discussion has taken place at National HASWAG with the organisation, but it remains on the agenda as a standing item.

Similarly items relating to One Defra have also been on and remain on the agenda as we seek assurance that standards will not deteriorate when facilities transfer across.

Training

We have managed to enable access to the Stage 3 TUC diploma in Occupational Health & Safety with the support of the National HSW service.

This has been arranged with the aid of Shrewsbury College who have managed to arrange this via 3 full week blocks at the college rather than 36 weeks of day release. We have managed to get 10 safety representatives on the course and all subsistence and accommodation costs have been covered by the HSW service.

This cohort of safety reps have been very successful in looking afresh at some of the ways of working at the environment agency and have put forward items to the National HASWAG that have been well received by management as challenging and thought provoking.

Consultations and compliance with the SRSC Regulations

We have raised an issue as to whether the EA are complying with the spirit and letter of the SRSC regulations.

In many instances it is felt that with regard to consulting TU safety reps, the EA are only asking them to review a piece of work as it nears completion, rather than having been included within the earlier development and options review phase.

How the organisation is complying with the partnership agreement and the SRSC regs has been scheduled for Internal Audit to review.

Red Carding

We tabled an item to discuss the red card procedure, following the roll out of the latest dynamic risk assessment refresher training.

The issue in particular is that whilst we may understand what is intended by the phrase red carding, there is in fact no procedure or process whereby items of note are cascaded to those who may need to know. There is no process to lift red cards etc.

The continuous improvement team have been asked to review any current processes.

Glyphosate

HSWAG received a presentation from safety representative Huw Williams on Glyphosate, a widely used weedkiller.

Recent UN research suggested it is a probable carcinogen. Discussion took place that this needs to be watched carefully and alternatives tested. The TU side are aware of trials being undertaken, led by safety representative Paul Milan into alternatives such as electro weeding and hot soap applications, clearly with much less risk to the users or environment.

However, the European Chemicals Agency (ECHA) has now decided that Glyphosate is not a carcinogen, and at the time of writing, there has not yet been any further discussion with the Agency about its future use of the chemical.

2.7 Passenger Transport Executives

Three employers participate in the negotiating element of the Passenger Transport Forum- Transport for Greater Manchester (TfGM), West Midlands Combined Authority (formally Centro), (WMCA) and West Yorkshire Combined Authority (WYCA). Terms and conditions are negotiated locally in South Yorkshire, Merseyside and Nexus, although they participate in the consultative element of the Forum.

During 2016, the Terms of Reference for the PTF were revised to bring them up to date in relation to recent changes with regards to the creation of Combined Authorities. Although the ToR's were jointly updated these were not signed off due to the employers side being unable to agree on certain elements of the content.

Furthermore the three employers who participate in the negotiating element of the PTF strongly indicated that they will be serving notice to completely withdraw from the Forum, at the time of writing this the notice had not been served. In preparation for this the TU has been working in the background to advise the members in the four branches effected of the possibility of moving to local bargaining and preparing a campaign to remain in National bargaining.

PTE Sector Committee

The members of the sector committee are:

Ivan AnsonTyne and Wear PTE
Gurdip SuthiWest Midlands Combined Authority
Roger Irvine.....MerseyTravel
Andrew ColeyWest Yorkshire Combined Authority
Cassie BellSouth Yorkshire PTE
Tony ShortTransport for Greater Manchester
Pam SianWest Yorkshire Combined Authority, Equal Opportunities

Passenger Transport Forum

Trade Union Side Membership of the Passenger Transport Forum
The trade union side membership of the PTF is as follows:

UNISON

Ivan AnsonTyne and Wear PTE
Pankja Patel.....West Midlands Combined Authority

Roger Irvine.....MerseyTravel
 Andrew Coley.....West Yorkshire Combined Authority
 Cassie Bell South Yorkshire PTE
 Louise FannonSouth Yorkshire PTE
 Tony ShortTransport for Greater Manchester
 Pam SianWest Yorkshire PTE, Equal Opportunities
 Gavin EdwardsSecretary of the Trade Union Side (to August 2016)
 Andrew DobbieSecretary to the Trade UNION Side (from August 2016)
 Kevin OsborneRegional Organiser, Yorkshire and Humberside
 Dean Harper.....Regional Organiser, Yorkshire and Humberside
 Colin BakerRegional Organiser, North West

UNITE

Ged Heginbottom.....Transport for Greater Manchester
 Carol Wroe.....Transport for Greater Manchester

At the annual meeting Pam Sian was elected chair of the trade union side. Tony Short was elected vice chair. Gavin Edwards was the trade union side joint secretary, this role is now taken on by Andrew Dobbie. The PTF records their thanks and appreciation to Gavin for his work and contribution.

Pay

The negotiating element of the PTF negotiates on pay on behalf of Transport for Greater Manchester, West Midlands Combined Authority and West Yorkshire Combined Authority.

In January 2016 the staff side submitted their claim for 2016 as follows:

- A 3% increase on all salary points and allowances
- 2 additional days annual leave to be added to the Green Book, replacing all local arrangements and bringing Transport Authority leave arrangements into line.
- For all authorities to introduce a minimum rate of pay by matching the National Living Wage rate (£7.85 at the time of the claim submission)
- For this to be an ongoing commitment up-dated each year to the New Living Wage rate as set by the Living Wage Foundation
- For authorities to apply the same Living Wage policy to all new contracts – meaning all outsourced staff would also receive the Living Wage as an absolute minimum.

In May employers offered a 1% increase for 2 years – in essence matching the Local Government pay offer. Following a ballot of members this offer was rejected and further talks took place and the employers advised that they had no room to move, and the offer of 1% for 2 years was their full and final offer. A second ballot was held in October and members in all four branches affected voted to accept the offer of 1% for 2016/2017 and a 1% in 2017/2018. Confirmation was received from the employers that the offer on the table was the same as the local government offer. As a result the lowest paid saw an increase of between 6.6% and 1.01% for 2016/2017 and will receive a further increase between 3.4% and 1.3% in 2017/2018.

PTE Pay outside of the Passenger Transport Forum

MerseyTravel

In MerseyTravel, at the time of writing, there is a proposal for a further two year tie-in with the Local Government pay award. In addition the Trade Unions are asking MerseyTravel to become an accredited Living Wage employer.

South Yorkshire

- 1% pay award on all spinal points for 2016/17 and 1 % pay award on all spinal points for 2017/18.
- Removal of the overtime capped payment at point 23 (overtime payment will still not be payable to anyone on spinal point 40 or above)
- Removal of the minimum number of hours to be worked before overtime is payable (currently the minimum is 4 hours)
- Changes to Travel and Subsistence – fixed payments to be removed and actual payments (upon production of a valid receipt) to be paid, noting that a maximum value would be proposed.
- To better reflect modern family structure changes to bereavement leave as follows:
 - Up to 5 days paid leave will be granted to the employee in circumstances of the death of a close relative, which includes spouse or significant partner, child, parent, brother or sister, grandparent or grandchild; or the death of someone who has been a significant part in the life of the employee, such as another close relative or friend.

In addition, Management have committed to further discussions on the following:

- Implementation of an employee loyalty scheme
- Increase in first aid allowance
- Unison training on job evaluation
- Unison participation on job evaluation panels

Nexus (Tyne and Wear PTE)

2016/17 Pay

Following months of negotiation the branch received a final 2016 Pay offer of 1% the end of April 2016. The offer also included other elements relating to conditions. Members were asked to vote upon the offer, and voted to accept by 88% to 12%.

The 1% pay increase was backdated to 1st April, was in staff's pay for July. Other elements were also implemented.

2017/18 Pay

In October 2016 the branch began the process of compiling the 2017/18 Pay & Conditions submission at branch level. In November the branch conducted a consultation with members on the makeup of the 2017 Pay Claim, members were asked to consider each proposal in detail and record a vote against each proposal on the voting form. All proposals were supported by members (ranging from 80% to 99%) giving the branch a strong mandate.

Pay talks between the Joint Trade Unions (UNISON, RMT and Unite) and Nexus management began on 14th January at the Joint Negotiating Committee where the 2018 claim was submitted. At the time of writing talks are still continuing with the employers.

Equal Opportunities

The Forum continued to monitor developments relating to all equal opportunity issues. Pam Sian occupies the equalities seat on the trade union side of the Forum and kept the committee fully informed of developments.

Other issues

Other issues considered by the Forum included:

- Smartcards
- Rail devolution
- Connectivity
- Combined Authorities
- Buses Bill

2.8 Public Transport

2016 remained a very challenging one for branches attending the Public Transport Committee and the bus industry in general. Passenger numbers have even fallen in London. This has been put down mainly to congestion – now the biggest enemy of bus companies. We have even seen authorities like Bristol and Manchester defending companies brought to Public Investigations before the Traffic Commissioners over late and none running because of congestion. In Manchester, First operate a contract to connect the rail stations to the city centre and passenger numbers have dropped dramatically because congestion is so bad that people can walk to their destination more quickly. There are no measures to combat this problem in the proposed Buses Bill.

The bus industry is crying out for proper funding and subsidy to give Britain a public transport system fit for the 21st Century. A lot of publicity is given to rail services and re-privatising the railways whilst buses remain the forgotten Cinderella of the transport world. In many ways we feel like we are working for some kind of dying swan with a spiral downwards of services being cut and companies continually contracting or going out of business. Councils have less and less money to pay for tenders and school buses. As companies contract we lose members as we see admin services increasingly centralised or reorganised.

By Conference in June we will have seen the Buses Bill finalised in Parliament. We met in July to discuss a submission to the Parliamentary Enquiry and broadly welcomed it whilst recognising that it had no real teeth – the terms of reference are very open and an authority can choose to do nothing if it wants to. Some amendments were put through the Lords – such as authorities being able to create municipal companies (thought likely to be reversed in Parliament), quite a few others on accessibility issues (like audio and visual announcements), TU and community consultation, TUPE/Pensions etc.

This is partly linked in to the Devolution progression and the elections for Mayors and their possible powers over Transport – again we will have seen the results of the May elections when we get to Conference. ‘Devo Manc’ is seen as leading the way in Manchester and it will be interesting to see what happens with their transport plans and if it influences others.

We continue to work and support Campaign for Better Transport – jointly funding a campaign on local bus cuts through a successful GPF bid.

Branch organisation and mergers remained high on the agenda for bus company branches. The Service Group Executive will continue to discuss the effects of this – how to make sure that our members stay under the Water, Environment and Transport umbrella and making sure that if Local Government branches take them in that they are properly allocated.

Driver strikes, mainly over pay, have been quite prevalent in this year. Whilst not directly affecting our members there are knock on effects such as supervisors and managers being expected to cover school routes etc.

Pay awards have been in the 1-2% bracket. Pension funds continue to be affected – Stagecoach will close their current scheme and one run by Standard Life takes over from April 2017. In First it looks likely that the remaining small DB section will be closed to future accrual from April 2018.

Many aspects of this report will be known or have further progress by the time we get to Conference in June so I hope to be able to provide an update there.

2.8.1 Canal and River Trust

In January 2017 joint staff-side unions submitted this year's pay claim to the Canal and River Trust's management. Pay talks are currently on-going with a settlement date due in July 2017.

This year's claim was supported by a survey of all UNISON members at the Trust which identified falling morale and an increase in stress felt by staff while they are at work. The Trust is now working with UNISON to see where they can address and make improvements in some of these areas:

- Increasing demands on the Trust due to staff shortages;
- An increase in workload for existing staff, 56% of respondents indicated that they work up to 5 hours extra a week unpaid;
- Staff feeling greater stress; Of those that responded to this question 25% said they had suffered from work related stress in the last 12 months and from this group of staff 10% required time off with work to recover and receive treatment;
- Staff suffering falling morale, with a significant number of respondents considering leaving the Trust

In November 2016 member's at the Canal and River's Trust were balloted over changes to their terms and conditions including changes to the existing redundancy policy and the introduction of a probationary period for new starters. UNISON negotiated an improved policy from the one first tabled by the employer which protected accrued service. Members voted 100% in favor of accepting these changes with a 60% turnout in a postal consultative ballot.

Recruitment continues to be a major concern for all Canal and River Trust branches, however following a positive reps meeting in February branches are now working hard to organize a focused recruitment campaign, including specific recruitment material aimed at attracting non-members.

Following the retirement of the Branch Secretary of the CRT Northern Navigation branch, the region (pending UNISON NEC Development and Organisation sub-committee approval) took the decision to merge the members of this branch into the

West Yorkshire Transport Branch. Dedicated resources have been set aside by this branch for CRT members and they are also helping to support the recruitment initiatives at the Trust.

2.9 Water Industry Sector Committee

The Sector Committee met four times since the 2016 conference. The membership of the Water Industry Sector Committee (WISC) during the year was as set out below:

Colin George	Affinity Water
Tony Field	Anglian Water
Helga Howells (Deputy Chair)	Dwr Cymru Welsh Water
Alan Turnbull	Northumbrian Water
Dave Morris	Portsmouth Water
Andy Nisbet	Scottish Water
Paul Gibbons	Severn Trent (Central Water Branch)
Clive Craske (Chair)	Southern Water (Southern Counties Water Branch)
Andy Forwards	South West Water
Ignacio Pont-Lezica	Thames Water
John Wilkinson	United Utilities
David Burbage-Atter	Yorkshire Water
John Jones	NEC Rep (Co-opted)

The water industry, because of the large number of companies nationwide, has a wide diversity of HR and management approaches to employee relations. This can lead to very different pay and reward structures, contractual arrangements, HR policies, shift and rostering patterns, and so on. However, there are many areas of concern that are common to all branches. In previous years, much of the comparative information has been consolidated into a Water Industry Bargaining Guide. However this has proved difficult to keep fully updated which in turn reduced its usefulness and thus level of use during collective bargaining. So, from January 2016, particular concerns and issues for all water branches are being targeted for comparison as a defined outcome of the quarterly sector meetings as well as ad-hoc urgent requests from branches via email pertinent to particular bargaining situations (as had also been previous practice) – consolidated by national officers centrally.

Pay and Pensions

Pay

The following table shows the status of pay negotiations and awards at the time this report was written:

Affinity Water	Mid 3-year deal	Entering second year of a 3 year deal based on November's CPI or 1% whichever is the greater paid in April's pay (changed from July) - so 1.2% in April 2017 pay; + £100 non consolidated bonus paid in January 2017.
Anglian Water	Members accepted	An increase of 2.2% to base pay and allowances effective from 1 April 2017
Dwr Cymru Welsh Water	Mid 4-year deal	Pay deal for period 2015 to 2019 already agreed as 1.5% per annum or CPI whichever is higher – so 1.6% based on November 2016 CPI.
Portsmouth Water	Concluded	A 1 year deal across the board of 1.75% also a one off non-consolidated payment

		of 0.25%
Scottish Water	Public sector regulated	Covered by the (Scottish Government) Public Sector Pay Policy 2017-18: <ul style="list-style-type: none"> • There is a low pay threshold at £22,000. • Staff are paid at least the Scottish Living Wage. • All staff with a full-time equivalent salary of less than the low pay threshold should receive an increase of £400
Severn Trent	Members accepted	2% headline increase
Southern Water	Members accepted	From 1 st July 2017: 2.2% increase to base pay or £500 consolidated (whichever is higher); 2.2% on all allowances with an increase to £10pcm for First Aiders; London Living wage minimum (except for those on Apprentice and Graduate training schemes); removal of pay freeze for “overpaid” and other linkage to Market Indicators.
South East Water	Members accepted	2.6% increase to base pay and allowances and Living Wage Foundation set Living Wage as the minimum
South West Water	Concluded / not started	The Craft and Industrial (C&I) employees agreed to 1.5% plus a £120 one-off payment in November 2016, calling off their industrial action. Staff employees have been given the same 1.5% payable in December 2016’s salary backdated to April 2016 (with NO £120 one off payment). 2017 talks started by C&I – office staff pay award always comes later.
Thames Water	Talks on hold	Awaiting pensions change decision
United Utilities	Concluded	Year 1 (April 2016 to March 2017) – 2.0% headline increase Year 2 (April 2017 to March 2018) – 2.5% headline increase
Yorkshire Water	Talks in progress	Unions are asking for a consolidated increase based on RPI

As part of the Southern Water pay award, a joint working party (union, staff council, HR and management) was set up to look at the pay and bonus structures. Independent of this, the Market Indicator for both Electrical Technicians and Mechanical Technicians has been increased, with the reinstatement of a job progression matrix. Anglian Water, in their pay talks, has agreed a review of annual leave provision including considering a safeguarded scheme for the buying and selling of annual leave.

Pay and holidays when Christmas and New Year are on a weekend

A calendar year does not contain an exact number of weeks. This means that every few years, Christmas Day, Boxing Day and New Year’s Day may fall at the weekend. Companies can therefore either treat these days as standard weekend working (most do), or can pay the same premium with time off in lieu as they do for Bank Holidays worked. The latter has created some problems at particular companies if members are rostered to work on the calendared festival days at the weekend, but not on the

associated public holidays during the following week; they lose out on both premium payments and being able to share so much time with their families during the main festivities.

Holiday Pay – implementation of the Lock case ruling

There are sharp differences shown between different companies with respect to the Lock ruling , for example: Severn Trent, United Utilities and Anglian Water (first 20 days only) have changed systems so that holidays include regular overtime; Yorkshire Water only for the first 20 days leave – due to be applied in March 2017 and back dated to July 2016; Southern Water an average of all allowances paid (those consistently increased in line with the annual cost of living pay award – so more than just overtime and standby/callout); Dwr Cymru Welsh Water has consolidated allowances into pay, so Lock doesn't apply; Affinity Water have not implemented any changes.

Paid travelling time for home-based employees – implementation of the Tyco case ruling

Approaches to this by companies have ranged from: allowing half an hour of travel time to first job and from last job to be taken during rostered hours; to giving workers who started and ended work at home with official base locations that they nominally work from. UNISON's position remains that a necessary (probably 15 minute) vehicle inspection at the start of each day constitutes work, and therefore working hours should start at that point. This remains unresolved at many companies including Yorkshire Water.

Pensions

The following table shows the status of DB pension schemes for a selection of the water companies at the time this report was written:

Affinity Water	Pension is part of the pay deal with agreement to not touch or change it during the 3 year pay deal period.
Anglian Water	Increasing scheme deficits – Ofwat has agreed to continue a deficit funding allowance until 2022. The next triennial valuation began on 31/3/2017.
Dŵr Cymru Welsh Water	DB pension scheme closed April 2017, but with final salary link at time of actual retirement remaining. Members transferred to a DC scheme with employer paying 20% pa for three years, dropping to 11% for each further year. Revaluation of scheme completed for 2016 and recovery plan accepted, which will see shortfall recovered within acceptable time scale.
Severn Trent	No changes
Southern Water	No changes
South East Water	No changes
Thames Water	Pay talks on hold pending decision on the passing on of the employer's NIC for DB contracted out schemes. Also waiting for pension scheme valuations for both DB schemes to be confirmed and consequences understood. Also talk of making the DC scheme a Trustee managed one.
United Utilities	Proposal for scheme changes from 1 st April 2018 (Hybrid DB+DC). Currently out for consultation.
Yorkshire Water	In consultation on changes: proposal by company to pass on the employer's NIC for DB contracted out scheme

WISC has also investigated the characteristics of DC pensions at water companies: what were the contribution rates from company and staff for new DC schemes, and were there schemes with trustees or run on a sub-contracted basis.

Changes to Terms and Conditions

Terms and Conditions (Ts&Cs) are under threat generally with continuing pressures for efficiencies. A lot of this comes from the changes decided by government and overseen by Ofwat. However, at Dŵr Cymru Welsh Water no changes to Ts&Cs are expected as this is part of the Working Together Agreement in place for the 2015-2019 period.

Market Reform

Non-Household Retail Market Reform

Since 1 April 2017, the water market in England has gone competitive. All businesses, charities and public-sector organisations – no matter their size or level of water consumption – are now able to choose their provider of water and wastewater services. This is known as Market Reform of the Non-Household Retail sector [NHH Market Reform for short]. Restructuring has been an essential part of this process and many UNISON members, particularly those working in customer services, have had to transfer to new companies under the Transfer of Undertakings (Protection of Employment) Regulations – known as TUPE for short. Whereas previously, they were working for companies that had a monopoly in their region, they are now part of a competitive water and wastewater market. Their new employers will be much more focused on marketing and sales. Where there have been problems, they have mainly concerned pensions and the interpretation of responsibilities and roles being transferred. Final salary pensions for older staff have not been transferable (as is always the case under TUPE) and, as a result, some employees have decided to take early retirement. Others have chosen voluntary severance where it has been offered as an alternative. In addition, some of the new retail divisions or companies are being located long distances away from workers' home locations, making it undesirable or impossible for them to transfer over. For example, United Utilities and Severn Trent are asking workers to transfer to a new joint venture retail company based in Stoke-on-Trent.

The following table summarises what has happened for WISC members:

Affinity Water	NHH has been retained internally as Affinity for Business – but physically moving into separate offices.
Anglian Water	Customers moved to Anglian Water Business (National) [AWBN]; “Wave” joint venture with Northumbrian Water under review by CMA
Dŵr Cymru Welsh Water	[n/a - change only applies to England]
Northumbrian Water	Customers moved to Northumbrian Water Group Business [NWGB]; “Wave” joint venture with Anglian Water under review by CMA
Portsmouth Water	NHH Retail Exit – Customers taken over by new company Castle Water
Scottish Water	[already marketised]
Severn Trent	Joint venture with United Utilities, Water Plus, based in Stoke-on-Trent
Southern Water	NHH Retail Exit – Customers taken over by Business Stream (big players in Scotland)
South East Water	NHH has been retained internally as South East Water Choice
South West Water	Pennon Water Services (PWS) set up as a separate company for NHH customers. PWS's national retail brand of Source for Business

	has both South West Water Business and Bournemouth Water Business under its umbrella. There is also a new partnership with South Staffordshire Water and Cambridge Water for NHH customers.
Thames Water	NHH Retail Exit – Customers taken over by new company Castle Water
United Utilities	Joint venture with Severn Trent, Water Plus, based in Stoke-on-Trent
Yorkshire Water	Deferred NHH Retail Exit. Continuing to use the Loop subcontractor of Three Sixty Water (created by Yorkshire Water and the Kelda group) until YW chooses to exit.

This means UNISON WISC branches now have yet more companies that they need to negotiate and bargain with, more widely distributed members, and a need for more workplace reps and workplace contacts.

Longer term, UNISON has concerns that the new retail divisions and companies may feel forced to squeeze pay and modify the conditions of new employees due to ‘business need’, as prices are highly regulated in the sector. However, under TUPE regulations, terms and conditions from collective agreements - such as those negotiated by UNISON - may only be renegotiated after one year provided that overall the contract is no less favourable to the employees.

As well as the changes to customer services, the parts of the businesses that provide clean water or deal with wastewater (water recycling) have become wholesalers. They sell their services to the NHH retailers. This has led to additional restructuring within Operations divisions. At Affinity Water there is an outline proposal to change Wholesale Operations employees Ts&Cs., following on from reorganising Wholesale Operations into Integrated Community Teams.

Household Retail Market Reform

Originally promised by the end of the current Conservative administration, the move to separate off and “marketise” the retail services for domestic customers has been pushed out to at least 2020. This will allow the new NHH retail sector to stabilise – and give time for water companies to make preparatory changes to their organisations. However, the profit margins in the domestic water and wastewater retail sectors leave very little room for manoeuvre. As a result, the price differences between retailers may not provide sufficient incentive for customers to switch. The creation of the market for domestic consumers may be an expensive, but pointless, exercise – with yet more disruptive change for workers.

Customer Service and Cost to Serve

Companies at the bottom of the league for Cost to Serve (that have the highest cost per domestic customer for providing retail customer services) are being told by Ofwat that they may risk new penalties if they don’t drastically improve. Several of those companies are also low down the table for quality of customer service (as measured by the SIM scoring mechanism). With the work around NHH Market Reform nearly completed, water companies are therefore turning their attention to how they get their domestic side into a position to compete in a future marketised sector. 2017-18 will therefore be a year filled with employee consultations around internal reorganisations, insourcing and outsourcing of services and streamlining of processes, systems and the labour force.

At both Southern Water and Severn Trent domestic call centre staff have been moved back to shift patterns that align with their core Ts&Cs – though this has adversely

affected some members with working arrangement that previously fitted better with childcare arrangements, etc.

Mergers and Acquisitions

Severn Trent Water has acquired Dee Valley Water, but consolidation and organisational merger has not really started yet; Pennon Group (who own South West Water and Viridor) has acquired Bournemouth Water.

Corporate Ownership

Macquarie have sold their share of Thames Water to Borealis Infrastructure (Canada's largest DB pension fund) and Wren House (Kuwait Investment Authority). MeterU's parent company (Enserve) have been sold to Rubicon, so the Thames Water branch are waiting to see the impact on the staff who work for the metering subcontractor. The sale of Kelda Water Services (KWS) is progressing and Yorkshire Water branch are looking to ensure union recognition is in place prior to the completion of the sale.

Other common areas of concern

Facility Time for Officers and Reps

With the new regulations around reporting of facility time in the public sector (being brought in under the Trade Union Act 2016), there has been a new focus at some water companies (although not officially affected by that regulation, being privatised) to review facility agreements and other employee relations mechanisms.

At Anglian Water, UNISON - together with Unite and GMB - have discussed the fundamentals of their relationship with the Company. This included a common understanding on consultation and negotiation, a review of the bargaining structures and a new recognition and facilities agreement. The output was then discussed at the Company Collective TU in April 2017 and the parties re-convened to discuss the detail. Southern Water HR sent an email letter to the line managers of all Staff Council and UNISON officers and reps, telling them that they need to allow reps sufficient time to fulfil their duties and attend meetings.

The CEO of Portsmouth Water actively supports the unions, even speaking at the UNISON branch AGM.

Additional work for no additional pay

At Severn Trent there is growing concern that first tier Operations managers and senior technical staff, (who are covered by collective bargaining but who are on grades that don't attract overtime payments or standby and callout allowances), are being given more responsibilities which have led to them working increased hours for no extra pay. The joint unions did a benchmarking survey that backs this with reliable data; negotiations around this have yet to be entered into. Similar anecdotal reports have surfaced at Southern Water, where this group of workers also do not feel represented through the current staff council structure (which has traditionally only covered non-managerial grades).

Elsewhere under-manning, (whether through difficulty recruiting and retaining staff, or deliberately not filling vacancies for substantial periods [3 months as a policy at one company]), has forced members to do additional standby and overtime. This can lead to increased tiredness and stress.

Telematics

New vehicle trackers have been implemented at Thames Water and Portsmouth Water – with additional forward facing cameras at Thames, who also need to conclude an agreement of data use.

Subcontracting of services

There have been reports from companies such as Southern Water and Thames Water of continuing problems caused by main company employees reporting to managers who work for subcontractor companies. There are differences in Ts&Cs and corporate culture – and most significantly the majority of subcontractor companies do not recognise trade unions. There is a tendency within some subcontractor organisations to rapidly implement new structures and working patterns without proper consultation.

Health, Safety and Wellbeing

Severn Trent have started a renewed Health, Safety drive, following an increase in lost-time incidents (LTIs), with the joint unions focussing on Wellbeing. Portsmouth Water have brought in a new Stress Policy. Yorkshire Water has commenced the roll out of its “Golden Rules” (behavioural H&S). So far this has covered confined spaces, drugs & alcohol, speeding & mobile phones and an overarching stop work rule. The Golden Rules are being borrowed by United Utilities...

Drug and alcohol policies

WISC has researched company drug and alcohol policies - especially focussing on testing requirements. There was found to be a wide diversity of approach.

Equality & Diversity

Many companies, such as Severn Trent, hold regular Equality & Diversity forum meetings, others such as Southern Water have plans to do so but have delayed publication of their new Equality Diversity and Inclusion policies (though excellent training – with live visiting speakers engaging in discussion about their personal stories of prejudice and discrimination - has started to be rolled out by the company). Southern Water have also started doing Equality Impact Assessments for all change projects and HR policy changes. Thames Water have a new HR and Diversity manager who has organised an equalities and diversity workshop produced a draft company plan for diversity and inclusion.

Objective 3 Campaigning and promoting UNISON on behalf of members

3.1 Water Industry Report

In the water industry we have continued to maintain strong relationships with key stakeholders, holding regular meetings with the Consumers Council for Water and OFWAT, and contributing to consultations which both of these organisations, and DEFRA, the responsible Government Department, have held. Effective work through the All-Party Parliamentary Water group has broadened the circle of stakeholders we are able to influence, and the Consumer Challenge Panels which CCWater organises to understand the work of each the water companies will be a priority in 2017, with branches being able to bring their local expertise to bear on discussion.

Effective marshalling of the arguments in these stakeholder interactions and more generally on social media and elsewhere has contributed to a shelving by Government until the end of the Parliament of consideration of extending competition in the water industry to the household sector. Though others have also been making this case, UNISON can justly claim thought-leadership, developed by the Water Industry Sector Committee.

3.2 Environment Agency (EA) Report

This has been a quieter year, in terms of flooding or pollution events, than 2015-16. We have continued to make the case that EA organisation has already been cut to the bone in terms of staffing numbers, and the success of this campaign is borne out by the fact that the forward plans of the Environment Agency to 2020 maintain front-line staffing at similar levels to today. Our strong line throughout the year has been that the Environment Agency's emergency response to flooding relies on sufficient people being available to carry out the work, and it is important that this is maintained even when attention is elsewhere because of a welcome absence of serious incidents. Cuts to staff numbers and attacks on terms and conditions do nothing but damage the organisation's ability to respond in testing circumstances, which will inevitably return.

3.3 Transport Report

UNISON worked this year with other unions to support the Campaign for Better Transport in its work to promote local bus services. After years of pressure, the Government introduced a Bill to enable local authorities to franchise bus services within their areas, and we worked hard through contacts with peers and MPs to ensure that these powers are available to all authorities wanting to use them. Though the Government eventually won votes to restrict their use as of right to mayoral authorities, the pressure has yielded a commitment for a clear process and criteria for other authorities to be given permission to use them too.

3.4 Political and Stakeholder Engagement

A particular priority this year has been seeking to ensure effective engagement with candidates in the metro-Mayor elections being held in 2017. This has varied according to the region concerned, with regional UNISON, branch, or national staff engaging to make the case for our priorities, particularly in transport. In all cases, leading candidates for mayoral positions have heard the arguments for effective bus and integrated public transport provision, and their manifestos, if implemented, would be very positive. In particular, Manchester Labour Mayoral candidate Andy Burnham aims to be the first to use the new franchising powers to improve bus services in the city.

Objective 4 Developing an efficient and effective union

4.1 Introduction

At a national level, the service group executive met four times since the 2016 WET conference. The Executive is made up of lay members elected to serve for a period of two years (2016-2018).

The Water, Environment and Transport Service Group is represented on UNISON's National Executive Council (NEC) by John Jones. John reports in writing to the Executive on the activities of the NEC.

4.2 Obituary

The Executive record the death of Eric Roberts, UNISON President 2016 who passed away last December 2016.

4.2 The 2016-18 WET Executive members and sub-committees are:

Environment Agency (7 seats)

- Ruth Davies..... Female seat
- Dee Smith Female seat
- Kate Hunter..... General seat
- Ian Brindley General seat
- Amanda Cruddas General seat
- Vacant** **Male seat**
- Greg Marshall..... Male seat

Water Industry (9 seats)

- Rachel Wright..... Female seat
- Amanda Bailey Female seat
- Vacant** **Female seat**
- Sikander Rashid..... General seat
- Vacant** **General seat**
- Brian Scrutton General seat
- Vacant** **Male seat**
- Daniel McDermott Male seat
- Phil Rooke..... Male seat

Transport (4 seats)

- Fran Hill (Until May 2017)..... Female seat
- Roger Irvine..... Male seat
- Andrew Goring General seat
- Michael Killian General seat

Co-opted From Sector Committees (5 seats)

- Clive Craske..... Water Industry Sector
- Jackie Hamer Environment Agency Sector
- Pam Sian Passenger Transport Executive Sector
- Richard Sherratt..... Public Transport Sector

Sub-Committee Membership

- i) **Policy and Strategy Sub-committee**
Clive Craske, Ruth Davies, Jackie Hamer, Fran Hill, John Jones and Pam Sian
- ii) **Business and Environment Equal Opportunities Working Group**
Amanda Bailey, Fran Hill, Andrew Goring, Brian Scrutton and Pam Sian. John Jones substitute

- iii) [NEC Appeals Panel](#)
Andrew Goring and Pam Sian
- iv) [UNISON National Health and Safety Committee](#)
John Jones (Andrew Goring sub)
- v) [Local Government Pension Scheme Steering Committee](#)
Ruth Davies, Jackie Hamer, John Jones, Ian Brindley and Pam Sian. The V/Chair of the Service Group Executive remains a member of the LGPS Committee, to be reviewed annually taking into account LGPS membership.

4.3 **2016 WET Branch Seminar Report**

Once again we're happy to report on the outcome of the 2016 branch seminar. The seminar was attended by 47 delegates, including members of the Executive.

The weekend was covered by series of presentations and workshops which gave participants the opportunity to work in their sector group to discuss issues that are specific to their sector. The actions from these workshops had been collated to form part of the Executive work programme.

Feedback from the seminar was very positive; delegates said they found most of the sessions educative and informative. The overwhelming majority of respondents thought the location and content of the seminar was good or very good. The presentations were also rated good or very good by respondents.

The Chair outlined the ongoing importance of recruitment in branches and that the Executive hope to build on the pilot recruitment training session held for WET branches in May 2016.

The Chair thanked staff, Executive members and delegates for attending. In particular, branches were thanked for sponsoring delegates to attend. The Chair also expressed thanks to Ivy Carlier for attending and for her contributions both at branch level and as an Executive member/previous chair on Transport and WET SGEs. She wished her well for the future.

The event raised £100 to support victims of Hurricane Matthew.

Action on motions passed at the 2016 Water, Environment and Transport conference

Motion	Status
<p>1. Location tracking and Telematics in Water, Environment and Transport i) campaign for an end to telematics information being used as a disciplinary tool; ii) produce guidance for all WET branches on the use of telematics; iii) work with branches across the service group to negotiate for improvements.</p>	<p>Completed: guidance issued in Spring 2017.</p>
<p>2. Protecting Pensions in the Water Industry The Executive to include a workshop at the 2016 WET Seminar to cover lessons learned from disputes to encourage others who may be affected in organising against proposals for weakening pension provision.</p>	<p>Completed. Information session held during seminar.</p>
<p>3. The impact of pension changes on workers in the WET sector Raise awareness of the implications of the new pension arrangement to all age groups; and provide info on options for older workers in the WET sector who may be adversely affected; Work with the wider union in campaigning for a genuinely independent commission to review State Pension Age changes, include the impact on older women; Work with appropriate bodies in the WET Service Group 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.</p>	<p>Ongoing. Pensions seminar and information issued to branches has enabled branches to be better able to advise members on their options.</p>
<p>4. Equal Pensions for WET workers Conference calls on the Water, Environment and Transport service group executive to check workplace schemes and where there is unequal provision for same sex surviving partners, negotiate for full equality as a matter of urgency.</p>	<p>Completed. Guidance issued to water branches.</p>
<p>5. Ensuring the Living Wage (LW) for all in the Water Industry The Conference agrees to ask the Executive as a priority piece of work to send follow-up communications to those not compliant in the Water Industry, after which findings will appear in the public domain to expose those who refuse to pay the LW.</p>	<p>Ongoing. Campaign is joint with Living Wage Foundation and different tactics are relevant for different employers.</p>
<p>6. Mental Health in WET workplaces The Executive and Equal Ops Group to hold sessions at their next seminars to be facilitated by</p>	<p>Closed – both workshops held.</p>

Motion	Status
“experts” to highlight the issue.	
<p>7. A stronger, Passenger Transport Forum To further strengthen the PTF, WET Executive to work with sector representatives to approach other transport and combined authorities currently engaged in local bargaining, to increase the number of members who come under its remit.</p>	Ongoing.
<p>8. Working Time Regulations and the Water Industry The Executive to:</p> <ul style="list-style-type: none"> i) Distribute guidance on rest periods and the working time regulations to all WET branches; ii) Raise the issue of working time with the water industry via the new strategic consultative forum which OFWAT have instructed Water UK to convene with the trade unions; iii) Raise awareness of UNISON WET members, particularly those working in the water industry, about their rights to rest breaks under working time regulations. 	Completed. Guidance circulated to branches.
<p>9. Negotiating workplace domestic abuse policies</p> <ul style="list-style-type: none"> i) Issue further guidance to branches on negotiating workplace domestic abuse policies; ii) 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. 	Concluded. A session was held on domestic abuse at the last equalities seminar. Guidance circulated to branches.
<p>10. Stonewall workplace equality index Seek information from WET branches about contact with Stonewall by the employers; 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 LGB&T committee.</p>	Concluded. Being dealt with by LGBT National Officer, who is building a more positive relationship with Stonewall, which is under new leadership.
<p>11. Facility Time</p> <ul style="list-style-type: none"> i) Consider what support can be given to members affected by re-organisation and/or redundancy; ii) Seek to ensure protection of facility time for representatives in employers. 	Completed. Guidance issues to branches
<p>12. Securing Adequate Funding for Flood Defences Conference asks the Executive to request a meeting with the appropriate Minister as soon as</p>	Meeting with shadow Minister Sue Hayman taking

Motion	Status
<p>is practicable to try to ensure proper provision is restored as a priority and to campaign by all means necessary to ensure a future Labour Government has this subject high on their policy agenda. Conference also asks the Executive to work with Labour Link to ensure a future Labour Government adequately funds flood defences in future.</p>	<p>place May 2017.</p>
<p>13. The Environment Agency and major flooding incidents Carry out a detailed survey of Environment Agency members to gather robust information about the level of strain the organisation is under; Use this information to campaign within Parliament, Government and the media against any further cuts to employee numbers in the work with UNISON Labour Link on this campaign. As part of the campaign, specifically make the case for more resources to be allocated to adequately maintain flood defences to protect homes and businesses.</p>	<p>Being taken forward through activities of EA Sector Committee, and through meeting with Shadow Minister.</p>
<p>14. Continuing to increase the participation of Black members in WET i) utilising the mapping information collected last year to identify areas where Black members from various branches with low levels of Black membership can come together in cluster meetings where geographically possible; ii) working with regions to facilitate these meetings and ensure that they are properly resourced; iii) reporting on this progress at the next National WET conference in 2017.</p>	<p>Ongoing. Mapping exercise being carried out to identify black members' base.</p>
<p>Emergency motion: Overhaul Environment Agency Pay roll System</p>	<p>Concluded: Affected staff received a time credit in recognition of the impact upon them. Systematic issues in SSCL performance appear to have been improved on the whole. Branches continue to keep a watching brief on this with members.</p>

