

UNISON
growing a stronger
union in Water,
Environment and
Transport

Annual report 2018/19



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

We are pleased to present you with the 2019 Water, Environment and Transport Service Group Executive annual report, setting out the headlines from the work delivered across our Service Group since our 2018 Conference.

This report sets out the overarching actions undertaken across all our Sectors to deal with 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. In addition to the work undertaken across all our Sectors, we have outlined our wider Service Group engagement with fellow UNISON colleagues on broader issues.

One of our fundamental aims is to increase UNISON membership across all of our workplaces and you will see in the report that our branches have made really positive progress on this, with overall membership increasing from September 2018 and this increase being sustained. This represents a major success for all of us – it is your great work that has contributed to this.

Despite the 2016 EU membership referendum outcome, at the time of writing this report in 2019, the UK EU Exit plan remains unclear. Our UNISON priorities remain to protect or strengthen the rights we have. UNISON remains active both in our workplaces and at a wider political level. Since we last met, we have aimed to maintain our political engagement in terms of Service Group specific issues; this has been a challenge, as much parliamentary time has been taken up with EU Exit, but we have continued. Public services continue to face the impact of budget cuts and this is being starkly felt across UNISON and, for us, particularly within areas where our Transport members work.

Pay awards across our Sectors vary quite widely, with members working in/for private sector employers securing awards of up to 3% and those in the public sector securing awards that start from 1%. The reality for some members is that they are deemed to be 'public servants' and are still subject to government pay restraint, including members in the Environment Agency.

Health and Safety remains work of paramount importance across our branches. The issues our Service Group members deal with range widely, from how employers use tracking devices for employee safety, to hot-desking, to lone-working, to exposure

to dangerous gases and to supporting members and their mental health in the workplace.

Our work on equalities continues, aiming to support all branches in ensuring that our members are treated fairly and without discrimination in the workplace. We have shared UNISON guidance with our branches, in order to support branches in undertaking this priority work. The 2018 Business and Environment Equalities Seminar covered a range of issues, from the legal position to the work of UNISON's self-organised groups to neurodiversity awareness-raising for reps.

Please do share this report within your branches, as this outlines work undertaken on behalf of our members and sets out the work that the Executive has carried out in delivering 2018 conference motions. This work has been delivered thanks to the commitment of our lay activists, with the support of full-time staff at both Regional and National level. By working together, we work effectively to meet the challenges we face.

I would like to thank you and your branches for your continued commitment to UNISON and to supporting 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.

Ruth Davies, Chairperson

Objective 1

Recruiting, organising, representing and retaining members

1.1 Membership Profile and Recruitment

Excellent efforts by branches to recruit and retain members, in challenging circumstances, are reflected in the fact that there was growth in membership levels over the past twelve months. This follows many years of steady reductions of some 2.5-3% per annum as employers reduced their number of direct employees and contracted functions out. The cross-union “grovemember” campaign saw increases in most branches, and overall in the service group, increasing membership by over 170, between September 2018 and January 2019, with those healthy levels of membership sustained since. The learning from this will enable branches to target their recruitment and retention efforts most effectively in the year ahead.

The WET Recruitment trophy was awarded to Merseytravel branch for the outstanding achievement of growing by over 20% over the year, recruiting more than 100 members in the process. Special mention in the judging was made of the achievement of Scottish Water branch in growing for a fourth consecutive year, and Yorkshire Water branch also continued to grow membership while already at a good density within the company, maintaining a trend of several years of growth.

1.2 Learning

The Joint WET/Energy pensions seminar, for branches in the private sector, held in February 2019, was well received by participants, all of whom reported that their learning objectives and expectations were met. Sessions concentrated on how to improve transparency and performance of defined contribution schemes, as well as developments in the legal and campaigning landscape around defined benefit schemes.

1.2.1 2018 WET Branch Seminar Report

The 2018 branch seminar was attended by 32 branch delegates, 19 from water branches, 5 from Transport and 8 from the Environment Agency. Additionally 15 members of the Executive attended – overall a total of 47 excluding guest speakers, guests and staff.

Seminar Content

The most popular sessions were reasonable adjustments and the sector meetings but automation and water nationalisation also received several

positive mentions. The informal surgery by Thompsons’ solicitors is now a common occurrence at the event; the feedback from this year’s drop-in sessions were very positive.

In conclusion, the Chair of the Service Group thanked Executive members and delegates for attending, and noted that branches’ supporting the event is greatly appreciated. She expressed thanks to Phil Rooke, ex-Executive member, who was in attendance as a guest.

Objective 2

Negotiating and bargaining on behalf of members and promoting equality

2.1 Introduction

There was tough bargaining in all sectors covered by the Service Group. What we were able to achieve in pay negotiations was conditioned by developments in public sector pay policies in transport and in the environment, while water employers continued to take a tough line in the light of a more active regulator looking to drive down consumer prices over the coming years.

At the Environment Agency, the employer showed no flexibility at all in applying the Government's pay cap and also decided to use some of the money potentially available for general increases to fund a more generous settlement for nuclear staff. The outcome was an offer of an average 1.3% which members rejected by a margin of ten to one. When it was then imposed without any change, the Sector Committee resolved to ask members if they were prepared to take action to seek a reopening of negotiations. 87% of voting members supported action short of strike, and 62% strike action, with a turnout of 55.5% which validated the result. At the time of going to press, action is ongoing.

Members accepted via a ballot a two year deal arising from the combined passenger transport forum negotiations bringing together transport members in West Midlands, West Yorkshire and Greater Manchester Combined Authorities. That involved rises equivalent to those achieved by local authority colleagues in 2018, and a flat 2.3% in 2019, along with agreement to obtain Living Wage Foundation accreditation by each employer.

At the Canal and Rivers Trust, negotiations in a good constructive spirit yielded a 2.7% increase, with an underpin for the low paid that meant lowest salaries went up by 4.3%.

Strong negotiating by branches in early 2019 has enabled solid real pay increases to be secured: 3% at Yorkshire Water and South East Water and 2.7% at Affinity Water. Details on progress are reported in the Waster Industry Sector report at paras 2.7.

2.2 Promoting Equality and Diversity in the Workplace

It has been another challenging year in bargaining for equality. Positively we have seen that diversity and inclusion is rising up the agenda in many of the workplaces we represent, thanks to reps that continues to work with employers to promote and

raise awareness of EDI initiatives. However, the pace of progress towards realising equality of opportunity is still very slow. For example, recent legislation on gender pay gap reporting has shown structural barriers to progression in most organisations for women, including a lack of senior role models and flexible working. We have seen examples of flexible working practices that are not fit for purpose, testament to this was the motion carried at last year's conference. As a result Service Group negotiators continues to work with employers to review their policies or introduce one where they are none.

Despite equality legislation and diversity initiatives in organisations, inequality persists in many areas. Many issues contribute to inequality, from lack of women in leadership positions, to lack of data on workers with disability which hinders making appropriate reasonable adjustments for these group of workers, and the lack of adequate mentoring/coaching initiatives for black workers to develop their potential. And keeping equality high on the priority list for employers requires consistent work. Too many employers think they have "dealt with" this issue.

The Joint Energy/WET Equal Ops Group continues to work collaboratively to address these issues and develop bargaining guides to assist branches, examples of these bargaining guides published since the last conference to name a few are:

- Proving disability and reasonable adjustments;
- Disability Leave bargaining guide and model policy;
- Why the menopause is a workplace issue;
- How to get to UNISON disabled members' conference

Finally, we continue to empower and educate reps by holding the annual equality seminars which have been very successful. The last one was well attended and received positive feedback from participants – the report from last year's seminar is noted below in Section 2.3. At the time of writing this report planning is in progress for the 2019 Equalities seminar scheduled for July in Bristol. We encourage all branches to send representatives; building a network with and learning from fellow reps who are doing the same thing in different employers is really useful, and enjoyable.

2.3 2018 Business and Environment Equalities Seminar report

The 2018 equalities seminar had a good turnout and it received positive feedback from delegates. In total, 40 delegates attended the seminar from the Energy, Water, Environment Agency and Transport sectors.

The seminar started at 5pm on Friday 13th July 2018 with a welcome address by Brian Morgan-Scrutton, Vice Chair Business and Environment Equal Ops Group. Deirdre Costigan, National Officer Disability Equality gave a presentation on Self Organisation. She highlighted the importance of the union’s self-organised group, and the techniques to consider when setting up self organised groups.

Deirdre also gave a presentation on Reasonable Adjustments and took delegates through the different conditions that fall under the legal definition of the Equality Act 2010 and the employers’ responsibility to

make provision under the Act. She made reference to trade unions’ role to raise awareness of this issue at work through negotiating a robust policy with the employer and ensuring appropriate support mechanism are in place in order to accommodate those affected in work.

At the end of the 2 day event, the Vice Chair thanked delegates, workshop facilitators and the organisers. In particular, branches were thanked for sponsoring delegates to attend and it was hoped that delegates found all the sessions educative and informative. The raffle from the weekend raised £200 to be matched from National Funds and split between two charities (British Dyslexic Association and National Autistic Society).

Sector Reports

2.4 Environment Agency Sector

The Sector Committee met four times since the 2018 conference. The membership of the committee during the year was as set out below:

MEMBERS 2018/2019

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	Wendy Thomas		
Thames	Andy Theaker	Vacant	-
Midlands	Greg Marshall	Joe Andrew	Kate Hunter
Anglian	Andy Hunkin	Jonathan Greaves	
Labs.	Dave Gardner		
	Chris Swain		
H&S Lead	Steve Bleakley		

i) The National Negotiating Group and its related committees as usual dictated the main areas of business for the Sector committee. Michael Gove continues to be the SoS for Defra. Since the transfer of almost all corporate services (CS) to Defra, as outlined in last year's report, all of the Agency's HR support is supplied by Defra. However, following the transfer, the Agency set up a Corporate Management team headed up by a Deputy Director (DD) which monitors and quality-assures the service provided to the EA by Defra CS. UNISON still has around 140 members in Defra CS.

ii) Aside from pay, of which more later, industrial relations between the Agency & the TU side have continued to be positive and generally constructive, though since the CS transfer it is noticeable how much harder it is to get decisions and responses out of HR and executive directors, and the Agency in general. Things did pick up a little for a while, but have slowed down again, we believe because Defra have finally begun the long awaited 'transformation' of CS. We know that some of the HR staff with whom we have dealt for a number of years are now picking up wider Defra HR work in addition to EA work, and our concern is that this will reduce the level of service we receive. Brexit has also been very resource-hungry, with Defra being the most impacted Govt department, and has led to a slowing down of the work on a number of issues the TU's are keen to progress.

iii) Organisational Change

At the time of last year's annual report ex-EA staff in Defra were in the throes of having their jobs evaluated against Defra grades. This exercise took much longer than originally anticipated, but in the end only a handful of people were matched against a lower grade, and an appeal resolved this, so the outcome was eventually very positive.

Another major restructuring has been that of the Agency's National Laboratory Service (NLS), resulting in the closure of the Nottingham Lab and the loss of over 50 posts. UNISON and the Agency both worked hard to mitigate the impact of this. A small number of staff left willingly on Vers, another small cohort found jobs with other organisations, but most were able to be redeployed into other permanent Agency posts, resulting in no compulsory redundancies. This was felt by all to be a really good result. The learning is being used to improve future management of redeployees by being incorporated into updated formal policy and guidance.

At the time of writing, there is a reorganisation taking place of our national flood forecasting and modelling services. It seems unlikely that any jobs are under threat but it is causing anxiety amongst some of those affected.

Another change project which has progressed since last year's report is that of our Sampling and Collection service (S&C). This is moving from being an area-based service to one which is run nationally, but delivered on an area or pan-area basis. There will be little change for most team members, and most of the existing team leaders have been accommodated despite a reduction in the number of posts. New ways of working may be the bigger challenge in the medium term.

Non-Site Based Waste regulation delivery is also being moved from area-based to a national service with local delivery. No jobs are at risk, and it is widely acknowledged that the current system has not delivered for several years.

The Field Ops workforce is the focus of a wide-ranging ongoing project, Continuous Improvement in Field Operations (CIFO). Some of the aims of this are non-contentious, but there are concerns that it is straying into terms and conditions territory. The TU's would agree that pay and grading needs to be looked at, because the 2007 scheme currently in operation feels outdated now, but this should be dealt with separately as it would be a very large and important piece of work. There are other associated issues such as a new depot strategy and fears for the loss of badged vehicles

At the WET Service Group conference last year a motion was carried expressing concern about the voluntary bailiffs scheme in the EA. UNISON has been pressing the Agency since then to share the outcome of the pilot it ran of the scheme. When it did, it became clear that the assessment was not very rigorous but still reinforced our members concerns that the scheme was not delivering any real benefits in most areas. The Agency eventually conceded that further development of the scheme would only happen in a small number of areas (those without migratory salmonid fisheries), so we will continue to keep this under review.

Accommodation projects continue to be a cause of concern for many staff, generating problems with car parking, transport in general, hot desking and overlooking the needs of staff who are operational, not office-based.

iv) Pay

As all members will be aware, UNISON and other TU members working for the Environment Agency decisively rejected the 2018 offer of around 1.3%. For the first time in its history, the Agency then chose to impose the deal, stoking the anger of members who were well aware of the better settlements being offered in almost all other areas of the public sector. Members felt completely let down by the Agency and the Board, who tamely accepted the Cabinet Office Pay 'Guidance'. Branches widely consulted their members and it was clear that there was an appetite for industrial action. In ballot 86% of members who voted supported industrial action, with a 56% turnout which made the result valid. At the time of writing, action is ongoing and sister unions at EA are balloting their members.

v) Pensions

The Environment Agency Pension Scheme continues to have a very high proportion of the workforce in membership, and is still well funded. The process of transferring funds to the management of the Brunel Pensions Partnership continues.

UNISON continued to be represented on the Agency's Pension Committee by Ian Brindley and Will Lidbetter. Marion Maloney left to take up a position within the EA Pensions team so there is currently a vacancy. We are hoping that this will be filled by a UNISON member but this is something beyond our control.

vi) Terms and Conditions

Better reward for incident response has become subsumed into a much bigger piece of work looking at how the Agency manages incident response (IR) in the round. Pilots are being run in two areas of different ways of managing IR, and reward was supposed to be looked at via some workshops, but this has fallen victim to Brexit and is currently on hold.

The performance of SSCL, the Agency's payroll provider, continues to be the cause of huge frustration for everyone. In 2018 there was a problem for thousands of lease car drivers after SSCL erroneously inserted incorrect lease end dates into data files they sent to HMRC. This resulted in underpayments of tax, and a massive amount of hassle for affected staff to get this corrected. Hot on the heels of this, pay slips dating from 2016 were sent out to 1500 mainly field ops workers. The Agency is also very frustrated by SSCL's incompetence and has been putting a lot more effort into calling them to account after these two debacles.

More positively, the TU's did finally agree a new Accumulated Leave Scheme with the Agency. They also managed to secure a valuable protection for Field Ops workers when the Agency confirmed that the general method for calculating annual leave for workers on compressed hours working patterns would be to use hours, rather than days. This results in 2-3 fewer 'days' off. Any Field Ops workers in post before 1st September 2018 had their entitlement protected on the old 'days' basis.

Telematics, and other (smartphone-based) methods of tracking employees' whereabouts are still hot topics of discussion. The current telematics contract is ending and alternatives are being investigated. However, phone-based trackers are of more concern as there is no policy or guidance for their use, or more importantly, the use of the data they generate. UNISON is currently pressing for an interim position of using the data for H&S purposes only, until proper guidance can be agreed.

vii) Health and Safety

The National Health and Safety Working Group (HASWAG) met 3 times in either London or in Birmingham. The September meeting was again cancelled due to Directors being unavailable. The December meeting was also compromised with limited senior management attending

Steve Bleakley, HASWAG TU Side Chair, subsequently wrote to Toby Willison, Executive Director of Operations, expressing concern that senior management not attending suggests that it is not quite the partnership that both sides signed up to. Toby has responded by making this a higher priority in his diary. Mark Sitton Kent has also stood away from these meetings to be replaced by Louise Cresswell, Area Director East Midlands.

Despite this, management continued to voice support for safety representatives throughout all our meetings, sub groups have formed to provide input on specific issues and consultations.

Safeguard and SHERMS are to be replaced by single system and many safety reps across the country have been involved in selection and user testing of the replacement system, Airswab.

As in previous years, 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 progress where members are on sub groups.

Items raised this year for discussion have included:

- Problems with Facilities management / Interserve erosion of service
- Ongoing issues at multi occupancy offices
- Electro Fishing Anodes continues
- Headlines from the Employee Survey
- Compliance with SRSC regs has been held over
- Red card issues have been held over

Facilities Management

This is now part of a standing item as there are ongoing issues with difficulties in getting works carried out by Interserve. It does seem to be a variable picture and we now have attendance at National HASWAG by our 'intelligent client' to hear of issues directly.

Electro Fishing Anodes

The issue surrounding our electro fishing anodes has progressed through the year. Improvements have been made, user groups formed to test the adaptive equipment and harnesses.

Whilst this has made the anodes better, they have not precluded the need for a complete new design, and the business is working with industry to design a bespoke new anode.

Multi Occupancy Buildings

Multi occupancy buildings continue to give cause for concern, particularly where they are not an Agency-led building (and sometimes even if they are).

A review of the way that the common model for HSW applies to these sites is currently underway, but likely to be by way of a site users' forum. We are engaging in the discussions to ensure that the SRSC regulations are sensibly reflected to allow staff to have line of sight to an appropriate safety committee.

Consultations and compliance with the SRSC Regulations

With regard to the SRSC regs, there have historically been some issues, for example in SHERMS 2.1 (most) safety reps haven't had access to data, so falls foul of the SRSC regs. The H&S common model works well for Areas, but doesn't give staff at any national function, say the National Permitting Service, access to a safety committee very well for their reporting lines etc.

This issue was raised some time ago and has unfortunately not yet made it onto the worklist of the internal audit team.

It is in abeyance pending a slot in their work programme, but is very disappointing.

Red Carding

Similarly, the red carding work that has been planned to date has not materialised, we will continue to press for this piece of work to be carried out as it is becoming more critical.

2.5 Passenger Transport Executives (PTE)

PTE Sector Committee

The members of the sector committee are:

Roger Irvine	Merseytravel
Louise Fannon	South Yorkshire PTE
Darren Johnston	Transport for Greater Manchester (from 22/07/18 until 30/04/19)
Tony Short	Transport for Greater Manchester (until 22/07/18)
Ivan Anson	Tyne and Wear PTE
Pankja Patel	West Midlands Combined Authority
Pam Sian	West Yorkshire Combined Authority
Andrew Coley	West Yorkshire Combined Authority

Passenger Transport Forum

Trade Union Side Membership of the Passenger Transport Forum, which includes both UNISON and Unite branches, is as follows:

UNISON

Roger Irvine	Merseytravel
Louise Fannon	South Yorkshire PTE
Darren Johnston	Transport for Greater Manchester (from 22/07/18 until 30/04/19)
Tony Short	Transport for Greater Manchester (until 22/07/18)
Van Anson	Tyne and Wear PTE

Pankaj Pate	West Midlands Combined Authority
Pam Sian	West Yorkshire Combined Authority
Andrew Coley	West Yorkshire Combined Authority
Andrew Dobbie	Secretary to the Trade UNION Side

UNITE

Chris Brelsford	Transport for Greater Manchester (from 01/04/18)
Ged Heginbottom	Transport for Greater Manchester (until 01/04/18)
Carol Wroe	Transport for Greater Manchester

At the annual meeting Pam Sian was elected chair of the trade union side, Ged Heginbottom was elected vice chair, (replaced by Chris Brelsford from April 2018), Tony Short was elected to the post of Publicity Officer, and Andrew Coley was elected to the post of Equalities Officer.

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

- As reported last year the employers’ side Chair, Chris Cassidy left the employ of WMCA in July 2017 and Rachel Murphy from WYCA, took on the role of employer’s side chair. Rachel then left WYCA and the employers’ side has no current chair..
- Subsequently, Tony Short (UNISON), Darren Johnston (UNISON) and Ged Heginbottom (Unite) all from Transport for Greater Manchester stepped down as representatives on the PTF. The Forum records its thanks to Tony, Darren and Ged for their work and contribution to the PTF.

Although no formal meetings (other than pay talks – see below) took place with the Employers side during 2018 a PTF/Urban Transport Group Forum was held on 13th July 2018. The meeting focused on the falling numbers in bus patronage and at some

potential causes. The drop has even affected London, which up until now has been one of the few areas where bus usage has been growing. The UBER effect was looked at, with there being 1 taxi for every 100 people in greater London. Also how flexible working is affecting how people use public transport, when on certain days they might be working from home.

There was also discussion of the changing face of taxi’s and the problems caused by inconsistent licensing regimes close together in major urban areas – this has caused problems in Greater Manchester and the West Midlands in recent times.

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 2018 the staff side submitted their claim for 2018 as follows:

- A single-year deal.
- An increase for all staff of 5% on basic pay, with all pay scale points increased by that amount.
- An increase in all allowances by the same 5%.
- An increase in the lowest scale points to ensure that all staff are paid the Living Wage Foundation Living Wage, with a commitment to reflect any new rate declared in-year by the Living Wage Commission, in basic consolidated pay rather than paid as a supplement.
- Commitment to obtaining Living Wage Foundation accreditation.
- A review of the lowest pay levels to ensure that higher-skilled work is properly rewarded in comparison to less-skilled work.

The Staff Side felt we had forwarded a well-reasoned, persuasive claim which pointed up the delivery risks which pay restraint bring: difficulties in recruitment and losses of skilled, experienced staff to other employers who can offer more.

Having presented the claim to the three employers on 26 January, ahead of the pay anniversary date of 1 April, we had an initial meeting where we set out the claim in mid-March, with David Alexander, Human Resources Director, Transport for Greater Manchester who the employers’ side had nominated their spokesperson on the pay talks.

At the meeting the employers' representative advised the employers did not feel able to respond in any substantive sense at that time, as it was not clear what was happening with the local authority pay talks. While we have a separate negotiation, senior local politicians are in political control of each of each of the authorities, and so the Authorities see a need to dovetail closely with what happens for local authority pay.

Progress on talks was slow with the employers finally making an offer in June 2018.

This offer was a 2 year deal. Year 1 would mirror Local Government, but Year 2 being worse than our colleagues in Local Government – with a deal largely ignoring Local Government up lift for lower paid staff. Clearly this was unacceptable to the staff side negotiators who felt they were unable to recommend the offer to their members. Whilst the employers have said that they are constrained by the local authority terms and could offer no more; our expectations therefore were that they should offer no less.

After further talks and an approach to the political leaders in October 2018 the employer's side made their third final offer of a 2 year deal as follows:

- Year 1 - 2018 -2019
- For all salaries equivalent to or less than the LG salary point 19 (£18,746) an increase in basic pay between £700 - £900 as appropriate (mirroring the LG award).
- For all salaries at or higher than LG salary point 20 (£19,430) an increase in basic pay of 2%
- Year 2 2019 -2020
- For all salaries, an increase on basic pay of 2.3%

The staff side negotiators felt this was the best that could be achieved through negotiations, and therefore moved forward to ballot members whilst not recommending acceptance or rejection of the offer. Members voted to accept the offer which was back dated to 1st April 2018, and received the uplift in their November pay packet, depending on employers back pay was received either in November or December

Pay negotiations in other areas:-

Canal and Rivers Trust (CRT)

In September 2018 UNISON and Unite negotiators submitted the following 2018 pay claim to management:

- An increase of 5% consolidated to all salaries.
- Corresponding increases to all allowances (excepting stand-by).
- An increase in stand-by allowance to £150 per rostered non-holiday week.
- A minimum increase (underpin) for any member of staff of £1000.
- Restrictions on the learning allowance eased such that it can be spent for any purpose promoting either skills development or fitness/ wellness, as both will enable improved contribution by Trust employees.
- A non-consolidated payment of £1000 for all staff, which would bias the pay settlement towards the lowest paid workers, an aspiration held by both unions. If paid from Trust investments, this would be reduced by less than 2%, and would have no repercussive impact upon the Trust's pay structures.
- A commitment to a joint process to review banding and progression arrangements for Trust employees to prevent staff quickly becoming "stuck" at a given salary point. We do urgently need a process to support ongoing commitment in longer-serving workers.
- A commitment to discussion of an overall pay policy for the Trust, aimed at addressing regional/ team-based anomalies in the pay structure, and setting reasonable pay multiples for the organisation.
- A commitment to secure living wage accreditation in the next twelve months, which would mean writing into new or renewed contracts with partners and suppliers that workers delivering on the Trust's behalf should receive the real living wage.

Management advised that they wished to resolve the pay claim quickly and offered a 12 month deal of 2.7% with an underpinning of £750 for those earning less than £24,500 a year.

This offer was put to the members who accepted the offer and saw the increase and back pay (pay anniversary date 1st October) in their November pay packet.

MerseyTravel

Branch Members agreed to align with the two year Local Government Pay Award. This impacts on both Merseytravel staff and Liverpool City Region Combined Authority staff.

However, unlike the LGA award it was agreed that there would be no change to the organisations spinal points or pay bands. Instead the percentage increases would be mirrored and applied to the existing spinal points and bands for 2018/19 and 2019/20.

Nexus (Tyne and Wear PTE)

At the time of writing negotiations on the 2018/19 Nexus & NEMOL Pay Claim continue with management making an improved offer to the Trade Unions as follows:

- Pay Award 2018 - 3.0 % increase backdated to 1 April 2018, (previous offer was 2.9%)
- Pay Award 2019 - 3.0 % increase to be implemented on 1 April 2019, (previous offer had been 2.5%)

This improved offer was welcomed by UNISON Stewards who had previously balloted members. As UNISON members at both Nexus and NEMOL had already voted, overwhelmingly, to accept a previous offer, they will not be balloted again.

However, the revised offer is a collective offer from Nexus to the four recognised Trades Unions, therefore needs to be accepted by all recognised unions. Unite and ASLEF members have already voted to accept the previous offer. RMT will be conducting a consultative ballot with their members with a recommendation to accept the latest offer.

South Yorkshire

Pay talks with management took longer than anticipated, mainly due to the length of time it took to finalise the Local Government settlement. As in previous years, management have indicated that it is very unlikely that an offer will be made that exceeds that made to South Yorkshire's Local Authorities' employees.

The following is a summary of what UNISON asked for and what was offered:

UNISON ASK	MANAGEMENT RESPONSE
Single year pay deal	Two year pay deal
An increase for all staff of 5% on basic pay and a £500 flat rate increase on each salary point in recognition of the gap not only between pay and inflation but with other organisations - to April 2018.	<p>It would be inappropriate to reach a headline pay settlement higher than the agreed Local Government pay deal, therefore the pay offer is as follows:</p> <p>Year 1 (2018/19) Except for spinal points 12, 13 and 14 (£15,448 - £16545) all points to receive an increase of 2%</p> <p>Year 2 (2019/20) Except for spinal points 12 and 13 (£16,882 - £17,128) all points to receive an increase of 2%.</p>
No directly employed staff be paid on an hourly rate lower than £8.75 (The Living Wage Foundation rate)	We are committed to achieving Living Wage Foundation accreditation during 2019 and it is our intention that all directly employed staff receive this hourly rate.
5% increase for the allowance paid to First Aiders and a similar allowance payable to Emergency Evacuation Marshalls	<p>First Aiders allowance will increase by the requested 5%.</p> <p>Unable to support a similar allowance for Emergency Evacuation Marshal.</p>
Continuation of the Voluntary Redundancy pay rate (50%) for a further 12 months.	Currently management do not see any requirement to look to go through a process of voluntary redundancy, however, should this change then we would be open to having a discussion regarding redundancy pay at that time.
An additional 1 day's leave after 15 years' service and a further 1 day after 20 years. This should also apply to all employees who have continuous service.	Able to meet this element due to the significant cost impact it would have for the organisation.
An employee loyalty scheme to be in place and available to all employees.	The organisation is already in the process of reviewing the benefits it is able to offer its employees.
UNISON participation on Job Evaluation Panels	The organisation is committed to review and consider UNISON Branch Officials' involvement in Job Evaluation Panels.
Discussions on the moving of 3 non statutory days (floating days) are discussed and agreed in advance of the cut-off date of April 1st.	Discussions in relation to the above are something that already happens.

The offer was put to members, the majority of whom agreed to accept the offer. The increase including back pay was included in the December pay packet.

Joint Passenger Transport Forum (PTF) and Public Transport Committee (PTC)

Following a successful joint sector meeting at the Branch Seminar held in Sheffield in October 2018 a joint PTF/PTC was held in January 2019. The meeting was attended by representatives from TfGM (Unite, only), Merseytravel, Trent Barton Buses, WYCA and WMCA (by conference call) along with the national officer.

It was agreed to hold a further joint meeting in April to address topics of joint interest.

Equal Opportunities

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

Other Developments

MerseyTravel

We have secured a Trade Union recognition agreement with the Liverpool City Region Combined Authority.

The LCRCA has also agreed to adopt the Terms and Conditions and Policies of Merseytravel.

On that basis our Joint Negotiating Forum and Joint Trade Union Committee will be amended to incorporate Stewards from the LCRCA.

It is likely that at some stage some Merseytravel staff will be transferred to the LCRCA.

In addition, and working with the TUC, a Workforce Engagement Board has been set up. The WEB will be chaired by the Metro Mayor with the Vice Chair from UNISON. The Board also consists of Unite and GMB representatives, Elected Members and the Chief Executive of the LCRCA. Its remit will be to discuss strategic issues.

The Beatles Story Limited is owned by Merseytravel. This year we were able to secure a Trade Union recognition agreement on behalf of UNISON for the first time in its 25 year history and we now have elected two Stewards, a Health and Safety Rep and a ULR.

South Yorkshire Passenger Transport Executive Policies

UNISON has been engaged with management on reviewing and updating a number of policies including:

1. Data Protection
2. Equality and Diversity
3. Learning and Development
4. Drugs and Alcohol
5. Harassment and Bullying
6. Disciplinary
7. Grievance

SYPTE Call Centre (Traveline)

UNISON has been consulted on a number of changes made to the operation of SYPTE's contact centre, Traveline. The centre has for a long period relied on staffing levels to be supported by agency/ contract staff. We have now successfully negotiated that all Traveline posts should be directly employed by SYPTE and a small number of staff have been TUPE'd over onto SYPTE T's and C's.

Sheffield City Region Mayoral Authority

In May 2018, Dan Jarvis (Labour MP for Barnsley Central) was elected as the first democratically elected Sheffield City Region Mayor. Although being located in the same building as the SYPTE UNISON branch, no formal meetings have taken place with the Mayor. However, he has informally stated that as a long time UNISON member and supporter he is willing to offer us his support if and when we need it.

As the Mayoral election was delayed, Sheffield City Region hasn't been awarded a devolution deal as have most of the other Mayoral Combined Authorities so there hasn't been any directly awarded funding as with the other Mayoral Combined Authorities. Since his appointment, the Mayor has announced his transport priorities and has published a refreshed City Region Transport Strategy. For public transport, he has committed to having a zero emission rated public transport system by 2040 as well as committing to undertaking a review of how bus services are delivered in South Yorkshire.

Public Transport Performance

Across the country bus patronage has continued to fall and South Yorkshire is no exception, despite having four voluntary bus partnerships between

SYPTe, the bus operators and local authorities. Work is ongoing to better understand the underlying factors for the reduction and to implement mitigating measures where needed.

Rail patronage continues to perform well and tram patronage is showing signs of recovery following periods of disruption for rail replacement works. The introduction of the Tram-Train services in November has contributed to the recovery and patronage levels are better than expected. The service, operating between Sheffield City Centre and Parkgate in Rotherham has been positively received and there are hopes that once the trial concludes the services could be extended across South Yorkshire.

Clean Air Zone

Sheffield and Rotherham Council were both mandated by Government to prepare a business case to address areas in excess of emission levels. Whilst it is anticipated that the area in Rotherham can be resolved within the mandated period, Sheffield have announced that they will have a charging zone for the area within the inner ring road. This means that the most polluting vehicles including buses will have to pay a daily charge. Obviously, this could have an adverse impact on service levels and SYPTe is working with the operators to source funding to bring the fleet to the requisite EURO emission standard level.

Transforming Cities Fund

Having successfully got through the first round of the Transforming Cities Fund competitive bidding process, SYPTe is working with the SCR and district partners to prepare a bid for submission in 2019. If successful, this will result in multi million pound investment in public transport and active travel infrastructure in the region.

SYPTe Management

The Director of Public Transport Ben Gilligan left the organisation in December 2019 and it appears that he will be replaced on an interim basis only until a wider review of City Region governance is completed.

West Midlands Combined Authority (WMCA)

Transport for West Midlands Metro

- Midland Metro Ltd:

A business unit under the WMCA umbrella, was rebranded as the West Midlands Metro as it took control over from National Express. All employees were lifted and shifted to the terms and conditions of the new limited company. A new range of day and group tickets were introduced, reducing the cost of some single and return fares.

- Midland Metro Alliance:

There are currently a number of schemes in different stages of development Birmingham extension – construction has begun with passenger services are expected to begin in 2019

Development

- Sprint

7 key routes have been identified to make up the Sprint network with 3 to be prioritised and delivered for the 2022 Commonwealth Games. 4 others will be operational by 2026, in line with HS2.

The 3 to be prioritised and ready for the 2022 Commonwealth Games are:

- Birmingham Airport and Solihull to Birmingham City Centre (A45) passing the Games venues at the NEC site
- Walsall to Birmingham City Centre (A34) passing the Athletes Village at Perry Barr and Alexander Stadium
- Sutton Coldfield to Birmingham City Centre via Langley (SBL) linking to the new residential development at Langley and the business development in Pedmore

Smarter Choices and Youth Promise Plus

YEI – project providing assistance to the unemployed people find, start and stay in new jobs, training or education, by providing free tailored travel advice, support and ticketing.

Smarter Choices – Sustainable team working with the Local Authorities to support local businesses, education sites and individuals (including young people and the unemployed) to make smarter travel choices. The team actively promote all forms of sustainable travel including public transport, cycling, walking and car-sharing, helping to reduce carbon, support the local economy and encourage healthy lifestyles. Choices available help address the air quality issues.

Commonwealth Games 2022

Birmingham and the West Midlands region is to host the 2022 Commonwealth games. During 2018 several public events, public consultation and roadshows were held to provide an opportunity for Birmingham and West Midlands residents to share what they think about their city, the Games and how local communities might benefit and get involved.

A recruitment drive began as early as August 2018 with jobs going in operational and management roles within Finance, HR and Administration. With less than 4 years, over 1000 people will be required to deliver the Games, providing important employment and economic benefits to the region and an once-in-a-lifetime opportunity for jobseekers and professionals at all levels as well as to carry out intensive improvements to transport infrastructure in the city region. .

Clean Air Zone

Clean Air Zone (CAZ) to be introduced Jan 2020 in Birmingham. Clean Air Zone public consultation opened in July 2018 and closed August 2018.

- Most polluting vehicles will have to pay to enter the city centre;
- all the roads within the A4540 Middleway ring road (but not the Middleway itself);
- Charges would apply to most vehicles whose engine does not meet specific pollution standards;
- Those working with the ring road will be affected and charges would be confirmed later in the year;

September 2018 Birmingham Cabinet approved to submit a business case for Government approve.

Organisation and Development

- Sickness Absence Policy

The business recently updated the sickness absence policy and procedure, with assistance from UNISON, and became effective from the start of February 2019. Employees currently on sickness absence will be managed under the new policy.

- Mental Health

The staff took part in a wellbeing survey in December with one of the key points being the need to focus on mental health and wellbeing in the workplace and to support mental health and wellbeing good practice.

Management will looking to recruit mental health first aiders as well as signing up to This is Me, a campaign that helps raise awareness, challenge the stigma and support mental health in the workplace. It will also, along with other initiatives, address some of the barriers that exist to help create a workplace that is able to protect and promote mental health.

West Yorkshire Combined Authority (WYCA)

Restructuring

Staff in the have continued to face restructuring in the form of 'organisation design'. The restructuring started in 2016 following the appointment of the new Managing Director and the TUPE transfer of LEP Staff into the WYCA and was anticipated to be completed by December 2016. This was one on a directorate to directorate bases involving all staff within the directorate, some sections have now moved on to phase 2 or 3 of their restructure.

LEP Review

In summer the Government announced a review of all local enterprise partnerships (LEPs) nationally in order to strengthen LEPs' governance and accountability ready to take on new funding responsibilities. In particular, the Government wanted to remove overlaps between existing LEP geographies. The currently overlaps between Leeds City Region LEP and parts of neighbouring LEPs in North and South Yorkshire, meant changes for these LEPs.

At its November 2018 Leeds City Region LEP Board meeting, the Board took the decision to make WYCA the accountable body for the new geography of the LEP. At the time of writing the detail of changes are still being worked out but staff at WYCA have been advised to expect changes to their LEP Board and committee structures to ensure representation across the larger geography. A 'transition working group' with members from Leeds City Region LEP, and the York, North Yorkshire and East Riding LEP Board, is providing recommendations on the key issues that will need to be addressed as part of the merger, with both boards being asked to approve these recommendations.

If the recommendations are approved by both boards the full merger is expected to be complete and the new LEP arrangements in place by 1 April 2020.

Devolution

Council leaders across Yorkshire have spent the last three years pressing for a devolution deal similar to

the one currently covering Greater Manchester. However, talks seem to have stalled due to the fact that the proposition of 18 Yorkshire Leaders put to the Government in March 2018 was rejected by Government in the form of a letter from Secretary of State, James Brokenshire, indicating that the Government would not engage in debate over a 'One Yorkshire Mayor' until the South Yorkshire Mayoral deal is resolved.

In February 2019, James Brokenshire, wrote to the Yorkshire Leaders to say that Government was not keen on a One Yorkshire devolution deal. The Yorkshire Leaders (17 of the 20) remain committed to the goal of a One Yorkshire devolution deal. Rotherham and Sheffield remain committed to their previously agreed Sheffield City Region deal and in a surprise announcement Hambleton, a lower tier authority in North Yorkshire, also said it was coming out of the coalition for One Yorkshire. But the majority will be seeking a meeting with the Secretary of State to discuss next steps.

This means several things; first, that the prospect of a One Yorkshire devolution deal that involves substantial changes to the West Yorkshire Combined Authority and its organisational structures in the next few years are diminished, so there is more certainty about the overall shape of the organisation. It also means that there is much more focus now on an interim arrangement, ahead of Yorkshire devolution, to secure funding and avoid the 'cliff edge' of funding for several of WYCA programmes which run out after 2020/21. And to give us access to funds associated with Mayoral devolution deals. The Government have indicated a willingness to discuss this, so this is where efforts are focused.

Policies

Management are proposing a review of all its policies and procedures and a review of Terms and Conditions. This is a lengthy and will have a number of resources dedicated to it.

Canal and River Trust (CRT)

Restructuring

In December 2017 CRT started a reorganisation which at the time of writing is anticipated to take until May 2019 to complete, regular consultation meetings are taking place between UNISON, Unite and management.

246 staff were initially put at risk of redundancy, although following consultation and mapping this was

reduced to approx. 140 redundancies, with management wanting to keep as many staff as possible. CRT had a temporary VR scheme in place, however this has since been taken off the table as an option.

Management are currently working on JD's (old v new), however, the JE scheme has been put to one side while the reorganisation is taking place. New JD's will be at the current grades but will go through JE following completion of the reorganisation. This is leading to concern that staff undertaking the same work are being paid different salaries.

It was also noted that the use of volunteers has increased – impacting on permanent staff who undertake the same work, however, the TU's views are that they have to work with management on the use of volunteers rather than against them.

2.6 Public Transport

During the last 12 months, the Public Transport Committee has developed a pattern of regular meetings held in conjunction with the Passenger Transport Forum meetings. A mapping exercise is being undertaken to identify branches with transport members working in airports and private bus companies. Once these have been identified, a plan can be developed to improve communication and increase member participation throughout UNISON. The exercise has identified Cardiff Bus as a branch where we could encourage greater involvement.

In September, UNISON met with Matt Rodda MP, the shadow minister for local transport, to discuss how clean air/low emission zones in cities can be achieved. His local transport brief includes walking and cycling, as well as buses. This unfortunately means that there is separate responsibility for trains, which does not help when promoting an integrated transport network. The development of alternative technologies was discussed, including the challenges faced by operators in introducing electric buses. The main problem being that the current battery technology cannot match the daily mileage requirement for a bus. Another major problem is that the method of delivery could vary between different local authorities, this does not help inter-urban operators.

The effects of austerity continued to be felt, as local authorities reduced their expenditure on tendered bus services and cut grants to community transport schemes. This has had a great impact in rural areas,

with communities losing their Saturday services or having no bus service at all. In many areas of the country there are few or no Sunday bus services. The situation is not helped by the continuing shortfall in funding for the National Travel Concessionary Schemes.

In the past year, most bus companies implemented wage rises between 2% and 2.5%.

The next 12 months look even more challenging. There is an increasing decline in retail footfall in our cities and congestion is increasing, not only by increased traffic, but also caused by roadworks. The UK's withdrawal from the European Union is also having a negative effect. This means that even more bus services are under threat of being withdrawn.

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2.7 Water Industry Sector Committee

The Sector Committee met four times since the 2018 WET Conference. The membership of the Water Industry Sector Committee (WISC) during the year was as set out below:

Colin George	Affinity Water
Tony Field and then Charlie Pridham	Anglian Water
Helga Howells (Vice Chairperson)	Dwr Cymru Welsh Water
Alan Turnbull and then Andrew Baker	Northumbria Water
Dave Morris	Portsmouth Water
Andy Nisbet	Scottish Water
Paul Gibbons	Severn Trent (Central Water Branch)
Clive Craske (Chairperson)	Southern Water (Southern Counties Water Branch)
Andy Forward and then Paul Harding	South West Water
Ignacio Pont-Lezica	Thames Water
John Wilkinson	United Utilities
David Burbage-Atter and then Paul Kelly	Yorkshire Water
John Jones	NEC Rep (Co-opted)

There are a large number of companies in the water industry nationwide – and each has its own HR and management approach to employee relations. The consequence of this is a diversity of HR policies, pay and reward structures, shift and rostering patterns, contractual arrangements, etc. There are many areas of common concern to all branches, however. Rather than trying to maintain a comprehensive Water Industry Bargaining Guide for use during collective bargaining - difficult to keep fully up-to-date – timely calls for information are issued to all water branches.

These consist of ad-hoc urgent requests from branches via email pertinent to particular bargaining situations, or target particular concerns and issues for comparison as a defined outcome of the quarterly sector meetings. The feedback is consolidated by national officers centrally. In addition to the topics noted elsewhere in this report, series of workplace bargaining issues were investigated for comparison against equivalent in order to share best practice. Those bargaining issues not covered elsewhere in this report are:

- Drug and alcohol policies;
- Facility time for reps;
- First aider payments;
- Company vehicle policies;
- Organisation of bank holiday rosters;
- Vaccinations;
- Laundry for wastewater operatives;
- Dash Cams

Pay and Pensions

Pay

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

Affinity Water	One year deal – in progress	<ul style="list-style-type: none"> • A one year pay deal for 1st April 2019 to 31st March 2020. • Increase basic pay of all employees by 2.7% • 2.7% on allowances that are taxable and pensionable, primarily flex and standby allowances
Anglian Water	Year 2 of 2-year deal	An increase of 3% to base pay and allowances effective from 1 April 2019.
Dŵr Cymru Welsh Water	End of 4-year deal	Pay deal for period 2015 to 2019 already agreed as 1.5% per annum or CPI whichever is higher – so 2.1% based on December 2018 CPI.
Northumbrian Water	In progress	2.8% with an £850 underpin; two additional half day holidays in Xmas period 2019.
Portsmouth Water	Concluded October 2018	<p>Pay award with effect from 1st October 2018 a 2.5% increase on all pay grades, including stand by and overtime payments.</p> <p>Notice period for grade eight and above increased from 1 month to 3 months.</p> <p>Increments for grades 4 & 5 reduced from five steps to 3, this was done for grades 2 & 3 as part of the last pay award.</p>
Scottish Water	Public sector regulated – in progress	<p>Covered by the Scottish Government Public Sector Pay Policy 2019-20. A minimum of 3% is expected.</p> <p>Also in talks at Scottish Water Grampian, which was formerly part of Yorkshire Water.</p>
Severn Trent	In progress	Entering the second year of a two-year pay settlement. There will be a 2.4% increase to base pay and allowances on the 1st July. Any bonus payment will be announced on 1st June for payment in the June pay.
Southern Water	Concluded	2% and continuation of London Living Wage as the lowest salary; accepted following ballot. Pay award date is 1st July

Pay and Pensions continued		
South East Water	Concluded	3% increase to base pay and allowances; SEW is a Living Wage employer.
South West Water	Year 2 of 2-year deal	In April 2018 a two-year deal was done. 2.4% for Craft and Industrial (C&I) who have fully negotiating rights. Other staff did not get this but instead got 2.25%, but with 2.4% for standby and out of hours payments.
Thames Water	Not started	Delayed by pensions issues
United Utilities	Year 2 of 2-year deal	April 2019 to March 2020 – 3.0% headline increase on base pay and allowances; 1.5% consolidated plus 1.5% unconsolidated for those 15% or more above spot rate or range midpoint (paid as a lump sum in April).
Yorkshire Water	In progress	1-year deal of 3.0%. Tied to a joint review with the unions of the pay for performance scheme, (not actioned as part of the previous pay deal), and of pay for progression.

Holiday Pay

There are still significant differences between companies with respect to the Lock ruling, for example: at United Utilities and Severn Trent holiday pay includes regular overtime; only for the first 20 days leave at Yorkshire Water; 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); D r Cymru Welsh Water has not consolidated allowances into pay (as previously reported), so that they are not pensionable – however holiday pay for overtime has been paid from March 2018; Affinity Water have still not implemented any changes. Significantly, some subcontracting “partner” companies such as Cappagh Browne Utilities Limited have yet to implement this legal ruling.

The government launched an advertising campaign in March 2019 to help workers learn more about their right to receive holiday pay. A report, Unpaid Britain, estimated that one in 20 workers are not receiving the holiday pay they are entitled to, resulting in £1.5 billion of holiday pay going unpaid every year. Whilst what is really required to alleviate the problem is the implementation of more effective enforcement mechanisms, it is expected that this may prompt workers in water company subcontractor organisations to take action, (with trade union backing), if the Lock ruling has not been implemented by their payroll department.

Working Time Limitation

Talks are still ongoing at Yorkshire Water on how to comply with working time regulation. An interim

decision to limit work to 13 hours with 11 hours rest has not been implemented across the board. In some areas the company has been pushing policies on tiredness and fatigue that contradict the 13 hours rule. The joint unions submitted a formal letter to the company putting them on notice regarding tiredness and fatigue.

Enforcing the Working Time Regulations is difficult - especially where house prices and rents are so high, (such as in London and the South of England) - with many low-paid workers having to work excessive overtime in order to earn enough to be able to pay their accommodation costs.

Premium payments for weekend working, unsocial hours, standby and callout – erosion of non-working time

Bringing services back in-house (that UNISON pushes for) can sometimes have unexpected consequences. For example, insourcing IT services by Southern Water has precipitated consultation on the variation of Contract of Employment for all 130 IT and Data Team staff to include Standby and Callout. Although rates seem good, they differ from Customer Service or Operations; double time is included (although that was done away with in 2011 for Operations staff); the eligibility for overtime if called out also differs. There is the fundamental principle of being paid directly for work actually done, and the standby allowance (and callout fees, usual at other companies) only being for the disruption and unsocial hours.

Problems with covering sickness and holidays, (increasing the risk of pollutions and water quality failures), and low availability of skilled staff at weekends and overnight has put pressure on further water companies to change working patterns. For example, South East Water is planning to introduce standby and weekend working (two Saturdays in every six) for Distribution (Network and Leakage) staff, giving them less time with their families at weekends but time off during the week. At Southern Water, Water Supply Network & Customer want extra people to enable better weekend cover – but also with the threat of rostered weekend working for those employees not currently working weekends in Hampshire and on the Isle of Wight; contracts were changed in 2011 to include such working patterns.

Discussions around 24/7 working and what this might look like continue at Thames Water. The CEO effectively wants more people on shifts; this goes against what middle management have been doing, which is closing down shifts and putting people on standby rotas. UNISON has argued against the removal of shifts as standby leads to people doing excessive overtime hours on their standby weeks (90hrs +).

At Severn Trent there are two levels of standby. “Rota A” get paid overtime for all they do out of hours, “Rota B” are salaried and do not get paid overtime. Increasingly Rota B staff - whose role on standby is to give advice over the phone - are being expected to go out, in some cases for long periods. UNISON is in talks with the company on how to manage this going forward.

Pensions

The following table shows the status of Defined Benefit (DB) pension schemes for a selection of the water companies at the time this report was written; Defined Contribution (DC) schemes are also covered where information is available:

Affinity Water	No change. Company contributions for those employees in the DC scheme currently contributing 2.5% of pensionable pay increased from 2.5%, between 1 April 2018 and 30 September 2018 (when they automatically rose to 3% and 6% respectively as per legislation).
Anglian Water	No changes, (following the DB pension scheme closing, as well as the existing DC scheme on 31st March 2018 - and members being moved onto a new DC scheme on 1st April 2018).
Dŵr Cymru Welsh Water	DB pension schemes (except ESPS) closed April 2017, but with final salary link at time of actual retirement remaining. Members transferred to a DC scheme with employer paying 20% p.a. 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.
Northumbrian Water	NWG has run a consultation from 1st October 2018 with employees about closing its current defined contribution pension scheme. They proposed putting a master trust pension scheme in plan instead – believing that moving to a master trust will give members more investment and retirement options, and the vast majority of members will benefit from lower investment charges in the default investment strategy. Its chosen master trust provider is LifeSight (owned by Willis Towers Watson); the new scheme will be in place from 1st June 2019.
Portsmouth Water	No changes reported.
Severn Trent	Last year of DB scheme (terms which are favourable); this stops on 31st March 2020. The terms of the AEGON DC scheme will then be 100% live. STW have just started running full day retirement preparation meetings, (asked for by the TU's), that cover all the topics that need to be considered for retirement.

Southern Water	No changes to DB scheme. A booklet on preparing for retirement has been written, but not yet distributed by the company (pending changes to HR Policy documents).
South East Water	No changes
South West Water	No changes reported
Thames Water	UNISON instigated a cost transparency exercise that the DB scheme trustees undertook with a company called XTP. They found £300,000 of savings/inefficiencies, with a potential further £300,000. The joint unions got First Actuarial to analyse the two DB schemes for viability and the conclusions suggested a different investment strategy to maximise returns and lower contributions. UNISON has written to the trustees with these findings and the company has asked to meet with the unions, First Actuarial and their actuaries ahead of the valuation process starting in April (which will involve the unions). The unions' preferred option is for the company to wait to make a decision about scheme closure (as recommended by PWC in 2018) until the valuation results have been delivered. With Thames Water part-owned by Borealis Infrastructure (Canada's largest DB pension fund) there would appear to be a contradictory philosophy being applied if the Thames Water DB schemes were to be closed – as is being proposed by PWC.
United Utilities	Following industrial action, the proposed DB+DC hybrid scheme is being implemented. The company will pay a £1,200 transition payment to ease the increase in the employee contribution for those employees moving from DB to the Hybrid (this is in addition to the £700 start-up fund), to be paid in one lump sum rather than on a yearly basis. Employees will have the choice between cash payment (subject to tax and NI) or payment into the DC element of the Hybrid Scheme (not subject to tax and NI). Any member of the DB scheme who chose DC rather than Hybrid, will also receive this transition payment. The company will pay a one-off DC booster payment of £400 for all employees in the DC scheme as at 31 March (excluding those members who have moved to DC on 1 April who will receive the transition payment above), paid in one lump sum. Employees will have the choice between cash payment (subject to tax and NI) or payment into their DC pot (not subject to tax and NI)
Yorkshire Water	Transfer of the employers NI contributions to DB scheme employees went into a 60-day consultation period, with a preferred option to increase members' contributions by 2.5%. A member currently contributing 7% will in future be required to pay 9.5% to keep the same benefits. Implementation delayed until May at the earliest. On the stakeholder scheme the company have indicated that they are prepared to pay an additional 1% employers' contribution and not pass this on to members.

WISC continues to investigate the characteristics of DC pensions at water companies: what the contribution rates from company and staff were for new DC schemes, and whether schemes had trustees or were run on a sub-contracted basis.

Changes to Terms and Conditions

PR19

With pressure for efficiencies continuing, exacerbated by the PR19 demands from Ofwat, Terms and Conditions (Ts&Cs) are more under threat than ever. The Ofwat target for all companies to become “upper quartile” (though statistically impossible), seems to have led to some companies submitting over-

believes are not achievable (based on current and past performance), or not ambitious enough. Those companies Affinity Water (in the top category for AMP6), Hafren Dyfrdwy (the former Dee Valley Water taken-over by Affinity Water and then separated out again), Southern Water, and Thames Water have been put into the significant scrutiny (bottom) category by Ofwat in their initial assessment (January 2019) and had to resubmit their plans by end of March 2019.

The other Ofwat PR19 categories are: exceptional (top; no companies in this category), fast track, and slow track. Being “fast tracked” appears to make a significant difference in terms of organisational impact.

For example, at Severn Trent there seems to be some calm at present, although there is a lot of minor organisational redesign taking place; they have been allowed to start their AMP7 projects immediately. Anglian Water (slow track) is growing staff numbers to meet the challenge of PR19.

Many companies find themselves in a poor Opex position heading into the 2019-20 financial year, with a £30m to £60m Opex budget hole being typical. This has to some extent been caused by the “Beast from the East” freeze-thaw of early 2018, and the drought in many areas in the summer that followed – but commonly happens at the end of each five-year AMP. This is just the start though – with some organisations expecting to have to make nearly £1bn of efficiencies over the five years of AMP7. Very different new Target Operating Models (TOMs) need to be introduced, which will mean radically changed organisational structures, business processes and job descriptions (and required competencies) – with consequent impact on members. Headcount reductions of up to 30% are planned for some business units. However at Thames Water (significant scrutiny) the ‘One Thames’ has been delayed by these weather events.

For many organisations, multiple smaller savings are being used to whittle away towards the target. There are recruitment freezes and non-replacement of people who leave – increasing the workload of those left. Greater scrutiny of expenses claims and company mobile phone usage; turning off electrical equipment, lights and IT kit; more use of teleconferencing rather than travelling to meetings (good for reducing corporate carbon footprint too); more hot-desking (down to as low as 7 desks per 10 office-based employees) perhaps less viable with fewer people out of the office at meetings. The measurement of benefit outcomes (and any detriments) will be especially important to UNISON members.

At Dŵr Cymru Welsh Water, (not under Ofwat’s regulatory regime), however, no changes to Ts&Cs have happened as this is part of the Working Together Agreement - in place since 2015; this expires in 2019.

Although under a different regulatory arrangement, Scottish Water Branch has been having to deal with managers trying to change terms and conditions without any negotiation in contravention of the Trade Union Recognition agreement.

Market Reform

The sale of 360, Yorkshire Water’s business retail arm, completes the company’s strategy to sell off non-Yorkshire Water related activities. Union recognition for UNISON members in 360 has yet to be finalised and a last push required to get this over the line prior to sale.

Household Retail Market Reform

The creation of the market for domestic consumers by Ofwat has not progressed in 2018-19, and there seems to currently be no appetite for it within government. However, water companies continue to have to base their restructures on the assumption that this will still be coming in the future.

Customer Service and Cost to Serve

Companies who were at the bottom of the league for Cost to Serve in 2017-18, (that have the highest cost per domestic customer for providing retail customer services), although they have improved considerably, remain at the bottom. Several of those companies have continued to be low down the table for quality of customer service, (as measured by the SIM scoring mechanism), although there have been some dramatic improvements. 2019-20 is therefore likely to be an even busier year for employee consultations around internal reorganisations, insourcing and outsourcing of services and related TUPE, and streamlining of processes, systems and the labour force – all under the banner of “improved efficiency”. At Southern Water further redundancies have happened in several areas of the business – with many more predicted in 2019-20. Affinity Water are restructuring Community Operations commencing April 2019.

Other common areas of concern

Brexit

Concerns around access to spare parts and chemicals to sustain the water treatment processes have been common to all companies, especially to mitigate the effects of a “no deal” exit from the EU. Other identified logistics and most importantly for effect on members, people. Most set up projects to catalogue, triage and mitigate risks – seconding key staff at the same time as PR19 was happening – especially stretching for those in the significant scrutiny category.

Severn Trent have insourced water network tankering with the introduction of 51 FTE’s to help reduce supply interruptions. Southern Water, with the risk of

road congestion in Kent planned to hire camper vans so there could always be someone present at key sites to prevent alarms turning into major incidents before anyone could attend; no more annual leave could be booked in April if it reduced staffing levels below 75%. Then the potential leave date changed – twice – throwing contingency planning into disarray.

The summer 2018 heatwave and drought – emergency cover and response

UNISON in Severn Trent has been aggrieved about the increase in the company asking for staff to volunteer to carry out tasks such as working at incidents on bottle water stations. Why would a FTSE 100 company even ask? However, these incidents are well managed and very well attended - so what the TU's asked for was a guidance document on what is expected (such as Health & Safety Management and Working Time).

Facility Time and Recognition Agreements

Facility time at Severn Trent is starting to be reviewed in parts of the business due to poor management of time by first line managers in one particular area of the company. This is not yet a UNISON issue (at the time this report was compiled).

Some companies that have until now operated a joint negotiation mechanism with the trade unions are now proposing to implement a staff council (for example: Affinity Water, where the company also wants a new recognition agreement; there is a new Employee Engagement Form at South West Water). At some other branches, no facility time is given at all.

Subcontracting of services

Severn Trent started employing taxi drivers to take photos of reported leaks. This process raised concerns with UNISON and was stopped after taxi drivers had been sent to 34 leaks. New ways of working are being trialled all the time to improve leakage performance (a key target set by Ofwat for AMP7 is a 15% reduction). Up to that point there was very little consultation on trials. Now the company are more aware that the formal process with the unions needs to be followed.

Southern Water are insourcing all their IT after years of problematic “managed services” – with consequent TUPEing in. At Yorkshire Water - following the large numbers recruited for Leakage - around a hundred are to be TUPEd in from RPS. In waste water a significant number will be brought in-house to cover jetting services, etc.

Continuing excessive use of day-rate individual contractors and consultants, to plug gaps left by reorganisations and increases in workload in the lead-up to PR19, is reported by most of the branches in the sector.

Company vehicles, telematics, tracking and cameras

Use of outward and inward facing vehicle cameras has prompted discussion about the balance between safety and surveillance of workers.

Southern Water intends to bring in forward and rear-facing cameras for any new company vans (welcomed by most drivers). Additionally inward-facing cameras, cleared by the Data Protection Officer, are being proposed – more controversial.

The LGV tanker fleet at Severn Trent now have 360 degree cameras for safety. UNISON wanted clarity that the video footage would only be used for good reason and no concerns have yet been raised after 6 months.

As for vehicle parking, the balance is between carbon footprint, less parking spaces than employees who currently travel by car, and HMRC guidance on staff benefits.

Parking at Severn Trent's head office has changed with all staff who drive and are based on site having to pay a fee. There is a premium on site car park and also an off-site car park 15 minute walk away. No major concerns have been raised – possibly because the less well paid employees either don't have cars or already walk, cycle or use public transport.

With the push for greater efficiency, job scheduling systems need ideally to be integrated with vehicle trackers. At Severn Trent, Planning and Scheduling are now linking Ctrack vehicle tracking with Click field service management to make it easier to send the closest engineers to jobs. Southern Water are planning something similar. However, getting such joined-up systems working properly, especially when there are problems with the applications to be integrated, can compound the frustration already voiced by members throughout the water industry.

A new dashboard is being trialed at Thames Water with a view to rolling it out to all frontline technicians who use Click. This dashboard compares key metrics such as spanner time, travel time, spanner efficiency etc. for areas, teams and individuals, and ranks these with their peers. The granularity is frightening.

UNISON has raised concerns around the lack of quality measurement, and the countless known IT issues with the platforms that feed into this dashboard. The company says this will be rolled out with strict guidance to managers, but UNISON has requested that this policy also include a clear route for employees to raise issues with managers abusing the data.

Equality and Diversity

All the companies have been working to reduce their gender pay gap, following compulsory reporting becoming law. Southern Water, for example, has reduced its gender pay gap by 2%.

Yorkshire Water has published a wider scoped and detailed workplace diversity report. The ethnic pay gap at Yorkshire Water is 3% while the gap at Loop is 6.6%. The combined mean ethnic pay gap for the two businesses is 17.9% and the median is 27.6% due to the size of populations in each organisation and the difference in salaries. The report also highlights the limited amount of data available relating to disability in the workplace.

Thames Water has initiated the rolling out a disability passport scheme. This is being sponsored by the head of the Board of Directors. It is unprecedented for a director to get directly involved with company issues, and UNISON feels that in this instance this high level support is a fantastic backing for a great idea.

Health, Safety and Wellbeing

Dangerous gasses – Radon and Hydrogen sulphide

Severn Trent are now doing Radon gas surveys at all staffed sites. The radioactive element occurs naturally, but can build up to dangerous levels.

The dangerous gas hydrogen sulphide (H₂S) has been tolerated for too long in the wastewater environment at some companies. Gas detectors (both portable and static) and full protective suit training should be the norm especially at wastewater treatment works built underground, and sites where the venting of odorous fumes causes problems for the local residents. Transfer of waste from tankers can also be a risky activity, especially if the driving of tankers is subcontracted.

At Severn Trent, UNISON has been helping to drive an awareness project, including a safety stand down to watch a pre-recorded film about the working

environment and the gases present and how to deal with scenarios.

Yorkshire Water is looking at new gas monitors with additional functionality such as GPS tracking, auto alarm reporting etc. UNISON is concerned that currently there is no policy in place for the use of the data that will be generated.

At Southern Water UNISON has focussed on a key site, where the operators are already fully trained and equipped, and is working with management to solve the underlying problems. New gas monitors are being procured.

Access to sites across third party land

Company sites themselves are designed and adapted to be as safe as possible, with handrails, non-slip walkways and so on – but members are often exposed to unsafe areas when accessing across third party land. This has become more prevalent where land formerly owned by the water company has been sold off to farmers or developers. Driven by UNISON, Severn Trent are surveying such sites - starting with those perceived to be highest risk.

Sustainability – Climate Change and Population Growth

Environment Agency chief executive Sir James Bevan (speaking at the Waterwise conference on 19 March 2019) has warned that England is on course to run short of water in less than 25 years. With climate change and population growth the trend lines of supply and demand are on course to cross over and leave England with insufficient stocks usually around the 20/25-years-from-now mark. He called for more water transfers between regions, desalination plants and reservoirs. Demand for water will also need to be cut, including reducing leakage, the use of water metering, sustainable drainage systems and insisting on new building regulations to drive greater water efficiency.

Water companies have to a greater or lesser extent included some of these things in their business plans that they submitted to Ofwat for the price review (PR19), for implementation during the next five-year period (AMP7, 2020-25).

Objective 3

Campaigning and promoting UNISON on behalf of members

3.1 Water Industry Report

In the water industry we maintained strong relationships with both CCWater and OFWAT, the consumer body and regulator in the sector. In doing so, we have contributed to ensuring more rigorous standards of corporate governance in the sector, and an understanding that price to consumers should not outweigh quality of service in determining the way ahead for regulated forms. There is still more work to do on over the year ahead.

Working with other unions under the aegis of the TUC, we have articulated clear priorities we would be looking to see met if Labour were to win power and then take the water sector into public ownership. Labour remain strongly committed to this and their more detailed proposals, spelled out in the Autumn, showed welcome clarity on financing for the companies, their independence from Ministers, and protection of the position of worker-shareholders. We will continue to press the importance of job stability, levelling up of standards across the industry, and adequate pension provision for water workers.

3.2 Environment Agency (EA) Report

The pay cut imposed by the Agency led us to support Alex Cunningham MP in tabling an early day motion calling for a reopening of the pay settlement. This was supported by (at time of writing) 36 MPs, including Labour, Green, SNP, Lib Dem and DUP MPs. This can be the basis for further political engagement as the EA pay campaign proceeds.

The prolonged spell of dry weather over summer led to considerable use by the Agency of its incident response structures. EA staff get paid much less than equivalents working for comparable employers for taking part in these arrangements, and this will be part of the evidence base we will be using in public and in negotiation to make the case for increased reward for EA staff.

3.3 Political and Stakeholder Engagement

We have felt the impact of the turbulence around the Brexit process, with political stakeholders increasingly preoccupied by Brexit and with no thinking space for anything else. This has frustrated the country but the impact is felt in all areas of public life, as issues are frozen in a state of suspended animation until the country is soundly governed again. We shall be looking to revive normal engagement with political stakeholders over the year ahead.

Objective 4

Developing an efficient and effective union

4.1 Introduction

At a national level, the Service Group Executive met four times since the 2018 WET conference. The Executive is made up of lay members elected to serve for a period of two years (2018-2020).

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 and all WET branches on the activities of the NEC.

4.2 The 2018-20 WET Executive members and sub-committees are:

Environment Agency (7 seats)

Ruth Davies	Female seat
Delores Smith	Female seat
Ian Brindley	General seat
Vacant	General seat
Amanda Cruddas	General seat
Gregory Marshall	Male seat
Vacant	Male seat

Water Industry (9 seats)

Rachel Wright	Female seat
Amanda Bailey	Female seat
Anita O’Brien	Female seat
Natalie Mladenovich	General seat
Brian Morgan-Scrutton	General seat
Vacant	General seat
David Burbage-Atter	Male seat
Stephen Crispin	Male seat
Vacant	Male seat

Transport (4 seats)

Wendy Dunwell	Female seat
Roger Irvine	Male seat
Andrew Goring	General seat
Michael Killian	General seat

Co-opted From Sector Committees (4 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, John Jones, Andrew Goring and Pam Sian
 - ii) Business and Environment Equal Opportunities Working Group**
Rachel Wright, Andrew Goring, Brian Morgan-Scrutton, Pam Sian and John Jones.
 - iii) NEC Appeals Panel**
Andrew Goring and Pam Sian
 - iv) UNISON National Health and Safety Committee**
John Jones and Andrew Goring sub
 - v) Local Government Pension Scheme Steering Committee**
Ruth Davies, Jackie Hamer, John Jones, Ian Brindley and Pam Sian.
 - vi) Service Group Liaison Committee (SGLC)**
Chair or Vice Chair represent the Service Group at the Service Group Liaison Committee (SGLC)
 - vii) SLGC LGPS Forum**
Ian Brindley or Andrew Goring
- Action on motions passed at the 2018 Water, Environment and Transport conference

Action on motions passed at the 2018 Water, Environment and Transport conference

Motion	Status
<p>1. Recruitment and representing disabled members in the WET Sector</p> <p>Conference therefore calls on the WET SG Executive to:</p> <ol style="list-style-type: none"> Encourage WET branches and regions to include specific recruitment materials aimed at disabled members on recruitment stalls and at local and regional events. Promote our disabled members SOG, its regional groups and national events and actively work with branches to engage disabled members in their workplaces and to encourage the election of branch disability officers and the establishment of branch disabled members SOGs; Raise awareness of the bargaining resources available to support representing and negotiating for disabled members working in the WET service group. 	<p>Completed: Guidance issued.</p>
<p>2. Angling Trust – Voluntary Bailiff Schemes</p> <p>Conference calls upon the SG Executive to work with the Environment Agency Sector Committee to investigate the cost / benefit of the Environment Agency funding a Voluntary Bailiff Scheme with a view to return the funding and work back to Environment Agency staff</p>	<p>Ongoing</p>
<p>3. Lyme Disease</p> <p>This WET conference is aware of cases of Lyme disease to employees in the Water Industry and likely elsewhere to members within the SG.</p> <p>We call on the WET SGE to work with UNISON's National Health and Safety unit to put into place an awareness programme for the benefit of existing and future members.</p>	<p>Completed: guidance issued.</p>
<p>4. Flexible Working</p> <p>Conference calls upon the service group executive to share good practice in this area and to issue updated guidance to branches on:</p> <ol style="list-style-type: none"> The right to request process; The factors to be considered in making such a request; How to appeal against refusal of a request. 	<p>Completed</p>
<p>5. Absence Management in the Public Sector</p> <p>Many local authorities and health trusts have engaged Absence Management Providers to manage absences – such example is found in Scottish Water where absence management has been awarded to an off-shore company called 'First Care'.</p> <p>Conference calls on the WET SG Executive to highlight the use of these companies in the public sector and the fact that:</p> <ol style="list-style-type: none"> Managers in the public sector already have the tools to manage absences; Rather than manage the line managers who are not performing as they should, we are using public money to manage absenteeism, and In these days of austerity in the public sector, this money would be better spent on providing better or increased services which benefit out customers. 	<p>In progress</p>

Motion	Status
<p>6. Bargaining for Mental Health Policies in WET workplaces</p> <p>To continue to raise awareness of mental health in the workplace.</p> <p>Conference recognise there is still more to do and therefore calls on the SG Executive to:</p> <ol style="list-style-type: none"> 1. Publicise UNISON's 'Bargaining on Mental Health Policies' guidance to WET branches, including encouraging branches to lobby employers to make a public commitment to mental health wellbeing in the workplace; 2. Seek and disseminate examples of best practice in WET branches; 3. Use this work as a recruitment tool to engage new members, including disabled members, in UNISON; 4. Note the work undertaken by young members on this issue and seek to work with the National Young Members Forum on developing relevant resources for young workers in this service group. 	Ongoing
<p>7. The role of markets in delivering water services</p> <p>Conference notes that Ofwat in their publication Water 2020 have declared an intention to look to promote markets to deliver services in Water Resources and Bio-resources. This conference calls upon the SG Executive to:</p> <ol style="list-style-type: none"> 1. Clarify its position on the use of markets in the water industry; 2. Ask Ofwat what protections they have in place to protect customers and our members' jobs to avoid another 'Carillion fiasco'. 3. Consider holding a workshop at the next WET seminar to explore in more detail what the impacts could be on service to customers and our members' terms and conditions. 	Completed: A workshop was held at the last branch seminar in Sheffield.
<p>8. WET e-learning – Is it up to the job?</p> <p>Yorkshire Water recently closed its training centre in favour of pushing more e-learning onto desktop PCs in the workplace.</p> <p>As e-learning is only set to expand within our sector, it is important that the health, safety and wellbeing of our members is considered.</p> <p>i. Therefore, conference is asking the SG Executive to produce a basic guide or check list that would assist branches in their discussion with employers.</p>	Completed
<p>9. Health & Safety Reps Standby</p> <p>Conference notes the ever increasing need for safety improvements in the WET sector. The SG Executive to:</p> <ol style="list-style-type: none"> 1. Consult with Yorkshire Water branch to determine best practice; 2. Launch an action plan to assist branches to adopt similar arrangements where appropriate. 	Completed
<p>10. The push for upper quartile – The ignored impact on employees</p> <p>Ofwat is pushing forward its vision for the water sector commencing in 2020. A major part of this is to push competition between the water companies harder than before.</p> <p>In response to Ofwat publishing its strategy for the next five years, from 2020, this conference calls upon the SG Executive to:</p> <ol style="list-style-type: none"> 1. Respond to Ofwat's strategy outlining the negative impact on employees; 2. Engage with Ofwat to encourage the consideration of employees when setting future strategies to avoid unwanted side effects. 	Completed

Motion	Status
<p>11. The Push towards Homeworking – ‘Good or Bad’</p> <p>Conference is aware that homeworking has increased substantially in recent years and is only going to continue in the future, as sector WET companies continue to cut overheads, save space, encourage flexible working and require an agile workforce.</p> <p>The Health & Safety of members without question is paramount when considering homeworking. Employers need to fulfil their Duty of Care (Safety at Work Act 1974 – which extends to Homeworkers) they have and ensure things like, there is suitable workspace at home, a risk assessment has been completed, DSE checks are carried out, and lone worker arrangements are in place.</p> <p>Conference calls on the SG Executive to:</p> <ol style="list-style-type: none"> 1. Send out the latest UNISON homeworking guide to all WET branches, so that branches can compare; 2. Consult with branches to find out the current extent of homeworking within the WET sector – especially those who are normally office based; 3. Enquire of WET branches, where possible, how many of them have agreements on homeworking. 	<p>Completed – Guidance issued to branches.</p>
<p>12. Equality E-Learning within WET companies</p> <p>YW Branch is pleased with its employer’s roll-out of its mandatory equality and diversity e-learning training for all employees which reinforces these requirements.</p> <p>Conference therefore calls upon the Service Group to:</p> <ol style="list-style-type: none"> 1. Promote the application of equality e-learning within their workplace; 2. Form a good practice guide to be passed out to branches so they can start discussions with employers if training is not in place. 	<p>Completed.</p>
<p>13. Zero hours and Black workers</p> <p>A large number of zero hours contracts affect the low paid and majority of these are Black workers who are disproportionately affected.</p> <p>This motion calls on the WET SG Executive to:</p> <ol style="list-style-type: none"> a. Undertake a survey of branches nationally to enquire how many black workers on zero hours contracts have taken on a second job; b. Consider ways to promote the values of trade union membership and Black members self-organisation and produce a basic guide for workers on know your rights. 	<p>Completed</p>

Motion	Status
<p>14. Use of consultants and day rate contractors in the Water Industry</p> <p>Conference notes that water and wastewater companies are increasingly using very expensive consultants and contractors – some on day-rates as high as £1,000 or more. This is especially prevalent in the run up to each five-yearly Price Review, the current one being towards PR19.</p> <p>Conference further notes that wages for employees in the Water Sector who are covered by collective bargaining consistently fall behind the real rate of inflation, gradually eroding salary value.</p> <p>Conference therefore calls on the WET SG Executive to:</p> <ol style="list-style-type: none"> 1. Through WISC: to identify the work being undertaken by contractors and consultants at each water company, and where possible find the purported reason for using these expensive temporary human resources – and to find if any internally staffed alternatives may have been considered; 2. Publish briefings to all Water Sector branches on the topics (a) Bargaining for Improved Employee Training in the water industry; (b) negotiating for the reduction in the use of consultants and day-rate contractors in the water industry in favour of permanent staff, (c) model organisational change policy and strategy to ensure employee consultation and engagement; 3. Raise the need for permanent water industry employees to be adequately and regularly trained to ensure that they have the industry-specific knowledge and skills that water companies need with the water sector via the regular consultative meetings between WET officers and both Ofwat and CCWater; 4. Highlight these important issues in UNISON's Network Magazine, the dedicated UNISON magazine for WET members. 	<p>Discussed at the last Branch seminar in October 2018 by the Water Sector group. This action is now completed.</p>
<p>15. Inclusive work policies</p> <p>This motion draws attention to the need to foster engagement with employers on gender neutral facilities such as changing rooms or toilets, flexibility in any gendered dress codes and to move away from gender language such as he/she, sir/madam etc. Likewise during negotiations to demand that employers consider the impact of their policies and practices on women workers, in order to take active steps on equal pay and to tackle all forms of workplace discrimination.</p> <p>WET SG Executive, working with the business and environment equal opportunities working group, to:</p> <ol style="list-style-type: none"> a. Gather good practice examples from WET employers of inclusive policies and practices; including in record-keeping, language, any dress codes and in the provision of safe and accessible gender neutral facilities; b. Promote the good practice across the service group. 	<p>In progress</p>

Motion	Status
<p>16. Essential Water Company employees are underpaid</p> <p>Conference calls on the WET SG Executive to:</p> <ol style="list-style-type: none"> 1. Work with the Water Industry Sector Committee: confirm the identity of undervalued employee groups within the water industry, monitor their levels of pay, and collect related job descriptions and evaluation mechanisms. From this information, enable the production of a set of recommendations for action. 2. Publish a briefing to all Water Sector branches on the topics of job descriptions and job evaluation in the water industry. 3. Raise the issue of valuing and rewarding industry-specific knowledge, skills and responsibility with the water sector via the regular consultative meetings between WET officers and both Ofwat and CCWater – and at the open Board Meetings held by Ofwat. 4. Highlight this important issue in UNISON's Network Magazine, the dedicated UNISON magazine for WET members, and on the WET pages of the UNISON website. 	<p>First part of this action is completed – Discussed at the water sector meeting that was held in Sheffield. The next stage, an article in the next Network magazine to highlight the concerns raised in the motion. It will further be raised with water companies through the negotiation mechanism.</p>
<p>17. Potential impact on jobs in water, environment and transport of the Government's 25 year environmental plan</p> <p>Conference calls on the WET SGE to</p> <ol style="list-style-type: none"> i. Initiate a consultation with members from the areas of concern within the Bus and Passenger Transport Executive/Combined Authority branches, on the impact of this ruling; ii. Share the findings of the consultation with management of the bus companies, Combined Authorities and the Department of Transport with the aim to finding a workable solution to the issues raised; iii. To work with the bus companies, Campaign for Better Transport, disabled groups and sister trade unions via the TUC to draft a Code of Practice to protect frontline staff. 	<p>Partly completed.</p>
<p>18. Automation, Artificial Intelligence and Robotics in the water industry</p> <p>Conference notes that water and wastewater companies will be including increased use of automation, artificial intelligence and robotics in their business plans for AMP7 (PR19) that they will be submitting to Ofwat.</p> <p>Conference believes that UNISON branches organising in the Water Industry should take a two-pronged approach to these issues: both encouraging the water industry to upskill their employees for this new world of work.</p> <p>Conference therefore, calls on the WET SG Executive to:</p> <ol style="list-style-type: none"> 1. Issue a briefing to all WET branches on the topic of automation, artificial intelligence and robotics in the Water Industry 2. Raise the issues around the increased use of automation, artificial intelligence and robotics with the Water Industry via the regular consultative meetings between WET officers and both Ofwat and CCWater – and at the open Board meetings held by CCWater. 3. Through the Water Industry Sector Committee, monitor the introduction of automation, artificial intelligence and robotics within the Water Industry and consultation taking place to mitigate any negative effects on members. 4. Highlight this crucial issue in UNISON publications including Network magazine, the dedicated UNISON magazine for WET members. 	<p>Completed – Workshop held at the last Branch seminar.</p>

Motion	Status
<p>19. Sustainable Water at work</p> <p>Conference calls upon the WET SG Executive to further develop the excellent ‘Water at Work’ campaign that was launched in 2009, which sought to extend access to drinking water at work from mains supply sources.</p> <p>In order to reduce the carbon footprint and minimise the environmental impact of employers in our SG when providing access to drinking water, we call upon the WET SG Executive to build upon their excellent work to date in this area and to develop a campaign to deliver ‘Sustainable Water at Work’, where possible working with like-minded organisations in order to achieve this aim.</p>	<p>Completed.</p>
<p>20. Review of Safety practices in the Water Industry</p> <p>Conference is aware of the disturbing number of accidents/incidents/ near misses that continue to occur year on year in the Water Industry.</p> <p>As a result, conference calls on the WET SGE to work with UNISON’s National Health & Safety Unit to undertake a safety review within the Water Industry which should include an analysis of accident statistics identifying root causes and to find any common themes to then organise an appropriate campaign highlighting the findings.</p>	<p>Completed – Workshop held at the last Branch seminar in Sheffield.</p>
<p>21. The UK is facing a future of Water Deficits – Is Re-Nationalisation the only sensible answer?</p> <p>Conference notes that research for the Adaptation Sub-Committee’s (ASC) 2017 Climate Change Risk Assessment evidence report considered a range of possible scenarios to assess water availability in the UK up to the 2080’s.</p> <p>With the continued flow of money to private companies and owners in the form of profit rather than investment can we expect significant improvements in the balance between water supply and demand, with the substantial associated benefits. In the longer term, improvements on this scale are unlikely to be enough to manage the risk of major deficits by the 2050’s under a high climate change scenario.</p> <p>Conference believes that only re-nationalisation will secure supplies for future generations and calls upon the Service Group Executive to:</p> <ol style="list-style-type: none"> a. Review companies new water 2018 resource management plans when they are published. In particular, we are keen to see whether stretching targets suggested by Water UK – and other measures to conserve supply and reduce demand – will be adopted. b. Lobby elected members, work with UNISON Labour-link and other supportive groups to bring the Water Industry back into public ownership. c. Launch a campaign to ensure water companies with a water surplus do not benefit financially from those customers who reside in a current water deficit region. 	<p>Ongoing – Working with Labour link and the TUC to influence Labour policy on Water re-nationalisation.</p>

Motion	Status
<p>22. Stress in call centres and operational centres</p> <p>Conference therefore renews its call on the WET SG Executive, working with the business and environment equal opportunities working group, to:</p> <ol style="list-style-type: none"> 1. Survey WET branches with call centre members on whether their employer has signed up to the charter; 2. If so, investigate: <ol style="list-style-type: none"> a. How it is being implemented and b. Whether it makes specific reference to tackling anti-LGBT abuse. 3. Work with branches where the employer has not adopted the charter to negotiate its implementation; 4. Urge training for managers and staff on LGBT equality issues and combating harassment and bullying across all energy employers and for all staff. 	Partly completed
<p>23. Protecting members jobs through assuring good environmental standards following EU exit (Brexit)</p> <p>Conference recognises that after the UK's departure from the EU, the European Commission will no longer fulfil the vital function of overseeing and assuring the UK Government's legislative and policy efforts to maintain and improve our environment. It notes that Defra Secretary of State, Michael Gove has proposed a new UK-based body to fulfil this role.</p> <p>Members working within all parts of the WET SG are directly affected by these structures.</p> <p>Conference therefore calls upon the SG Executive to:</p> <ol style="list-style-type: none"> 1. Campaign for an environmental oversight body as described earlier, and work with other like-minded organisations to achieve this. 2. Campaign for Trade Union Environmental Representatives to have the legal status that would enable them to work effectively. 3. Press the Environment Agency to distance itself sufficiently from Government and develop policy capability, enabling it to independently act in the public interest on environmental issues, rather than as an agency of Government. 4. Through UNISON Labour Link, to make the case for all these changes to the Labour Party. 	On hold – Government split on terms of the UK departure from the EU.
<p>24. Defined Benefit Pensions in WET sectors</p> <p>Conference notes that sufficient funding for pension repair costs and effective management of pension schemes are an urgent priority in order to ensure that members receive the pensions they expect upon retirement.</p> <p>Conference therefore calls upon the SG Executive to:</p> <ol style="list-style-type: none"> 1. Encourage all member representatives to engage with their relevant pension schemes and to request copies of latest actuarial valuation information and scheme annual report and accounts. 2. To report any concerns to UNISON's Pensions Unit for members who can advise accordingly. 3. Increase awareness amongst UNISON activists and scheme representatives that the Pensions Regulator expects employers of DB pension schemes to prioritise deficit repayments over dividend payments. 4. Campaign for Trustees of DB schemes to adopt a full, independent, cost transparency review in order to maximise cost efficiencies and boost returns. 5. Campaign for greater Member Nominated Trustee representation on Trustee Boards. 	Completed – Seminar held in February 2019.

Motion	Status
<p>25. Organising Young Members in the WET Service Group</p> <p>Conference recognises that young members are the lifeblood of our union and the future within the WET Service Group.</p> <p>We call on the WET SG Executive in conjunction with the National Young Members Forum and UNISON's communications department to develop bespoke publicity and materials to retain existing members and recruit current non-members in all areas UNISON organises within the WET SG.</p>	<p>Ongoing – Engaging with the National Young Members forum to develop resources targeting young workers across WET employment.</p>



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