**Brighton Centre**

**15 Jun 2020**

**Organising and Recruitment**

**1. Zero carbon, maximum recruitment**

Conference notes that the road to zero in 2050 will be a difficult one to achieve. There is however an expectation that substantial investment will be needed within the Energy sector, both with established employers, and likely new (and as yet not in existence) employers too. This could bring about new job growth within energy.

Conference also notes that membership growth in the Energy sector has hovered around net neutral for the last two or three years overall in UNISON as restructuring, digitalisation, lack of investment, fragmented market place and unfair competition have impacted on job numbers.

In order to maintain our position as the largest staff union in the Energy sector, to continue to protect our existing members' rights, and to build on these for future generations, this motion calls on the Energy Service Group to:

1. Develop a range of specific flyers and posters, aimed at zero carbon by 2050, for branches to use to aid recruitment

2. Support the development of a range of recruitment incentives and ideas that branches can establish and administer in their workplaces built around the campaign on climate change

3. Develop templates that branches can take to their employers, to gain access to new employee membership lists, in line with GDPR regulations

4. Highlight at each Energy Seminar, and each Energy Conference, what initiatives have worked well, and in which employers, to promote innovation and share best practice

5. Continue to promote the Just Transition concept and support jobs for energy workers

***National Grid Energy***

**2. Young Members in the Energy Service Group and the Young Workers Charter**

Conference notes that according to UNISON data, over 7% of UNISON members in the Energy service group are young members under 27 years of age. This is over the average for UNISON as a whole and shows the success of the service group in recruiting and retaining young workers.

Conference believes that to continue this successful work to recruit, retain, engage and develop young members, it is important that the priorities of young members are promoted and reflected in local bargaining across the Energy service group.

UNISON’s Young Workers Charter, launched in November 2019, sets out the priorities for young workers in UNISON, as identified by young members themselves. These are: real Living Wage, fair employment, equality, training and development, and quality apprenticeships.

Conference asks the Local Government Service Group Executive to:

1. Promote the Young Workers’ Charter to branches across the Energy service group;

2. Support and encourage employers in the Energy service group to sign up to the UNISON Young Workers Charter;

3. Support branches to promote the individual priorities as set out in the Young Workers Charter, when bargaining with employers;

4. Work with the National Young Members Forum to promote UNISON membership among young workers in the Energy service group.

***National Young Members' Forum***

**Negotiating, Bargaining and Equalities**

**3. Equipping our Energy stewards to represent disabled members**

Conference notes that UNISON provides a high standard of training and support for stewards which includes a strong equalities dimension. However in Energy branches stewards are often isolated from the union’s regional education structures and may struggle to get facility time for training and other learning events. Disability discrimination law is also complex and when it comes to supporting disabled members, Energy stewards can sometimes feel a lack of confidence.

TUC research has found that disability issues are by far the most common equality questions workplace reps deal with. However the same research found that only 36% of trade union stewards felt they had enough guidance to do this work.

Conference therefore welcomes two new guides for stewards recently produced by UNISON’s disabled members self organised group that should be of benefit to Energy stewards.

The new Stewards Guide to Representing Disabled Members aims to make it easier for stewards to identify whether a member is disabled and whether they might be entitled to additional protections. It should also help Energy branches to identify potential cases of disability discrimination and failure to make reasonable adjustments at an earlier stage. The guide includes advice on representing disabled members at formal meetings such as grievances and disciplinaries, as well as how to negotiate reasonable adjustments.

For stewards in Energy branches with limited facility time and a busy caseload, this guide should prove invaluable in offering them clear advice on representing their disabled members.

Conference also welcomes UNISON’s new Stewards Guide to Representing Deaf (native British Sign Language (BSL) users) members. This includes advice on organising BSL interpreters and on identifying some of the key barriers faced by our Deaf members that are relevant to Energy workplaces.

Conference believes that it is also important to find ways of updating busy Energy stewards – who cannot always attend formal training events - on changes to disability case law where this can assist in local representation and bargaining in Energy workplaces.

Conference therefore calls upon the service group executive to work with the National Disabled Members Committee to:

1. Publicise the new Stewards Guides to Representing Disabled Members and the new guide to representing Deaf (native BSL) members to Energy branches

2. Seek ways of providing relevant updates to stewards in Energy branches on new disability discrimination case law and when it may apply.

***National Disabled Members Committee***

**4. LGBT+ Self Organisation in Energy branches**

Conference welcomes that many Energy employers have set up employer LGBT+ networks. Allowing employers to reach out to LGBT+ employees and giving them the opportunity to meet to discuss issues.

Conference further welcomes that many Energy branches have LGBT+ branch officers, which allows for LGBT+ issues to be raised at branch meetings, and for the branch to bargain with employers to make the workplace more inclusive. Many branches have also used LGBT History month, Bi visibility day, Transgender memorial day and many other LGBT+ days of visibility to recruit more members.

Conference recognises that some Energy branches find it difficult to sustain their own LGBT+ self organised group, often because members do not want to attend two separate meetings. However, some branches have found ways to work with Employer networks, to promote the work that UNISON does for LGBT+ equality and work collaboratively. Some other branches have found that by holding their own self organised group meeting immediately before or after an employee network meeting helps increase attendance.

Conference recognises that equality is at the heart of UNISON, and self organisation is an essential tool to promote and carry forward the equality issues within UNISON.

The national LGBT+ committee call upon the Energy service group to:

1. Encourage branches to use UNISON LGBT+ bargaining advice to make energy workplaces more inclusive for LGBT+ members;

2. Promote UNISON’s Trans Ally and Bi Ally leaflets to all members, and run the UNISON LGBT+ Ally training course

3. Promote the Bi+, Trans, Black LGBT+ and Disabled LGBT+ network meetings in order to encourage participation of underrepresented groups within the LGBT+ umbrella.

4. Encourage all Energy branches to send delegates to UNISON’s national LGBT+ conference;

5. Promote regional and national LGBT+ self-organised groups to all energy branches.

***National Lesbian, Gay, Bisexual and Transgender plus Committee***

**5. Unnecessary gendering in the Energy sector**

Conference notes that following National Delegate Conference in June 2019, the LGBT group became a LGBT+ group, showing that we promote inclusivity within our group and that UNISON is inclusive of all LGBT+ members.

Conference further notes that an increasing number of people, including those working in the Energy sector, identify as gender fluid or non-binary, not feeling comfortable in thinking of themselves as simply male or female. Their gender identity is more complicated than that, with some people not identifying as solely male or female, but rather identifying as both, neither or something entirely different. Non-binary workers can face particular ignorance and prejudice at work, experience harassment and face policies, systems and procedures, from dress codes to personnel databases, which do not acknowledge or accommodate their identity.

Conference is clear that gender matters when it comes to tackling workplace sex discrimination, unequal pay and the host of other inequalities faced by women. However, conference believes that there are many gendered policies and practices across the Energy sector that have no place in furthering women’s equality and which exclude and ignore the existence of non-binary workers.

Conference further notes that despite the recommendations of the 2016 parliamentary enquiry on trans equality recommending that the Government look into legal recognition of non-binary people, this has not yet happened.

Despite non-binary gender identity not currently being recognised in UK law, many organisations including the HMRC, DVLA and indeed UNISON’s membership records system acknowledge it. This shows UNISON as a contemporary and forward-looking union which boosts our ability to recruit the next generation of energy members and activists.

Conference therefore calls on the Energy service group executive to:

1. Encourage branches to review national and company agreements and local policies for unnecessary gendering;

2. Work with the women’s and LGBT+ self-organised groups on guidance on inclusive language in agreements which raises awareness of non-binary identities;

3. Encourage the negotiation of inclusive language in Energy agreements and policies, and of inclusive practices and procedures across our Energy workplaces;

4. Encourage branches to request training for staff working in call centres on the importance of using non gendered language;

5. Publicise UNISON’s work for LGBT+ equality and non-binary inclusion in Energy recruitment initiatives, particularly those aimed at younger workers.

***National Lesbian, Gay, Bisexual and Transgender plus Committee***

**6. We need more female engineers in the energy sector**

Conference notes that the gender pay gap in the UK is one of the highest in Europe and is concerned that in a substantial number of energy companies it is higher even than the UK average of 17.3% - EDF Energy Limited for example, has a median gender pay gap of 25.6% and Npower 21% and Centrica 19.5%. British Gas has the largest gender pay gap of any firm within the UK energy industry's big six, paying its male employees a shocking 49% more than its female staff.

Conference notes further that only 5% of executive board seats in UK-based energy companies are held by women, and 61% have no women at all on their boards. Women account for only 14% of workers in energy and tend to work in customer facing and support roles rather than engineering which is heavily dominated by men. The fact that engineering roles attract higher salaries is a factor in the gender pay gap.

Conference believes that gender barriers need to be addressed and that as a predominantly female trade union UNISON should lead the way in calling for action from the industry.

We believe we need more visible female role models and we need louder, clearer leadership and targets. We also need a range of internal policies and programmes – for example, on flexible working and changes to recruitment practice. We need to see the industry taking positive steps to encourage women to apply for traditionally male roles and to support their career development.

Conference congratulates the National Women’s Committee on the #bridgethegap campaign and gender pay gap bargaining tools launched in April 2019. We welcome UNISON’s trailblazer project branches (and employers) who will work with UNISON using our bargaining guidance to develop action plans to close the gap and share their learning to improve UNISON’s overall approach.

Conference calls on the Energy Service Group Executive to:

1. Ensure that closing the gender pay gap is included as a priority in both national and local bargaining in the energy sector
2. Work with the sector to develop visible female role models, encourage flexible working and change recruitment practices and attract women to work in traditionally male roles such as engineering
3. Work with the National Women’s Committee to encourage energy branches to participate in UNISON's national gender pay gap trailblazer project

***National Women's Committee***

**7. Women in Energy**

In 2018 Professor Catherine Mitchell, a professor of energy policy at the University of Exeter, stated that the lack of women in energy companies is holding back the sector’s efforts to tackle climate change, she went on to warn that poor gender diversity meant the industry was less open to new ideas, in particular the move to a lower-carbon energy system.

At the same time across the energy sector we face shortfalls in trying to recruit engineers in both Gas and Electricity. In just British Gas alone we currently have numerous adverts out to recruit people into the business in operational engineering roles.

This conference notes that despite this we have thousands of female members in predominantly office-based roles who could, if supported correctly, be encouraged to move into engineering type roles.

There are however several barriers to leaving an office-based role and becoming a trainee engineer. The most notable is an initial wage drop of many thousands of pounds to consider whilst you are being trained and If you are considering taking out an apprenticeship, the pay is often much reduced as it is considered to be an educational option.

A woman who is currently earning a part-time wage, due to childcare, can ill afford to reduce their pay by thousands of pounds. Surely, this would be better served by allowing paid (substantive rate) time off training, in a role split between some days buddying with an engineer and some time spent in the office.

An agent working in on one of our call centres is far more likely to be a female. If we are serious about addressing the gender pay gap that exists in the energy sector and serious about doing it sooner rather than later, the notion of in-work job development schemes to get more women into engineering roles is an absolute necessity.

While we fully support initiatives to encourage more young women into energy through promotion and access in formal schooling programmes, this will take time and these programmes will be competing alongside other in school occupational programmes. Developing the talent already in the workplace is more immediate and develops a tried and tested group of workers.

We therefore call on the Energy service group executive to;

1. Engage with energy employers to develop a resourced pathway for contact centre workers that allows them to develop engineering skills whilst retaining their substantive role and salary.

2. In addition to secure a commitment from the senior leaders in the Energy Sector to allow non-technical staff to be kept in the loop about technical changes for a future proof business.

3. Develop energy service group material to promote women in the energy sector and specifically to promote them moving into operational engineering roles

4. Work with the women’s SOG and National Women’s Officer to ensure any propositions are sustainable and worthwhile.

5. Work with Energy and Utility Skills to ensure the sector skills bodies are supportive.

6. Report back to next year’s Energy conference on progress made.

***North West Gas***

**8. Recruitment and Retention – a targeted plan for Black workers**

Recruitment and retention have rightly been the critical priority for UNISON over the last 18 months and initiatives such as Grovember and the activity in May have ensured that our membership has grown and has increased UNISON's visibility in workplaces however further work is still be done particularly amongst engaging with Black workers.

This should include working with relevant bodies in UNISON to develop a recruitment strategy that engages Black community groups. We know that:

1. Current approach focuses on recruitment and retention through workplaces and utilises the stewards to achieve it.

2. Historically Black members are spread across multiple cities/workplaces, and at times they can be the only Black person in a workplace.

3. Current UNISON membership benefits, e.g. insurance plan, car insurance, home insurance, funeral, lottery, Thompsons etc. but could these be adapted to meet Black member needs i.e. extended insurance policy for parent and immediate family abroad.

Benefits to UNISON

A. Increase in income from all the new subscriptions.

B. Specifically targeted recruitment will bring about diversity and opportunities to those that would be otherwise marginalised in our community.

C. UNISON influences the political arena through Labour Link. Recruitment of migrant workers strengthens UNISON’s position within the migrant population and Black members.

Targeted recruitment will bring about diversity and fresh ideas and multiculturalism, which can help in organising and recruitment and community cohesion.

Although UNISON’s current strategy is to use stewards in recruitment within high-density unionised workplaces, a lot more needs to be done around Black members’ recruitment.

Conference calls on the Energy Service Group Executive to:

I. Work with the National Black Members Committee to explore and develop a targeted recruitment strategy for Black members.

II. Reach out to Black members groups within the service, where Black members meet and where Black members are likely to work in the public sector and also be in low paid jobs and engage with Young Black members as a critical priority for the service over the next 12 months

***National Black Members' Committee***

**9. Accessibility Passports and Access to Work in Energy workplaces**

Conference notes that although disabled workers are legally entitled to reasonable adjustments under the Equality Act 2010, some Energy employers continue to delay or seek to avoid implementing reasonable adjustments. In particular, adjustments agreed with one manager may disappear when staff move teams or change managers. Staff with non-apparent impairments often find it even more difficult to get the adjustments they are entitled to.

UNISON’s disabled members self organised group surveyed almost 3,000 members last autumn (including members in Energy) and found that 67% of those who needed them had been turned down for reasonable adjustments. In many cases there was no reason given for the refusal and in other cases disabled staff simply received no response at all to their request – they were just ignored. Where adjustments were agreed workers often waited months or even years to have them implemented, with 23% waiting a year or more. Disability leave was virtually unheard of and most survey respondents did not know they could ask for it. As a result, many reported facing disciplinary and capability proceedings due to their sickness records.

Many of our members are also unaware that Access to Work funding may be available for the adjustments they need. Access to Work is often called “the government’s best kept secret” and there are low levels of awareness from both staff and employers in Energy.

Some employers have implemented workplace adjustment passports. This is an agreement between the staff member and their manager which outlines the barriers faced and the adjustments the employer has agreed to put in place, including but not necessarily limited to the legal requirement for “reasonable” adjustments. This passport approach allows the adjustments to follow the worker when they move teams or line management changes and minimises the need to renegotiate adjustments.

Conference notes that UNISON has recently produced a Reasonable Adjustment bargaining guide with a model policy and a template Accessibility Passport. This can be used to negotiate with local government employers and to agree a policy and a passport system. Key to UNISON’s bargaining guide is that the employer should respond to requests for adjustments within a specified timescale and should also agree a timetable for implementing adjustments, overcoming the twin issues of our members receiving no response to their request or waiting years for agreed adjustments to be put in place.

Conference notes the work already being undertaken by UNISON South East Energy branch to negotiate an accessibility passport with EDF.

Conference further notes that UNISON has also published a Quick Guide to Access to Work which can be shared with energy members.

Conference therefore calls on the service group executive to:

1. Encourage Energy branches to negotiate for workplace adjustment agreements and accessibility passports with their employers

2. Publicise UNISON’s new Reasonable Adjustments Bargaining Guide and Accessibility Passport to branches and regions

3. Publicise UNISON’s Quick Guide to Access to work to branches, regions and members

4. Encourage Energy branches to share successfully negotiated passport agreements with UNISON’s bargaining support unit so that other branches can learn from them.

***National Disabled Members Committee***

**Campaigning**

**10. Making green levies/renewable obligations and customer vulnerability payments fair and transparent across the industry**

Conference notes that the green levies, renewable obligations and vulnerability payments are not fair and not transparent across the industry. Many new energy suppliers are able to avoid these until they meet threshold customer numbers which they may not meet. The impact of this is that the can sell energy at a lower cost.

We note that this means there is not a level playing field across the industry but rather a market that favours new start up over traditional unionised suppliers who do have to pick up these costs.

Conference we are proud of UNISON's green credentials and proud of our employers who do their bit for our environment and for vulnerable customers. As workers in the Energy industry we believe all suppliers should have the same obligations put on them and not be subject to arbitrary thresholds that allow them to avoid their societal obligations.

Conference, we need to look at the way the green levies are applied to customer bills, and across the industry as a whole. Customers do not necessarily know whether their supplier pays or doesn't pay these green levies and therefore transparency is totally lacking.

We need to look at the way green and social levies are demanded, collected and applied to suppliers and if levies are the right way to address social and environmental issues.

All Energy suppliers whatever size should have renewable obligations put on them for the future of our planet but in addition we also need to consider how general taxation is used to support environmental and social obligations as general taxation is often more progressive, while levies can hit the poorest consumers hardest as they use more energy per income percentage.

We should use our influence to lobby key stakeholders like OFGEM etc, to ensure new start up suppliers are not setting unrealistic loss making and unsustainable tariffs. Many of these companies are collecting these levies as part of their customers bills but when the demand comes in from HMRC these smaller loss leading companies are frequently going into administration, leaving customers with a supplier of last resort, employees with no jobs and all energy bill payers on the hook to the missing money. In addition often these companies have little union presence for protection and larger suppliers being forced to take these customers on by OFGEM honouring their credit (that has not been paid to that company).

By 15 September 2019 six suppliers went into administration: Eversmart Energy, Solarplicity, Cardiff Energy, Our Power, Brilliant Energy, and Economy Energy. This makes a total since 2016 of thirteen companies that went into administration, some caused by mismanagement, all affected by revenue streams and tax demands being the final nail in the coffin. Even more are withdrawing from the market before this happens to them.

Environmental issues are everyone's concern, not just suppliers with over 500,000 customers. These companies put additional stress on our employer's business models from multiple directions ultimately putting our jobs at risk, initially with the loss leading headline grabbing tariffs. Secondly if they go into administration their credit balances are protected by OFGEM leading to less profit. This ultimately doesn't affect the chairman’s bonuses or wages but our wages and our jobs.

Conference in addition to this and for the same reasons a level playing field should apply to Warm Homes payments to their vulnerable customer base. Why should lower rated energy suppliers not have the same obligations to their customers?

Conference:

1. We call on the Service Group Executive to research the sector and prepare a report on the extent of the collection of the Green levies, the meeting of renewable obligations, and the application of Warm Homes Discounts;

2. To promote this report though National and Specialist Energy Sector media and within the union's publicity machinery such as the Energy Newsletter; and

3. For the Service Group Executive to write to the Business Energy and Industrial Strategy (BEIS) Select Committee and request an audience of UNISON Energy Delegates to the BEIS Select Committee to put forward the case that all Energy suppliers, irrespective of customer size, meet the Green and Warm Homes obligations across the sector and that the merits of such schemes being funded through general taxation be explored.

***Yorkshire - Humberside Region***

**11. The Hidden (Human) cost of Electric Vehicles & Promotion of Hydrogen Alternatives**

Conference notes that the government has called for a ban on the sale of new Petrol and Diesel and Hybrid cars as early as 2035. People will only be able to purchase electric or hydrogen cars and vans once the ban comes into effect.

We also note that electric vehicles rely on lithium-ion batteries, a key component of which is cobalt, a precious mineral mined using exploitative labour practices in the Democratic Republic of Congo (DRC). We cannot accept the narrative that electric cars are without fault and are the only green safe alternative to fossil fuel reliant petrol and diesel cars. Almost three-quarters of the world’s cobalt supply is sourced from the DRC, a country whose rule of law is among the weakest in the world and which consequently has a terrible record on working conditions and child labour. The majority is then shipped to China, the world’s largest battery manufacturer, to be processed, also with terrible records on working conditions and child labour.

Conference, we have in the energy service group already endorsed the promotion of the hydrogen economy and must continue to do so to support our members jobs in the gas industry and promote a clean and green landscape for all.

Our future cars should be hydrogen fuelled, sourced from our home hydrogen energy supplies produced here in the UK with UK jobs and creating a true hydrogen economy. This will also complement the way we heat our homes in the future.

Conference we therefore call on the Service Group Executive:

To continue to promote the wider benefits of the hydrogen economy in terms of energy jobs present and in the future, the full economic potential and the overall fully transparent environmental benefit.

***Yorkshire - Humberside Region***

**12. Preparing for Net Zero in Energy**

This energy conference notes that in November in Glasgow the COP 26 will take place. This will bring together nations from across the world to report on progress made since the Paris Agreement was reached in 2015.

This conference also notes that since 2015 the UK Government has committed to achieving Net Zero by 2050 but has done precious little to tackle the difficult areas that need addressing if we are hit this target.

In the meantime, the UNISON energy service group has led the way in promoting practical ways to bring about net zero 2050. More than any other union, we have within the UNISON Energy service group promoted measures that retain our members jobs in the energy sector but at the same time drive the changes necessary to decarbonise energy and ensure the benefits are shared as widely as possible.

The Energy service group has;

1. Promoted the benefits of a mass domestic energy efficiency to bring UK homes up to an EPC C or above rating and in doing so eradicate fuel poverty.
2. We have pushed the development of Hydrogen technology which has massive potential and would allow the transition from methane gas to clean gas to take place while at the same time delivering the solution to zero carbon heat.
3. Led the way in calling for public ownership of energy retail, as a means to bringing energy consumers on board with the drive to achieving net zero and ensuring popular support is in place.

As we face the future the goal of achieving net zero looks further away and without doubt each year that passes the task get harder. This will lead to more uncertainty for our energy members and deny them the opportunity to play a major role in tackling climate change and leading the response to net zero.

We therefore call on the SGE to;

A. Continue to promote the work that the service group has led on and ensure that all key stakeholders are aware of the positive measures we have proposed. This should also include engaging with the COP 26 in Glasgow

B. Ensure that UNISON energy members jobs are put at the forefront of any debate around net zero and that we deliver a just transition for all not just a few.

C. Promote the notion of public ownership within the energy retail and supply space and use the levers this would bring to win the heart and minds of all consumers in the UK

D. Promote and support the continued development of the Hydrogen solution for domestic heat and industrial processes. A solution that supports our members in the gas industry to move to a clean gas future.

E. Campaign to ensure the move to net zero does not increase the burden on the lowest income householders.

***Energy Service Group Executive***

**13. Public Ownership of Energy Utilities**

Conference believes

1. UNISON's long-held view that the Energy Industry should be brought back into public ownership remains correct.
2. We reaffirm our view that the research already commissioned by UNISON indicates the benefits which a publicly owned Energy industry would bring including:
3. A nationally coordinated plan can drive the move to clean energy.
4. Introducing measures to tackle and eliminate the scandal of fuel poverty.
5. Eliminating the drive for profit which leads to excessive bonuses for senior executives, attacks on the employment contracts of ordinary employees and an ever-increasing cost to the consumer.

3. The disappointing result of the General Election which has prevented a Labour Government from implementing the move to public ownership whilst a set-back to our campaign should not be used as a pretext for revising or diluting our current policy which remains essential to help deal with critical green investment, fuel poverty and job security.

Conference calls on the Service Group Executive to:

I. Seek to ensure that through the appropriate resources and channels we continue to promote our policy of bringing the Energy Industry back into public ownership with the aim that the next Labour government retains this as one of its key commitments.

II. Provide supporting information as necessary based on current and existing research in support of this aim.

***Manweb***

**14. Energy workers and Brexit**

This energy conference notes that following our exit from the European Union, the UK is in a transition phase that will end on the 31st December 2020.

During this transition phase negotiations are ongoing as to the shape and scope of a new trading relationship with Europe. Such a relationship will also include the Energy industry which is to be prioritised by both sides. It is hoped this future relationship will be agreed prior to the transition period ending.

Conference further notes that in the Energy service group we have a number of significant European Union based employers and investors and that we also trade in energy across the continent which helps ensure the lights stay on and homes stay warm.

It is for that reason we have a specific energy focused concern that a new economic relationship with Europe is reached which is amicable and protects the interests of UNISON energy members who are employed by European Union based employers.

We also would ask that recognition is made of the work in Europe that our Energy members have been involved in, concerning European Works Councils and engagements with pan European agreements on matters which specifically impact energy members such; as Just Transition, Digitalisation and the Green New Deal.

As Europe fashions out its own pathway to Net Zero it is important that the UK and Europe are working together to face this immense challenge, sharing best practice, technological advancements and economies of scale.

Conference therefore calls on the SGE to:

1. Consider the specific Energy related issues which might impact on energy members following the UK’s withdrawal from the EU

2. Further quantify the specific risks that UK energy workers face from a possible no deal or weak deal

3. Engage further with our European confederation European Federation of Public Service Unions (EPSU) as a means to maintaining external pressure on pan European employers like Eon and EDF

4. Seek to engage with all our stakeholders and employers from the regulator, trade bodies, MP’s, Labour Link etc, to ensure the voice of the energy worker and especially the voice of the UNISON energy worker is heard and that we are not disadvantaged through this process.

5. Report on any issues or progress at the Energy service group annual seminar 2020.

***Energy Service Group Executive***

**Efficient and Effective Union**

**15. Future proofing representation of Energy Members**

This conference notes that the energy sector is one of ferocious change and never more so than right now. All energy companies are going through huge transitions and we are losing many members due to, automisation of work, off shoring of processes and the reduction in size of our organisations due to the adverse impact of loss-making competitors in the market.

As a result, branch committees, activists and stewards are moving or departing from our branches and as a result they are leaving knowledge and experience gaps at all levels of the sector.

It is therefore important that we ensure that the knowledge and experience doesn't just disappear and that branches are not left high and dry. We must as a union ensure that the next generation of national reps or energy service group reps are not dropped into a role and left representing several hundred / thousand members, with no knowledge or experience of what is expected of them.

We therefore call on the Energy service group executive to;

1. Engage with Learning and Organising Services (LAOS) to develop a workshop for those that want to understand more about national roles within UNISON Energy Sector.

2. Develop, if required or better utilise what is currently available to ensure we have a programme for activists to learn about the experiences of Service Group Executive and National reps.

3. Report back to next year’s Energy conference on progress made.

***North West Gas***