

**Minutes of the Scottish Water Branch Meeting held on 27th March 2009 – Dakota Hotel
South Queensferry.**

Present:

Willie Fortune	Fergus Allan	Steve Scott	Dave Wilkinson
Robin Gallagher	Jim Anderson	Jim Gault (part)	(Chair)
Richard Mould	(Shet)	Steve O'Malley	
Andy Ferguson	Paul Hyles	Monique Fernandes	
Elaine Noble		Jim Anderson	
		Miranda Jacques-Turner	

Dave Wilkinson in the Chair

Item	Notes	Action by
1.0	<u>Apologies for absence</u>	
1.1	Apologies were received from: Steve Gordon	
2.0	<u>Minutes of previous meeting (March 2008)</u> Minutes Approved as correct record: Proposed - JA Seconded: WF	
2.1	<u>Matters Arising</u>	
a)	Clarity re Pay Claim – it was stated that a number of members were still confused regarding the terms of the pay claim. It was agreed that DW speak to Mary Watt regarding a definitive statement. DW / SS to put article in the next newsletter.	DW/SS
b)	Shop Stewards - now that the AGMS are over, the Branch Secretary to compile a list of stewards to be put forward for accreditation.	AN
3.0	<u>JTUG</u> The JTUG was dominated by the question of the new bargaining structure. DW reported that Scottish Water management were still holding to their position	

	<p>regarding some form of Partnership arrangement, including the participation of employee reps. The trade unions were firmly of the view that collective bargaining was the only bargaining structure they were prepared to contemplate. At the last meeting it finished with both sides agreeing to disagree. Scottish Water Unison Branch is firmly of the view, along with the other trade unions, that they will not participate in any bargaining arrangement which includes employee reps. In answer to a question, DW stated that 22nd April was the aspirational date for concluding this question.</p>	DW
3.1	<p>Lab Review – DW/EN met with Simon Gillespie . It was stated that the group looking at the question of the Lab Review had reached a consensus decision. It is hoped that the final decision will be made by 30th April. Although staff have received briefings, some members are reporting that they still feel in limbo.</p>	EN/DW
3.2	<p>Customer Connections – JSA reported that there is a re-structure in response to the downturn in the construction market due to the economic situation. This is having an impact on staffing levels. Have now taken on disconnections to bolster workload, but insist that the issue of staffing may need to be re-visited if there is no improvement in the market.</p>	JSA
3.3	<p>Operations Re-Structure - The re-structure involving a move back to single function is to be welcomed but the impact on staff is yet to be determined.. DW reported that at a recent meeting Peter Farrer hinted at a potential longer working day. TU's must be vigilant with regard to any detriment to our members.</p>	
3.4	<p>First Call – Fort William - it was reported that the members are resisting change. The GMB have lodged a grievance, with distance to be travelled a central issue.</p>	
3.5	<p>NSO Supplement – JSA reported that there have been no more meetings regarding this issue for some time. Since the issue is still live, it was agreed that JSA continue to act on behalf of the Branch.</p>	
3.6	<p>Team Leader Supplement – DW updated the Branch on issues in the north east regarding the move to alter standby arrangements.</p>	
3.7	<p>Standby – Prestwick - DW informed the Branch that we have 1 member who is affected. Unite have identified that no standby clause exists in the contract. It was agreed to allow Unite to take the lead in this matter.</p>	
3.8	<p>Call Centre - EN reported to the Branch that she is to speak to Mary Watt regarding the proposal to change core hours.</p>	
4.0	<p><u>Branch Secretarys' Report</u></p> <p>The Branch Secretary reviewed the AGMs'. He reported that an aggregate of 74 members attended. Various issues were raised at the meetings, the principal one being pay. It was agreed that in future years, there is a need for the Branch to flag up to local managers that meetings will be taking place within the workplace. AN reported that, despite some problems, there was a good turnout in Prestwick. We have gained one new steward and three safety reps.</p> <p>AN also reported that a total of 17 stewards are now confirmed as ready for accreditation with HR. It is hoped that those who did not respond will still be prepared to act as contacts in the various workplaces. The list of new stewards will now be publicised in the next newsletter to all members.</p>	

5.0	<p><u>Branch Treasurers Report</u></p> <p>FA reported that the Annual Return has been sent to Mabledon Place. Some issues which had arisen involving the Building Society have now been resolved. It was agreed to look outwith Dunfermline Building Society. FA mentioned that £5,200 had been taken from the Branch for the Alloa Office. FA to query. It was also agreed that FA organize the Prize Draw.</p>	
6.0	<p><u>Health and Safety Report</u></p> <p>Paul Hyles reported on a number of H& S issues including consultations regarding the promotion of safety reps within Scottish Water; the National Hazards Conference from 10th-12th July 2009; a report back from the JTUG safety committee, whereby the focus this year will be on workplace inspections.. Paul also floated the idea of a H&S Newsletter. PH also reported back on the Occupational Health Conference where some interesting cases were discussed. It was also agreed to purchase ribbons in order to mark Workers Memorial Day on 28th April 2009.</p>	
7.0	<p><u>Publicity</u></p> <p>MJT reported on the recent vote taken on the web hosts. There was a debate surrounding the decision making process, but it was agreed to run with the Co-op site for the time being.</p>	
8.0	<p><u>Solutions De-Secondment</u></p> <p>JA and JSA reported that Scottish Water appear to be ignoring the secondment agreement by employing consultants while leaving SW secondees with no visibility of tasks. Also, they appear to be resisting de-seconding the employees to fulfil those tasks. JA to re-visit de-secondment policy, whilst DW to pursue with SW management.</p>	
9.0	<p><u>Correspondence</u></p> <p>1) Water & Environment Branch Seminar 9th-11th October, Crowne Plaza, Glasgow. Branch Secretary asked for expressions of interest. Agreed to send the following delegates; David Wilkinson; Jim Anderson; Richard Mould; Monique Fernandes; Andy Ferguson and Andy Nisbet. Steve Scott and Elaine Noble will be present as members of Water & Environment Service Group Executive.</p> <p><u>AOCB</u></p> <p>1) MJT raised item re LGBT motion to Scottish Council. Jim Gault to speak giving Branch support. Richard Mould reported on salary differentials issue in Forth Valley. It is now a Stage 2 Grievance.</p>	