



## *Curriculum Vitae*

### **Personal Data:**

Name: Donna Rowe-Merriman  
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### **Professional career:**

I commenced my working career as a public sector administrator in 1995 after studying history at Nottingham University.

During my 28-year career in UNISON from branch steward to National Secretary I have supported members and activists at all levels within the union. I have been UNISON's lead negotiator with public sector employers and large multinational private employers for over 20 years across including Local Government, Health, Police and Justice, Community and Utilities.

I have previously been UNISON's lead negotiator with EON UK and Siemens Metering for a period of 8 years. I became UNISON's National Secretary for Business, Community and the Environment in 2019 and I am responsible for the oversight of all privatised Utilities across the UK for UNISON. I engage with OfWat, OfGem and I am the TU Side Secretary for the Environment Agency in the UK. I have led a successful UK wide pay campaigns.

Most recently have led negotiations with Centrica, National Grid and National Gas Transmission. I am UNISON's policy lead for Energy, Water, Environment and Transport across the UK.

In addition I am UNISON's policy lead for outsourced private contractors and engage with large multinational companies including Mitie, ISS, Compass and Capita. I lead a team of officers that cover a range of employers including SERCO and Veolia that cover waste management.

As national UNISON lead negotiator at EON UK I led harmonisation negotiations that aligned terms and conditions for 11 business units to achieve common terms and conditions including new pay structures. This involved evaluating pay equality impacts and consulting members on the new collective agreement.

I am keen to champion equality, diversity and inclusion across all areas of Utilities. I was the first TU member elected to EON's Equality and Diversity Board. I have also been a Board Member of the higher education Equality Challenge Unit that had oversight of EDI for the higher education sector from 2016 -2018. As a Board Member of the higher education Equality Challenge Unit I had a strategic role in developing equality policy across UK universities. This involved strategic oversight of accreditation programmes to increase women in senior managerial roles and the development of the Race Equality Charter.

As TU side secretary to the JNCHEs Gender Pay Working Group I produced joint TU / national employer guidance on gender pay equality. This included working on Charters for Higher Education Institutions to drive improvements in diversity amongst its workforce.

I direct and manage strategic projects and work programmes and oversee responses in across utilities, including water pollution, environment and energy policy in relation to delivering net zero.