



NOTTINGHAM CITY HOMES NEWSLETTER

Nottingham City



Fighting to defend jobs & services

Issue 3– Dec 2010

Job Evaluation

Having had sight of a recent newsletter from another trade union, I felt compelled to respond to some of the misleading references it made to matters which that particular union have no actual knowledge of - specifically the allegation that "UNISON's track record on balloting their members has not been good".

This is clearly an unnecessary and unhelpful swipe at the decision that UNISON head office took, with regards to whether or not to ballot on the Single Status/Job Evaluation proposals at Nottingham City Council (NCC), which has no bearing whatsoever on any future decision, as to whether we would ballot in Nottingham City Homes (NCH).

UNISON **have** balloted in many other local authorities and ALMO's with regards to Single Status, and the fact that there was no ballot at Nottingham City Council is about as relevant as the fact that UNISON **did** ballot at Nottinghamshire County Council; quite simply, there are far too many variables to take into account to make such irrelevant and pointless comparisons.

Having said that, members may quite reasonably ask why two other unions have agreed to ballot their members, when UNISON has not. Clearly we cannot comment on what the other two unions referred to in the aforementioned newsletter have done, although as speculation appears to be the order of the day, one possible and likely explanation is that it may be that the other unions are much smaller than UNISON in terms of membership within NCC, and have a different profile of members. Put succinctly therefore, for a whole range of reasons, they may not face the same issues that we do.

Regardless, our legal advice was very clear with regards to NCC, with our Head Office identifying the following significant concerns -

STEWARDS

SENIOR REP

Carol Brodrick
UNISON Office
0115 9150325
07944214101

FULL TIME REP

Debi Maddocks
UNISON Office
0115 9150325
07818145097

STEWARDS

Lynn Cattliff

Iselyn Warner

Elizabeth Kirk

Denise Birch

If you need representation or support please contact Debi or Carol

Branch Office

**4-6 Perth Street
Nottingham
NG1 3LU**

**Tel: 9156883
Fax: 9156889**

- Grade boundaries which do not seem to be drawn in a way that is consistent with achieving equal pay for work of equal value.
- The way that back pay is applied.
- Inconsistencies in terms of job evaluation outcomes, particularly in schools, in that some jobs appear to have been over scored, others underscored.

If these issues had been addressed by NCC, and if they had agreed to insert a clause in the collective agreement, as has been the case in a number of other authorities, then we would have been able to ballot our members, as had always been our intention. Unfortunately, NCC refused to rectify any of the above.

We are sure that our members will understand that we cannot ballot where we know that there are issues of unlawful pay discrimination that could affect such a significant number of our members, and so unfortunately we were not able to reach a collective agreement within Nottingham City Council.

More importantly for our members within NCH, and exactly as we did throughout the Job Evaluation (JE) process over 4 years in NCC, we will lead the way throughout this process, offering extensive and unmatched support and expertise with regards to the principles behind JE, the intricacies of the GLPC scheme, and the preparation that needs to take place before the JE interview, and afterwards at any subsequent appeal.

Our local NCH representatives will be given extensive support from the Branch throughout this process, specifically from me, Christina Sanna, and Chris Hill.

Any queries with regards to the content of this communication or JE generally, please feel free to call the Branch office on 9156883.

Best wishes

Gary Ward
Branch Secretary

A reminder of the Benefits of UNISON Membership

- * Free Will Making Service
- * Free Legal Advice
- * Cheaper insurance
- * Discounted mortgages
- * UNISON Welfare
- * Discount cards - coming soon
- * Discounted holidays at UNISON's Holiday Centre

Plus much more visit - <http://www.unison.co.uk/benefits/index.asp>

H & S REPS

If you have any health and safety concerns, please contact a rep for advice

Debi Maddocks
UNISON office
0115 9150325

Valerie Monaghan
Repairs Call Centre
0115 91522222

Iselyn Warner
Aspley Housing Office
0115 9150578

Dave Willetts
Duchess Gardens
0115 9153990

UNION LEARNER REPS

Claudine Smith
Repairs Call Centre
0115 91522222

Sally Lord
Houndsgate
0115 9157358

Learning is very important to UNISON. Union Learner Reps:-

- * Encourage people at work to take up courses
- * Help to look at what training people want to do
- * Support people through their training

Free courses for UNISON members include:

- * Communication at work
- * Return to Learn
- * Women's Lives Course/ Women in UNISON
- * Trade Unions and the Environment
- * Microsoft Word and Excel

Free taster courses with the Open University