



NOTTINGHAM CITY **HOMES** **NEWSLETTER**

Nottingham City



Fighting to defend jobs & services

Issue 4 –Jan 2011

Restructure

The Tenancy and Estate Management Directorate is currently undergoing a restructure. All affected staff in the Directorate received 'at risk' letters early in January informing them of the risk of redundancy along with a copy of the business case. We entered the formal 90 day consultation period on 4th January, during which all parties are charged with mitigating against any redundancies. UNISON ensured that we held a series of consultation meetings and that all questions raised by members have been put to management and the responses fed back to members.

Members are increasingly concerned that they have not seen or had chance to comment on the Enabling Document or Job Descriptions. We continue to press this issue and raise it at the weekly management meetings. UNISON has raised issues surrounding the application and recruitment process as these form part of the process and are therefore contained within the Enabling Document. UNISON would like to see a process that is robust and stands up to scrutiny but that is as simple as possible for those people who may find that they have to apply for several posts.

Voluntary redundancy seems to be at the forefront of people's minds too with lots of people asking for their redundancy figures. There is a matrix for working out the sums applicable and this can be forwarded to anyone who wishes to see it. An expression of interest in redundancy is not a prerequisite that a person will take it once they see the figures or a guarantee that someone will be selected for it.

If you have any further questions during the consultation period and beyond then please do not hesitate to contact us. For anyone not in a union, there has never been a better time to join!!!!

Team Brief

Last year UNISON began a programme of attending Team Brief sessions on Wednesday mornings at the housing offices and sheltered schemes. These have proved very useful, enabling us to meet with members and for you to have the chance to raise issues. This year we are also planning to start visiting service areas that do not hold weekly team meetings so that members have a chance to meet with us and raise any concerns. The lunch period would probably be the most suitable time to visit.

STEWARDS

SENIOR REP

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Job Evaluation

Job Evaluation training has started taking place and we attended it in late January. It is a complex and intricate process and we will keep you up to date with progress. An important factor to remember is that Job evaluation measures the duties of the post not the person.

Sheltered Housing

Nottingham City Council has given notice on all Supporting People contracts to all providers of support citywide. Included in this is the funding NCH receives for sheltered housing schemes, Nottingham On Call, Highwood House and the START team. Gill Moy, Richard Holland and Kim De Vergori went out and spoke to staff in the affected teams and gave a reassurance that they are trying very hard to put together a rescue package to protect staff and the services the teams provide. However, they also clarified that going forward the service areas may not look the same in terms of delivery of services and changes are inevitable. Management are due to meet with the City on 16th February where they hope to be given an indication of what funding will be available and how NCH will be able to access it. Further meetings will be held when this information has been given and management have more to share with staff. UNISON will be in attendance at these meetings.

Grim 2011 ahead for 1.6 million local government workers

Unions UNISON, UNITE and the GMB, said today (17.01.11) that local government workers were facing a grim 2011, after their employers refused to make a pay offer.

Local government workers have been hit with below inflation pay settlements for five out of the last seven years. Even those earning under £21,000 will not get the much-hyped £250 increase George Osborne promised them in the Emergency Budget. Hundreds of thousands of staff are facing the prospect of losing their jobs, and all are being hit with a 3% hike in their pension's contributions.

At the same time, inflation and VAT hikes have piled the pressure onto family budgets. The price of fuel has gone up by 37% since Jan 2007, and food has gone up by 25% in the same period.

Recent research revealed a 'poverty premium', whereby low-income families spend nearly £1,300 more each year on basic goods, services and on heating their homes than better off workers. This will include many local government staff, as two thirds earn less than £18,000. Heather Wakefield, UNISON Head of Local Government, said:

"While the employers stall on whether to make a pay offer or not, local government workers are struggling with the rising cost of basic living. Low- income families spend a big proportion of their income on everyday goods like food and fuel. What little disposable income they did have has been eaten up by consistently high inflation.

"Our members – people who provide vital local services like home care, who work as teaching assistants and bin men are facing severe hardship. Meanwhile, the bankers who caused this crisis are caught in different shower altogether – as bonus billions rain down on them, as if this economic crisis they caused had never even happened."

H & S REPS

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

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Iselyn Warner
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UNION LEARNER REPS

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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