

UNISON IN THE CITY

Newsletter of Nottingham City UNISON

*The
Public
Service
Union*

Nottingham City

Fighting To Defend
Jobs & Services

A Week in (UNISON's) View

Is the Council pressuring colleagues into signing something which will make them worse off in the future?

Yes. The compromise agreement isn't restricted to Single Status matters only. It also restricts your legal rights on nearly all other employment matters including disciplinaries, dismissal and discrimination.

"We are proposing a small number of changes over and above the original agreement"

Jane Todd was obviously struggling for time when writing this week's edition, so I thought it'd be helpful to highlight some of the "small changes" that she was referring to -

1. Sick pay entitlement halved to maximum of 3 months full pay, 3 months half pay.
2. 24/7 working patterns given contractual force, effectively meaning that staff have little option but to work such hours if required to do so.
3. No payments for the "winners" between January 2010 and November 2010.
4. No back pay payments to April 2006 to anyone who wins their appeal against their Single Status grade.
5. No payments to any former colleagues who would have been "winners", but who have now left the Council for retirement or redundancy purposes.
6. No incremental progression due in April 2010.
7. A significantly reduced back pay payment to those employees who last year received an Equal Pay settlement offer. The "offer" itself was derisory, representing approximately one third of what the claimants were entitled to, this decision has compounded the injustice further.
8. No split shift payments and a reduction in mileage rates.
9. Redeployment pay protection halved to 1 year, grade protection now limited to 1 grade.
10. At Sickness trigger interviews, managers will be further pressured into issuing cautions as a result of the following wording "the manager will in the light of all the available information, consider why they should **not** issue a formal notification of concern" (caution as is now).

There are others, no doubt even some that have yet to be made clear if last weeks negotiations are anything to go by. **Do these sound like small changes to you?**

Me neither, and if Jane or anyone from the Council would like to correct any of the above points, I will happily circulate such a response to all our members.

FURTHER DEVELOPMENTS ARE EXPECTED THIS WEEK
ADDITIONAL MEMBERS MEETING / DROP IN SESSION ORGANISED ON

THURSDAY 13 MAY 2010

**12.30PM COUNCIL CHAMBER, COUNCIL HOUSE, OLD MARKET SQUARE
OR DROP INTO THE UNISON OFFICE BETWEEN 10.00 - 12.00NOON OR 2.00 - 4.00PM**

Gary Ward, Nottingham City UNISON Branch Secretary
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Single Status - 10 May 2010

