

UNISON IN THE CITY

Newsletter of Nottingham City UNISON

*The
Public
Service
Union*

Nottingham City

Fighting To Defend
Jobs & Services

SINGLE STATUS UPDATE

Formal collective consultation with the City Council on the proposed changes to Single Status commenced on 9 April and is due to end on 8 July. During this period there have been numerous meetings where UNISON has strongly opposed the attacks on our members' terms and conditions.

As a result of the consultation the council has now made changes to the proposals which they plan to take to Appointments and Conditions of Service committee and Executive Board on 20 July for formal ratification.

Outline of changes

SICK PAY

Proposed Change in April 2010 (implemented November 2010)

Reduction in the nationally agreed Sick Pay scheme (Green Book), from 6 months full pay/6 months half pay to 3 months full pay/3 months half pay

Revised position after Consultation

Reinstate National Provisions i.e. 6 months full/half pay

However the council tabled a last minute proposal to reduce current sickness trigger levels from 12 days and 4 occasions, to 10 days and 3 occasions. Managers will also be expected to demonstrate why they have **not** issued a caution, as opposed to why they **have** issued a caution.

UNISON had already given a commitment to work with the council to review areas of high levels of sickness absence, where they are often attributable to injury or stress, to identify improved support for staff to see whether this would result in a reduction of sickness absence. Our position is that this work should be done first and we therefore oppose the reduction in trigger levels.

REDEPLOYMENT SCHEME

Proposed Change in April 2010 (implemented November 2010)

- 2 years Pay Protection reduced to 1 year.
- A reduction in time that an employee can be on the redeployment register, from 6 months to contractual notice period (i.e. anything between 1-3 months)
- Grade protection reduced from 2 grades below to 1 grade below, if successfully redeployed.

Revised position after Consultation

- 1 year pay protection.
- Retaining 6 months on redeployment register.
- Retaining pay protection up to 2 grades below an individual's existing grade.
- Opportunity to be redeployed into posts 1 grade above.

WORKING PATTERNS

Proposed Change in April 2010 (implemented November 2010)

9 working patterns with Contractual force.

Revised position after Consultation

No changes to proposed working patterns or contractual force. UNISON remains opposed to the contractual status as ultimately managers can enforce a change of hours.

We have however negotiated a policy setting out the process that has to be followed prior to any changes to an individual's hours of work within their allocated working pattern as follows:

- Must take account of individual's needs (e.g. child care, transport, other commitments etc) as well as needs of service and access to building.
- Volunteers sought for new hours.
- Use of existing vacancies i.e. these posts will feature the new hours.
- Must assess Health and Safety Implications using risk assessments.
- Employees must be consulted – where there are more than 20 this will need to be done at a departmental JCC.
- Employees should be given reasonable notice, one month minimum.
- Any disagreements relating to proposed changes to hours of work to be reviewed by a manager and HR from a different service area.

DISCIPLINARY AND GRIEVANCE PROCEDURES

Proposed Change in April 2010 (implemented November 2010)

Remove contractual force for procedures in sections C and D of the Red Book, which are currently contractual, and therefore could have been changed without first requiring trade union agreement.

Various negative changes to procedures, particularly relating to timescales.

Revised position after Consultation

- Contractual force of procedures in sections C and D reinstated.
- Timescales reinstated and in some case improved.
- Councillors no longer involved in appeals against dismissal.
- Heads of Service, rather than Directors, to now hear gross misconduct cases.
- Directors to hear appeals against dismissal, rather than Corporate Directors.
- Remove Harassment and Discrimination procedure and revise Grievance procedure to incorporate harassment and discrimination complaints.

SPLIT SHIFT ALLOWANCE

Proposed Change in April 2010 (implemented November 2010)

Remove payment (5p per hour)

Revised position after Consultation

No change. UNISON has strongly objected to the removal of this allowance because the saving to the council in removing it is nominal (approximately £3000 plus admin costs) but it will have a real impact on many of our low paid members.

MILEAGE RATES

Proposed Change in April 2010 (implemented November 2010)

Replace existing mileage rates with HMRC rates of 40p per mile.

Revised position after Consultation

No change. However according to the council's calculations the net effect appears nominal due to existing rates being subject to tax and national insurance, whilst proposed new rate will not be.

Essential user – net loss of 0.007p per mile
Casual user – net loss of 0.087p per mile

MEETING DATES

UNISON HAS ORGANISED A SERIES OF CONSULTATION MEETINGS TO SEEK THE VIEWS OF MEMBERS ON WHAT POSITION THE BRANCH SHOULD TAKE FOLLOWING THE CHANGES TO SOME OF THE PROPOSALS, INCLUDING ANY POTENTIAL ACTION.

THE FINAL PROPOSALS WILL BE CONSIDERED AT THE EXECUTIVE BOARD MEETING ON 20 JULY - THEREFORE SOME OF THE MEETINGS HAVE BEEN ARRANGED FOLLOWING THIS.

MONDAY 5 JULY 2010

8.00am Eastcroft Depot, Medway Bldg
10.00am Denewood, Adult Conference Room
12.30 Council House, Council Chamber

THURSDAY 8 JULY 2010

12.30 Sandfield Centre, Hall

FRIDAY 9 JULY 2010

1.00 Clifton Cornerstone, Community Suite

WEDNESDAY 21 JULY 2010

12.00 Clifton Cornerstone, Meeting Room 2
1.00 Clifton Cornerstone, Meeting Room 2

THURSDAY 22 JULY 2010

3.00pm Council House, Dining Room

MONDAY 26 JULY 2010

8.00 Eastcroft Depot, Medway Bldg
10.00 Denewood, Adult Conference Room
2.00 Loxley House
3.00 Loxley House

UNISON MEMBERS ARE ALLOWED TIME OFF TO ATTEND THESE MEETINGS

PHASE 2 OF SINGLE STATUS

School based staff and non-schools teaching assistants, staff on Soulbury, SLMG, JNC Youth/Craft. The council has indicated they will shortly be implementing phase 2 but have not as yet specified timescales for this.



1. YOUR PERSONAL DETAILS

Please tick or fill in boxes below

Mrs Ms Miss Mr Other

First name

Surname/Family name Date of birth

Home address

 Postcode

National Insurance number (from your payslip)

Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below.

Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home

Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

 Postcode

Payroll number (from your payslip)

PLEASE RETURN YOUR COMPLETED FORM TO:
Nottingham City UNISON
 4-6 Perth Street,
 Nottingham, NG1 3LU

3. WHAT YOU PAY – CURRENT RATES (SET OCTOBER 2003)

Please tick the appropriate box for your earnings before deductions.

WEEKLY PAY		ANNUAL PAY		YOUR SUBSCRIPTION—WHAT YOU PAY		
				PER WEEK	PER MONTH	BAND
Up to £38.47	<input type="checkbox"/>	Up to £2,000	<input type="checkbox"/>	£0.30	£1.30	A
£38.48–£96.16	<input type="checkbox"/>	£2,001–£5,000p	<input type="checkbox"/>	£0.81	£3.50	B
£96.17–£153.84	<input type="checkbox"/>	£5,001–£8,000p	<input type="checkbox"/>	£1.22	£5.30	C
£153.85–£211.53	<input type="checkbox"/>	£8,001–£11,000	<input type="checkbox"/>	£1.52	£6.60	D
£211.54–£269.23	<input type="checkbox"/>	£11,001–£14,000	<input type="checkbox"/>	£1.81	£7.85	E
£269.24–£326.92	<input type="checkbox"/>	£14,001–£17,000	<input type="checkbox"/>	£2.24	£9.70	F
£326.93–£384.61	<input type="checkbox"/>	£17,001–£20,000	<input type="checkbox"/>	£2.65	£11.50	G
£384.62–£480.76	<input type="checkbox"/>	£20,001–£25,000	<input type="checkbox"/>	£3.23	£14.00	H
£480.77–£576.92	<input type="checkbox"/>	£25,001–£30,000	<input type="checkbox"/>	£3.98	£17.25	I
£576.93–£673.08	<input type="checkbox"/>	£30,001–£35,000	<input type="checkbox"/>	£4.68	£20.30	J
£673.08+	<input type="checkbox"/>	over £35,000	<input type="checkbox"/>	£5.19	£22.50	K

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10 per year.

Please tick the appropriate box to indicate how often you are paid
 Weekly Fortnightly Four Weekly Monthly

4. POLITICAL FUND

UNISON's **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's **General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

If you have been a member of a trade union before, please state which one:

The information provided by you shall be recorded by UNISON for statistical purposes and used for sending you UNISON publications, ballot forms and otherwise communicating with you. If you do NOT want any mailings from UNISON, besides those required by statute, please tick this box

To keep you fully informed of the services we arrange for members we want you to receive details of benefits offered by or in conjunction with UNISON's affinity partners. The affinity partners are organisations with close links to UNISON that share our ambition to provide you with the best possible range of benefits. Under the Data Protection legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you WANT to receive details of the full range of benefits you **MUST** tick this box

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and
- I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: *Tick one box only*

Affiliated Political Fund **General Political Fund**

Now please sign and date below.

Signature
 Date

OTHER WAYS TO PAY (please tick if appropriate) direct debit cheque