

UNISON

Nottingham City Council Update on Pay and Grading Review

*The
Public
Service
Union*

Nottingham City
UNISON
Fighting To Defend
Jobs & Services

There are rumours that UNISON has caused delays to the Single Status proposals and we think it is important we set the record straight. Below are the key events.

Mid December 2008 - Council give information, including details of all JE scores to UNISON Regional Office so the proposals can be assessed.

January 2009 - UNISON checks the information and identifies it is incomplete. Council agree to provide additional information. Council later advises there would be a delay as all HR staff now diverted to dealing with redundancies because of budget cuts.

April - Council send some, but not all, of the additional info.

May - Council send the final full set of information through on 27 May.

June - In depth analysis started and UNISON discovers the council are now using different JE scores to the ones provided. Analysis suspended as UNISON asks for the new JE scores.

August - New JE scores supplied in August. Council write to say 33 JE scores had changed. At this point UNISON were in dispute over some JE scores. Scores may be subject to further change again!

September - Meeting with Council to clarify which JE scores stand. A (third) new set of JE scores provided.

October - UNISON identify instead of 33 JE scores being changed, actually over 1,300 JE scores had changed since the beginning of the year! The Council asked to comment and agree 1,300 scores had indeed changed. UNISON are now checking with the Council whether each of these changed scores were subject to full consultation as per the agreed procedures.

Rumours

We are aware of rumours that the delays are due to UNISON. As you can see UNISON has tried to deal with this issue in good faith, but we have been provided with incomplete and incorrect information more than once. Given your pay and contracts of employment will change because of this exercise it is vital we have accurate information so we can properly advise you what this means for you.

What next?

We will continue to work with the Council to identify what the correct JE scores are and if they have been properly arrived at. But we are dependant upon the Council providing us with accurate information. Once we have all of the information our Legal and Equalities Advisors will carry out a full analysis and we will advise members.

What about the other unions?

We cannot speak for other unions, but given it is not even clear what the JE scores are and whether they have been properly calculated we cannot see how the other unions are in a position to advise their members about the proposals, let alone ballot over them.

Rest assured that UNISON are committed to ensuring that UNISON members get the best possible advice on the Council's proposals, but we can only do that if the Council provide us with accurate information. **We will only advise UNISON members so, if you are not a member, join today using the form overleaf.**

