

In this issue:

- ✓ **NJC 2016 Update**
- ✓ **Organisational Change**
- ✓ **Next Steps in Job Evaluation**

4 November 2015

UNISON

Derby City Branch

2016 NJC Pay Claim

We were delighted to welcome Heather Wakefield, UNISON's Head of Local Government to Derby to talk with members about the 2016 NJC Pay Claim. Heather spoke in detail about the negotiation process which takes place nationally and what the Trade Union Side has submitted as part of this.

- ✓ **Deletion of NJC and all local pay points which fall below the level of the UK Living Wage (and deletion of GLPC pay points below London Living Wage) and a flat rate increase of £1 per hour on all other pay points**
- ✓ **Retention and protection of Green Book Part 2 terms and conditions and**
- ✓ **Fair treatment for school support staff through a joint review of term time working.**

Heather also listened to the concerns of those members present to help influence the UNISON contribution to these negotiations.



Heather Wakefield and your local branch team

Job Evaluation UPDATE Proposed Privatisation

As we have reported in recent bulletins UNISON locally has expressed concern about the current proposed changes to Terms and Conditions and Pay. These concerns have been raised with the employer formally. We haven't yet had a response to our letter. However we are now of the understanding that the implementation date and the appeals process is subject to change and the Council staffing committee meets tomorrow (5 November) to determine when this will be. We will keep you posted on any developments.

Please be aware UNISON locally are attending a strategic meeting with our National Office and Legal team next week to discuss next steps and what support we can provide for members during this process.

UNISON locally has become aware, via the Media in Derby City and from reading the Derby City Council Cabinet report on delivery of Council's Care Homes and Day Centres that there are proposed changes to the service delivery of these areas. These are all vital services for local people who we consider are the most vulnerable in Derby City and who struggle to speak out against changes to the service they require.

These include all (but two) aged person residential homes, 2 day centres for Adults with Learning Disabilities, and changes to the running of 7 out of the 17 Children's Centres.

The Council has approved the process of consultation to change the service delivery of these areas, this is something which your local Trade Union, UNISON has not been previously made aware of and therefore hasn't been able to influence this consultation process yet. It is vital that employees in this service area have a say in these proposed consultations on change.

UNISON is committed to supporting all members affected by these changes and ensuring you are able to take part in this consultation meaningfully. Therefore over the coming weeks, in response to the employer's consultation, UNISON locally will be organising to visit these workplaces, affected by the employer's proposal.

At this stage we are aware of the proposals publicly announced in the Council Cabinet paper which include seeking to try and privatise the running of the services. If this becomes a reality then UNISON will support all members with the Transfer Process. If you are aware of any colleagues who aren't members of UNISON now is the time to urge them to join. More members of UNISON strengthen our ability to be heard and new members will receive the same level of support and advice you will. They can join online www.unison.org.uk/join. If you would like to find out more or arrange the workplace meeting with your lead convenor for UNISON locally then please call the branch office on 01332 643216.

If you are a UNISON member working in a school, an individual bulletin will be sent out with guidance for schools members tomorrow. Make sure you look out for this.

**UNISON members are regularly updated:
Urge your colleagues to join UNISON**

Contact the Branch:



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