UNISON
Local Government

UNISON
Growing a stronger union in local government

UNISON Local Government
Service Group Executive
Annual Report

2018/19

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1. Introduction

This report highlights some of the outstanding work carried out across the Local Government Service Group last year, at branch, regional, and national levels – across the four nations. It shows that UNISON is a campaigning, fighting and organising union.

Underfunding from Westminster to local and national governments across the UK continued to hit local government hard; leading to significant redundancies, continued cutbacks and decimation of vital community services. Yet as the report shows, campaigns across the union staved off some of the worst threats and showed that our union works hard to defend our members. Across the UK our funding campaigns, such as the UNISON Cymru/Wales 'Audit of Austerity' and our report 'Councils at Breaking Point', have begun to change the public mood as more and more people realise that cuts to schools and council services are affecting their lives.

The mood has also changed on privatisation as more and more services are brought back in-house. The private companies that spent years undercutting each other by slashing our members' jobs and conditions have been consumed by the very market they championed.

Multi-year national pay deals broke the pay cap and put more money into our members' pockets, notably in Scotland, although there remains much to do. The Foundation Living Wage finally became a reality for many low paid workers and our un-rivalled equal pay campaigning saw significant victories for low paid women in Glasgow and term time workers in Greenwich.

Riding this changing mood the Local Government Service Group Executive launched a new campaign to raise the profile of local government workers. This will show the public the face of the staff – often unseen and unsung – who work tirelessly to help their local communities. We will challenge the myth of the faceless interfering bureaucrat, with a positive message showing how our members keep the country going.

It is no surprise our union saw record levels of recruitment. From September onwards we saw month on month positive growth, which continued into the early part of 2019. These were often linked to campaigns such as the schools ballot, local disputes or pay in Scotland, but also to fighting fund initiatives such as the project in Northern Ireland. We have work to do to ensure that this increase is matched by equivalent increases in the number of stewards, so we can build our organisation

Day in day out thousands of UNISON branch activists are at the forefront of the union: helping, supporting and representing members. Stewards are the backbone of our union, working over and above what could be expected and we salute and thank them for all they do.

The Local Government Service Group Executive is proud of its record over the last year, but not complacent. We know that enormous challenges lie ahead, and we are keen to build on the successes that we have had.

Thanks for all the work you do.

Glen Williams
Chair
Local Government Service Group Executive

Jon Richards
National Secretary
Local Government and Education

2. Local Government Service Group Executive

2.1 Local Government Finance

Throughout the year UNISON provided branches with information and analysis of the latest developments in local government finance across the UK.

A programme of UNISON sponsored training courses delivered by the Local Government Information Unit was planned to be delivered throughout 2019 across UNISON regions. These courses enable activists to gain a better understanding of how local government finance works and how activists can analyse and influence council budgets. Feedback from early courses was very positive.

UNISON engaged in a great deal of campaigning to try and increase the amount of money councils across the UK receive (see later sections). Whilst this work has been well received and has focused much needed attention on local government finance, the situation for local councils remains dire.

The Local Government Finance Settlements for England, Wales and Scotland, published at the start of 2019, brought more bad news for local councils. Small amounts of extra money were found for council budgets in Wales and Scotland, but not enough to prevent councils making millions of pounds of cuts to their 2019-20 budgets. Councils across the UK have been forced to try to make up the shortfall in central government grant funding by increasing local taxes. Grant funding to local councils in Wales has fallen by a fifth since 2010, whilst in England the Settlement Funding Assessment for councils has fallen from £21,250 million in 2015-16 to £14,560 million in 2019-20, a decline of around £6.7 billion. Forcing councils to rely on increasing council tax rates is regressive as councils with more expensive housing and higher council tax bases can generate more funds than others.

The Local Government Association (LGA) has calculated that the financial settlement for councils in England left local authorities £3.2bn short of the resources needed to maintain a reasonable standard of service. The extremely small pots of additional money given to councils by governments are mostly ring-fenced. For instance, the additional £240m for adult social care services in England must be spent on services to improve the levels of hospital discharges and reduce levels of emergency admissions. Analysis from the Institute of Financial Studies revealed that whilst the least deprived councils in England saw a small 0.3% real-terms increase in funding since 2015–16, the most deprived councils suffered a cut of 2.8% – further proof that cuts to council funding fell more heavily on poorer areas.

UNISON Scotland with the Jimmy Reid Foundation released a report in Spring 2019 on alternative sources of funding for local government. This noted that local government had borne the brunt austerity cuts and that whilst the Scottish rate of income tax was progressive, council tax remained regressive and based on out-of-date property valuations. The report made a number of recommendations including: that parliament, councils, unions and communities should review and explore how new taxes and levies can be introduced; that municipalisation of certain services/industries should be looked at; and that additional staff were needed to collect revenues. The report is part of a wider UNISON strategy to improve staffing levels, services and workload.

2.2 Campaigning Against the Cuts

Funding cuts

In Summer 2018, the Local Government Service Group (herein referred to as the Service Group) carried out a major survey of 21,000 members, to reveal the impact of the cuts on the services they provide, their working lives and their personal lives. The results were used to highlight the damage wrought upon local government by the cuts. It generated significant media coverage, was referenced in numerous parliamentary debates and was used in campaigns by UNISON and other organisations to try to secure more funding for councils. We used the information to lobby specific MPs on the need for more money for council services, by revealing the experiences of their constituents who took part in the survey. Around 3,000 UNISON members emailed their MP to ask them to demand more funding for council services.

Conservative MPs in marginal seats were targeted, as it was hoped that they would be more receptive to calls for more funding for council services. Also

the lack of a majority for the Conservative Government in Westminster meant that a small number of their MPs could help force the Government to provide more money. The local government team worked with UNISON branches and members in these areas, encouraging them to lobby their MPs in person. A number of productive meetings helped raise the issue of local government finance up the political agenda.

UNISON also co-ordinated an open letter of MPs to Philip Hammond, calling for more funding for local government. This secured 121 signatures and cross-party support from the Scottish National Party, Greens, Liberals and Plaid Cymru.

A briefing held in Parliament in September, was attended by 56 MPs including several Conservatives. UNISON members from across the UK spoke to MPs about their experiences. UNISON also provided MPs with constituency-level breakdowns of the survey. A number of MPs went on to relay the experiences of the members they met in parliamentary debates, referencing UNISON's leadership of the campaign.

Our campaigning work saw us work more closely with the Labour Group at the Local Government Association; who subsequently re-used our campaign strapline #Councilsatbreakingpoint in their own work. UNISON spoke at a debate on local government finance in Parliament, which was attended by leading Labour councillors and MPs. We also met with the Conservative leader of the LGA.

The Service Group continued to research and issue reports on cuts in specific local government services. In 2018 we released a report on youth service cuts, which received a large amount of publicity. In 2019, we published a report highlighting the damaging impact of cuts in environmental health services.

This variety of work undoubtedly helped to raise awareness of the need for more money to be urgently provided for local councils and moved the issue up the political agenda. Further country and region specific work is outlined in section 7 Regional Service Group Reports.

Local Service Champions

This year, the Service Group launched a new project to raise the profile of local government members with the media, politicians and the general public across the UK. It aims to promote the variety of roles and impact of staff across local government, to address the fact that there is not enough recognition for the work done by our members.

The project meets the actions agreed in Composite C, *Raising the Profile of Local Government Workers*, carried at Local Government Conference 2018. It supports UNISON's work to recruit and organise local government workers and adds weight to our existing anti-cuts campaigns, which call for more funding for local government.

UNISON has created organising and recruitment materials tailored to youth services, social care, housing and homecare with further materials planned for other occupational groups. The press and media office published a series of 'how to' guides on dealing with local media, campaigning and writing a successful press release, which we have publicised to branches and on social media.

We brought together a selection of key activities from the project to form the '*Local Service Champions*' campaign; to build on the success of the Public Service Champions campaign. Local Service Champions plans to be a positive campaign that increases the profile of local government workers and services in traditional and social media as well as in local and national politics.

UNISON worked closely with the editorial team to publish a feature article in U magazine, which shows a day in the life of local government through our members' jobs. The communications team began to develop a film which emphasises the role that local government plays in all stages of our lives and we are working with the press team to commission an opinion poll on how people perceive local services.

Planning began for a celebration day on 17th October 2019 to encourage branches, employers and politicians to promote the campaign and show appreciation for local government workers.

Save Our Services campaign

The Service Group's cuts work is now branded 'SOS', giving the campaign a greater profile across the year, not just on the annual SOS Day.

SOS Day was held on 6 December and focused on safety and protection orientated occupations. UNISON worked alongside Labour MPs and six shadow cabinet members covering public services to promote films highlighting cuts to local services and to thank UNISON members for the work they do to protect communities and local services. This joint approach significantly increased UNISON Local Government's profile in the media.

Campaign materials were made available to branches for use on the day. The campaign also featured articles in EActivist and blogs and a number of branches actively engaged, with stalls, walk rounds and a strong social media presence.

As the year progressed, the campaign's social media presence increased dramatically. The number of times a tweet was seen on Twitter for our @unisondamage account rose from fewer than 1,000 times per month in January 2018 to more than 100,000 in December. The engagement rate on Twitter doubled and retweets quadrupled. The campaign is fast accumulating followers and more people are interacting with our messages on social media.

In 2019, the SOS campaign began working in tandem with UNISON's new Local Service Champions campaign to streamline our work on finance, cuts and raising the profile of local government workers.

2.3 Anti-Privatisation and Service Delivery

Privatisation and outsourcing of local government services continued over the last year. However, they are slowing down thanks to campaigning by UNISON and others and the increasing public awareness of the dangers and inefficiencies of privatisation. Many councils increased in-sourcing services to increase efficient use of resources in the face of government-imposed austerity. Councillors have seen that they cannot make decisions on budget allocation without getting more control over what they spend.

The government sought to put a positive case for outsourcing, publishing the 'Outsourcing Playbook' in February 2019. However high-profile contract failures, costs of privatisation and the lack of evidence that outsourcing produces the desired outcomes have made councils, of all political persuasions, wary.

A survey by the New Local Government Network of 200 council leaders in October suggested that the collapse of Carillion 'dented public confidence in partnership arrangements'. Consequently 39% wanted to outsource less over the next two years, compared with 15% who were looking to outsource more.

UNISON branches and regions, with support from UNISON Centre, are making a massive difference to the debate in local authorities up and down the UK.

Councils starting to insource include: Aberdeen City Council (looking at bringing its multi-storey communal areas cleaning contract in-house); Westminster (CityWest Homes); Brent (cleaning services); Lewisham (facilities management); Enfield (management of cemeteries); Brighton and Hove (housing repairs); Canterbury (possible own company for street cleaning and bin collections) Gwynedd Council (coroner's service); Wolverhampton (refuse and recycling); Sheffield (revenues and benefits); Glasgow (home carers and school caretakers); Pembrokeshire (elderly care services); Liverpool (urban regeneration).

UNISON Centre continued to support branches and regions in fighting outsourcing and the threat to members' pay, terms and conditions. We are in the process of creating online support in UNISON's Organising Space to provide a knowledge base of materials that can be accessed by activists.

The Service Group also initiated regular, comprehensive Privatisation Briefings, giving branches a wealth of advice, examples and links to other materials on privatisation and outsourcing. We also began to revise our guides on aspects of service delivery, including a new guide on the Community Right to Challenge.

UNISON continued work with the Labour Party and co-operators to resist attempts to create Public Service Mutuals (PSMs), which is a model some advocate as a way to stop privatisation. Although PSMs create an illusion of potentially protecting workers' pay, terms and conditions they are still bound by market rules and cuts enforced on local government through austerity.

2.4 Recruitment and Organisation

There were around 574 thousand members in the Service Group across the UK in January 2018.

UNISON recruited 71,381 new members in the Local Government Service Group in 2018 – a fantastic 12% increase on the previous year. Figures for the start of 2019 were also positive.

As in recent years, we lost more members than we gained, with 76,041 members leaving in 2018. But the number of leavers fell by 9% compared to 2017. Set against continuing job losses and re-structures caused by UK governments' year-on-year cuts to local authority funding, these figures reflect the hard work carried out by branches and activists; recruiting, organising, training, representing and negotiating.

Of those members who joined in 2018, 35% are schools members, and 25% work in the private sector. Of the Service Group members who left the union, 36% were from schools and 17% from the private sector.

At the end of 2018, UNISON had around 8,500 stewards in the Local Government Service Group. This was a 6% drop compared to 12 months earlier, following similar drops in the two previous years. Similarly, there are 2,093 health and safety

reps and 4,346 workplace contacts in the Service Group – fewer than a year earlier. There is an urgent need to arrest the decline in membership participation. The service group knows that branches are struggling to organise and represent members, as facility time is tightened and members are increasingly wary of getting involved.

2018 saw a worrying increase in the gap between numbers of female and male activists. While the number of male activists in the Service Group fell by 7%, the number of female activists fell by 9%. Of particular concern are the figures for workplace contacts: the number of female contacts fell by 14%, while the figure for men was 6%. The role of the workplace contact is vital as a first step in trade union activism for women members, and we must reverse this trend if our activist base is to be representative of our predominantly female membership.

4. Education and Children's Services

Recruitment and organising

Recruitment in schools hit new highs during 2018. Unfortunately increased support staff job losses meant an increase in leavers. So overall we saw a small loss over the year, though it was significantly lower than 2017. Other education sectors continued to see membership losses due to job cuts.

The majority of Cymru/Wales's Local Government branches signed up to a fighting fund project to provide extra capacity for organising in schools. Fighting Fund Organisers (FFOs) helped branches on the pay offer which boosted recruitment and branch participation with the schools workforce. The Scottish pay ballot and focus on schools in Northern Ireland also saw record recruitment levels there, whilst the recruitment of 8 FFOs in the Eastern Region led to a significant membership boost.

We received seven complaints from branches about breaches of the TUC agreement on school support staff by the National Education Union (NEU), all of which were dealt with swiftly. There was no evidence of significant movements of members to the NEU. A small number of complaints about the GMB were also dealt with.

Funding

Funding continued to be cut in most education sectors across the UK – although England and FE in particular saw the worst cuts. Some schools in England and Cymru/Wales have started to close at Friday lunchtimes to save money.

UNISON conducted a survey in November on the impact of cuts in pastoral support to pupils in the last five years. Despite the increase in child mental health issues, the survey showed that over a third of schools had cut the support that pupils receive around issues such as mental health and bullying.

The joint union School Cuts Coalition in England updated its highly successful website several times over the year, notably to include support staff data in response to UNISON's request. In September the coalition held a training day with parent groups campaigning for more funding and played a background role in supporting the Headteachers' march on Downing Street in October. The campaign set six tests for the government's autumn Budget, which were not met, although additional funds were found for SEND and capital projects, but this was not new money, was a one-off and fell far short of needs.

October also saw the Love Colleges week, a series of events hosted by FE unions and employers coming together to put pressure on the Government to increase funding. After the budget, UNISON and some teacher unions ran consultative ballots to cover schools and FE (see sector committee reports for details).

There were several parliamentary debates on education funding across the UK. UNISON briefings showing the impact of support staff cuts have been quoted widely.

The Westminster Government increased funding for Northern Ireland (NI) as part of the deal to shore up the Tory Government. It was claimed this would ensure that NI school budgets would be maintained in cash terms so that a planned £105 million cut was reversed. UNISON pressed for greater transparency in the NI Education Funding Formula. Some NI schools were awarded a combined £40million to enhance their buildings as part of their school enhancement programme.

Research in Cymru/Wales showed significant deficits in council school budgets during 2018. The Welsh Government blamed the UK Government for continued austerity and said it was investing £14 million more in schools across Wales. Despite the additional funds many schools faced substantial cuts in funding and support staff jobs were lost. Continued redundancies meant remaining staff were left in almost unworkable levels, struggling to provide support to pupils.

In Scotland the Government said it planned to do more on raising attainment in schools, but there has been a long term decrease in funding for education, with a reduction of 2.5% over the last eight years. This is at a time when pupil numbers in early years and primary schools are on the increase. Support staff jobs have been cut by around a quarter over that same period.

Education policy and consultations

In February the Government passed a detrimental statutory instrument on changes to entitlement to free school meals in England. The General

Secretary signed an open letter, supported by numerous children's organisations, which condemned the new law, and encouraged members to write to MPs. UNISON responded to Department for Education (DfE) consultations on aspects of the national curriculum and data dissemination for England. Responses were also given to the Education Select Committee consultations on special educational needs; the fourth industrial revolution and life chances; early education policy; and school and college funding (which we also gave oral evidence on). Oral evidence was also give to the Labour Party's Early Years Education and Skills Commission on local accountability in education.

UNISON Scotland responded to several government inquiries including nutritional requirements in schools, early learning and childcare, additional support needs (ASN), CCTV in ASN schools and whistleblowing. Oral evidence was given to a Scottish Education and Skills Committee event on the attainment and achievement of school aged children experiencing poverty.

Cymru/Wales UNISON responded to several Welsh Government consultations, which included their revised code of practice and draft professional standards for assisting teaching.

Northern Ireland UNISON and other education unions held a protest at the Derry office of the Education Authority to highlight concerns over special educational needs provision. This was linked to the NI Government's consultation 'Future Provision for Children in the Early Years with Special Educational Needs', which aimed to re-organise SEN provision in Belfast. UNISON condemned the consultation as incomplete, vague and lacking financial planning or future staffing.

Early years

UNISON undertook a survey of branches on potential cuts to council run nurseries. Over 50% of branches said that they were facing cuts due to changes to early years funding in England, which threatened the future of maintained nurseries and nurseries schools. Many council nurseries are in areas of deprivation, provide high quality services and tackle educational disadvantage. UNISON launched a campaign with partners to save these nurseries and schools including highlighting cases as part of Save Our Services (SOS) day in December and placing parliamentary questions with MPs. A local campaign in Salford led by UNISON led to meetings in parliament, local campaigning and a presentation at a fringe meeting at UNISON conference. The campaign was a success and their future has been secured for the foreseeable future. Other campaigns have been running across England, such as those in Wakefield and Tower Hamlets.

In March 2019, UNISON supported a well attended national lobby, demonstration and march in London to campaign against the cuts. Subsequently the government announced an extra £20m of funding for these nurseries.

UNISON worked closely with the shadow education team to develop Labour's manifesto on early years. The manifesto included a framework for fair funding, a decent wage, a defined career structure and a guarantee of access to continuing professional development for all early years staff.

UNISON worked with the Families and Childcare Trust (FCT) to develop funding and workforce models for early years staff, which properly reflect their professions. An FCT annual survey showed that childcare costs have increased by over a third in recent years. A Sutton Trust report showed that more than 1,000 (30%) of Sure Start children's centres had closed in recent years.

The Scottish Government continued to implement their policy of increased free entitlement to early years and struck a deal with councils to fund their flagship policy to boost early learning and childcare by increasing free nursery provision from 600 hours to 1,140 by August 2020. The deal meant a significant increase in day-to-day and capital building funds for the scheme by 2021 and came after unions and others had previously warned of a huge "black hole" in the funding proposals. UNISON welcomed the additional funding but expressed concern that there still may not be enough to fund the plans and that workload and capacity issues remained.

Term time working

UNISON won over £4m in back pay for term time workers in Greenwich Council after it was identified that they were being paid unfairly by the council. It took over four years of negotiations and legal action, plus hard local work by the members and branch to achieve this outcome.

UNISON began taking legal action against other employers across a range of sectors who we believe have discriminated against term time workers. The Local Government NJC agreed joint guidance on term time working in March, with more guidance to follow.

5. Sector Committee Reports

5.1 NJC Committee

The Trade Union Side accepted the 2018-20 NJC pay award. Key features were:

- A 16% pay increase for those currently on the lowest NJC scale point (scp) 6 over two years, giving a bottom rate of £9 an hour from 1 April 2019 (aligning the NJC's bottom rate with the Foundation Living Wage for the first time)
- A pay increase of between 15% and 4.3% for those on current NJC scp's 7 – 28
- 4.04 % over two years for those above current NJC scp 29 – including those above NJC scp 49
- A new pay spine from 2019, with new scale points 1-43 and even 2% pay gaps between new scp's 1-22

In May the NJC Committee agreed action plans and checklists to deliver local implementation in councils, schools and academies, including equality impact assessing and sign-off procedures. A template was produced to help organisations on local pay spines assimilate onto the new pay spine. Service Group advice was available to regions on individual proposals. A set of frequently asked questions on local assimilation issues was agreed with the LGA. This provided clarification for employers and branches on issues such as whether to assimilate or increment first.

NJC implementation training workshops were run across regions, equipping officials, branches and activists with the tools and resources needed for discussions on implementation with employers. Workshops were also held for Regional Heads of Local Government to discuss trends and fine tune sign-off arrangements for councils.

The new NJC pay spine has been adopted by some councils and MATs who had moved away from the NJC. They recognised the benefits in providing stability by future proofing them against future National Living Wage increases. In January the LGA adopted the Trade Union Side strategy for implementing the new pay spine in MATs. The priority has been to move support staff onto the new pay spine on their existing pay and grading arrangements, rather than trying to do a pay and grading review at the same time. Four joint NJC briefings have been held to explain this strategy to MATs. NJC advice on how to undertake a pay and grading review in MATs is under consideration.

At the time of writing the Committee had begun consulting with regions on the contents of the 2020 NJC pay claim. The Committee will consult branches and members on UNISON's draft pay claim in May.

The NJC's Job Evaluation Technical Working Group continued to meet during the year. The NJC scheme guidance was updated to reflect the changes in local government roles. Council restructuring has led to new and evolving jobs in local government and so some of the scheme's language is being updated, for example to take account of technical advances.

The NJC Term-Time Working Group produced Green Book Part 4 guidance explaining how employers should calculate annual leave entitlement and salaries for staff working term time. The NJC working group will produce further advice on sickness and all types of parental leave and pay for term time workers later this year.

The NJC sub-committee on public health met regularly in 2018. A major issue was sorting out continuity of service between organisations delivering public health, which will assist with recruitment and retention of staff. It focused on the Greater Manchester Continuity of Service Protocol, which recognises continuous service for employees changing jobs between local government, the Combined Authority or the NHS.

The sub-committee believes that public health services should remain with local authorities. The NHS long-term plan suggested that the Government will "consider whether there is a stronger role for the NHS in commissioning sexual health services, health visitors, and school nurses, and what best future commissioning arrangements might therefore be". An LGA report concluded that Local Government has delivered better outcomes at less cost than the NHS did when it had responsibility for public health. Ongoing work aims to identify areas for greater integration of public health services.

Discussions continued between the Service Group and Cymru/Wales Local Government Committee about the desirability and feasibility of creating an

NJC for Wales, with reports made to the SGE and the NJC Committee. The SGE agreed that the broader implications of creating an NJC for Wales, eg for England and Northern Ireland and for other sectors covered by the Service Group, would be discussed at the newly-created SGE Devolution Working Group. The Wales Local Government Committee, in turn, will consider how best to convince those outside UNISON, including the other unions, the Welsh Local Government Association and Welsh Government, of the potential benefits of developing an NJC for Wales.

5.2 Scottish Joint Council

Pay and conditions

Key elements of the 2018 – 2020 pay settlement are:

- 2018/19 – an increase of 3.5% for everyone earning up to £80,000 (for those earning above this a flat rate of £1600 will apply). 2019/20 – an increase of 3%. 2020/21 – an increase of 3%
- Full consolidation of the Living Wage, with councils aiming to achieve this by March 2021
- Reaffirmation of COSLA's policy statement on pay parity across the local government workforce

The efforts of branches and members in securing significant ballot turnouts during the campaign and achieving the best deal in a decade were commended.

Eight thousand women took strike action and took to the streets demonstrating solidarity in pursuit of equality and fairness. The Glasgow City Branch and UNISON Scotland worked hard with other parties to secure a settlement.

5.3 Chief Officers & Senior Managers Committee

The Chief Officers and Senior Managers Committee met three times last year.

Pay and conditions

In July 2018, UNISON members covered by the Chief Officers Joint Negotiating Committee (JNC) voted to accept the employers' final pay offer. The employers made an initial one-year offer of 1% but after successful negotiations, this was raised to 2% a year for two years, and members voted to accept. The settlement included a commitment to joint work on workloads and stress.

Recruitment and organising

At the time of writing, the Chief Officers and Senior Managers Committee was working on a series of short briefings for branches and organisers on issues that chief officers and senior managers experience. A webinar for chief officers and senior managers is planned on local government finance. It is also hoped to set up dedicated social media for this group of members, and to explore training on issues of particular interest.

5.4 Youth & Community Workers Committee

The Youth and Community Workers Committee met three times last year.

Pay, conditions and the Joint Negotiating Committee (JNC)

In September 2018 UNISON members covered by the Youth and Community Workers JNC accepted the employers' final pay offer for 2018-20. The offer gave members 2% a year for two years, with higher amounts for the lower paid. UNISON and other unions made it clear that the employers' initial was offer was inadequate and we negotiated improvements before members were consulted.

As part of the settlement, the employers' side stated that they no longer wished to wind up the JNC and move members onto the NJC. However, local authorities continue to re-structure youth and community workers locally, and the demand for specialist qualified youth workers has fallen. UNISON continued to campaign for genuine youth services provided by qualified workers.

In 2018 UNISON surveyed youth work members on skills and professional development. The survey found a clear desire among youth workers and youth support workers for continuing professional development through the JNC qualification. We continued to impress on the employers the importance of ongoing professional development.

Cuts and service delivery

In 2018, UNISON published a report that made clear the extent of the damage inflicted on youth services by government cuts. The findings came from a Freedom of Information (FOI) request and a survey of UNISON members. Between 2010 and 2019, £400m was cut from youth services, resulting in the loss of over 4,500 youth work jobs and 760 youth centres between 2012 and 2019. The report received widespread publicity and political interest. It can be read online at_https://www.unison.org.uk/content/uploads/2018/12/Youth-services-report.docx.

UNISON made a submission to the Labour Party's consultation on their plans for a Labour

Government to legislate for a statutory duty to provide youth services. We made clear that while councils should have a statutory duty to provide youth services, this is pointless without the restoration of full funding for youth services from central government.

Recruitment and organising

Branches and regions continue to recruit and organise youth and community workers, and the Service Group produced new 'Stand up for youth services' recruitment materials in 2018. We also provided regions and branches with guidance on how to recruit new youth work students on UNISON's student member rate.

The committee has planned to set up dedicated social media for members in the sector. Youth and community work as one of the Service Group's focus occupations in the 'Local Service Champions' campaign.

Cymru/Wales Interim Youth Work Board

The Welsh Government's Interim Youth Work Board was created in 2018. UNISON representative Jo Sims was selected to serve as a board member.

5.5 Schools Committee

Stars in our Schools

The celebration day in November 2018 was another big success, according to branch feedback. The day provided an important focus for other staff, pupils, parents and governors to acknowledge the work done by our members. The day fitted well with Grovember and boosted recruitment.

Professional issues

UNISON re-launched the Skills for Schools website in the Spring. This is UNISON's online guide to careers, training and development for support staff in schools.

Over 350 schools members took part in UNISON Cymru/Wales' and the Open University's professional development programme over the last year. Courses continue to be an effective recruitment tool and are planned to continue during 2019. Twelve branch schools forums are now in operation in Cymru/Wales.

UNISON Cymru/Wales also began to assess the potential impact on support staff of the devolution of teachers' terms and conditions from Westminster. Focus has been on the potential negative impacts on support staff from agreements such as the Teacher Workload Agreement.

Schools ballot

A consultative ballot was held to seek schools members' views on our funding campaign and whether they were prepared to take industrial action on the impact of funding cuts on jobs, pay and conditions. Resources included leaflets (over 100,000 were ordered), posters, stickers, PowerPoint slides and photoboards. There was a specific webpage on the UNISON campaigns section and social media accounts were heavily used. Short campaign videos on voting and successful branch initiatives were released and branches sent suggested action plans. Members with email addresses who hadn't voted received a series of emails and text messages. The ballot results showed that members overwhelmingly thought that government funding cuts were having a negative impact on schools, and almost unanimously want UNISON to continue to campaign on school funding. A sizeable majority of those who voted would be prepared to take industrial action to secure improvements, but unfortunately turnout was not as high as was hoped for. Therefore the schools committee and the SGE agreed not to pursue an industrial action ballot at this time. However it was agreed to continue with high profile campaigning on funding.

Academies

The Service Group produced a range of material to support regions with implementation of the new NJC pay spine in academies. The LGA agreed to use UNISON's guidance materials for Multi-Academy Trusts (MATs) which were adopted by the NJC. We also carried out training events for regional school leads and joint training events with the LGA for national and regional MATs.

UNISON wrote to minsters and the Education and Skills Funding Agency to express concerns about funding agreements with academies that were leading to restructuring and outsourcing. We also worked with the BBC's Panorama team to help them produce two documentaries on the failings of certain MATs.

UNISON held a ballot for strike action in the TBAP national MAT over their plan to impose over £2.5 million of cuts in their schools across England. The cuts were a result of serious financial mismanagement. A significant turnout and vote for action made the MAT give significant concessions and an agreement on national recognition. Negotiations continued at the time of writing.

Violence in schools

UNISON Scotland's Education Issues Group looked at managing and dealing with violent

incidents in schools. This included how UNISON could support members and used examples of surveys and good practice to help managers and employers tackle incidents.

The joint Northern Ireland unions produced a survey of teachers and support staff on violence in schools. A shocking 95% of support staff said that they been assaulted. The unions said that schools should be safe places, with robust mechanisms to protect all students and staff working with them.

5.6 FE & 6th Form Colleges Committee

Further education

In October in the run up to the budget a cross sector campaign involving unions, employers, students and community groups ran 'Love Our Colleges' week, which called for increased funding for colleges in England. The coalition produced some powerful joint materials and media coverage and organised a march and lobby of parliament. The parliamentary Education Select Committee also wrote to the Chancellor calling for increased funding. Unfortunately the chancellor was deaf to appeals – saying that additional funding would be considered as part of the next Comprehensive Spending Review. A petition on FE funding led to a debate in the Westminster parliament on the 21st January, led off by former UNISON employee Daniel Zeichner MP.

The employers said that additional funding was necessary to allow them to make a decent pay offer. Consequently the employers made a paltry 1% offer (with a £250 minimum) and UCU took strike action in 16 colleges at the start of 2019. UNISON consulted members in colleges at the start of 2019 and subsequently proceeded to ballot members in 15 colleges.

In Scotland consultative ballots by UNISON and other support staff unions accepted a £14 million pay and conditions deal for the 5,670 full time equivalent support staff working in Scotland's 26 colleges. The deal will see pay rise by a minimum of £1600 over a 29 month period. Over 40% of UNISON members will get a pay rise in each of two years of between 3 and 4.1%, with gains of up to £170 beyond Scottish government pay policy at the lower end of the scales. The deal also included other enhancements that improve on a number of terms and conditions for support staff in colleges. A process has now begun to harmonise support staff pay and conditions using a national job evaluation process. A working group has been established to design a jointly owned scheme, co-managed by UNISON.

In Wales, a consultative ballot was launched after a 1% pay offer was made by the employers' side. The turnout threshold was not reached, but in the meantime it became clear that the government was prepared to commit to extra funding, ring-fenced for pay. £8m was committed for this pay offer and school support staff will receive 4.5% if earning less than £19,500 and 2% if they earn more. Whilst this is an improved offer for our members UNISON were dismayed at this divisive offer by the employers. Following consultation, the offer was accepted.

In Northern Ireland following years of cuts and the reduction in the number of colleges from sixteen to six, the national employers' body, Colleges Northern Ireland, closed down. This means local pay negotiations are being introduced. A joint union/employers working group has been set up to deal with the introduction of the new NJC pay spine and the second year pay award.

Sixth form colleges

UNISON actively campaigned to improve sixth form college funding. We were a partner in the 'raise the rate' scheme, which seeks to reverse sixth form funding cuts, which have seen funding per student fall by 22% since 2010. A survey published in March showed all colleges cutting pastoral support to students and over half cutting modern languages courses.

In October, the Government announced its policy on the Teachers' Pay Grant. The DfE said it would only provide additional funding for those sixth form colleges that had become academies. The trade unions and the SFCA made joint representations to the Government about this unfair allocation and campaigned for fair treatment for all colleges. However, the DfE refused to change its position.

At the time of writing we have begun to consult members on an offer for 2018/19 that ranges between 1% and 6.3% for support staff.

The Sixth Form Colleges Association committed to modernising the pay spine by September 2019 and adapting the NJC guidance on term time only working.

5.7 Care Quality Commission (CQC) Committee

UNISON helped to secure positive outcomes on a number of issues. UNISON highlighted concerns from a member survey that significant numbers of staff were denied access to training opportunities. Many felt that they did not have the time to undergo training and there were also concerns about the IT through which staff access the

training. CQC has said it will address these issues, deliver a new suite of training and undertake a refresh of its IT equipment.

UNISON and the joint trade unions also played a key role in highlighting the problems in inequality in recruitment outcomes for Black staff within the CQC. This led to a report which detailed causes and the steps that the organisation should take to address the problems.

Our reps also supported members through a number of restructures within the organisation.

UNISON engaged in detailed and positive pay negotiations with the CQC in order to try to free the organisation from the pay cap that has been put in place by the civil service. Ultimately, despite putting forward a good case for pay flexibility, permission was not granted in time for this year's pay negotiations and a ceiling of 1.5% remained in place.

Members accepted a pay award that overall delivered a 1.5% pay increase, with equivalent 1.5% increases in allowances, with a minimum spot point of the Foundation Living Wage of £9 an hour. A recruitment and retention allowance was also introduced. Discussions continue with the CQC to ensure a more satisfactory pay settlement for members next year.

UNISON managed to recruit a handful of new CQC reps and a very positive training day for around 35 trade union reps was held in November.

5.8 Ofsted Committee

UNISON has been supporting inspectors working in early years to be re-graded as regulatory inspectors. At the time of writing, 91% of those who had applied were successful in being re-graded to the new role.

Ofsted members accepted a pay settlement that ranged from 1.3% to 2.3% for 2018/19 in October. The trade unions are seeking to submit a business case for an increase above the civil service remit for 2019/20.

5.9 FSA / FSS Committee

The Food Standards Agency (FSA) / Food Standards Scotland (FSS) Sector Committee has been busy defending members' rights and fighting privatisation. We also worked with the FSA on contingency planning for Brexit.

Government pay policy in the civil service resulted in below inflation pay offers. The 2018 pay offer was 1.5% as a flat-rate increase across all grades. Members rejected the offer, but the employer implemented it anyway. Pay negotiations have started for 2019 with the FSA promising to put forward a case to the Government for the funding for higher pay rises. The Government will not fund increases above 1.5%. Instead, any additional pay amounts will have to come out of efficiency savings.

UNISON fought hard to inform the public about what is happening in the meat industry and a number of meat scandals have been exposed. Thousands of food safety breaches were found during the course of the year and around 20% of meat sample tests failed due to animal DNA being included that was not labeled.

Employers tried to stop our members from raising public safety concerns. In the 2018 UNISON FSA member survey, 66% said they had witnessed bullying or harassment in the last year, and 52% had been subjected to it.

As well as protecting our food, FSA and environmental health members also protect animals from abuse – 21% of our members saw animals abused before slaughter.

There were moves to get rid of poultry meat inspection. Changes to inspection involving more 'risk-based' procedures, and reduced sampling which if introduced would mean that poultry meat hygiene inspector jobs would be put at risk. UNISON has successfully fought off previous attempts to do this.

A UNISON campaign to force the FSA to recruit new meat hygiene inspectors by asking the public to sign a petition (which can still be viewed and signed at www.meatinspection.org/petition) worked, and the FSA has now started to recruit new meat hygiene inspectors.

The Committee plans to continue to put pressure on the FSA to protect food regulation should we leave the EU.

The Service Group produced a report into the cuts to local authority environmental health services. The report showed a 53% reduction per head of population in the budget for environmental health between 2009 and 2018. There was a 9% decrease in the number of enforcement notices issued during the same period and a 49% drop in enforcement visits. There was a 17% reduction in food safety inspections between 2009 and 2018 which has raised the threat of severe risks to public health.

The National Convenor for UNISON FSA members Graham Cross stepped down after many years of service. The Sector Committee thanked him for his incredible achievements.

6. Occupational Groups

6.1 Libraries and Cultural Services

Libraries faced a barrage of cuts last year. Spending on libraries fell by a staggering £30 million during 2017/18. The service lost 712 full-time equivalent posts and 127 service points over the same period. Meanwhile there was a 7% increase in volunteers as libraries were handed over to mutuals, charitable trusts and community volunteers at an alarming rate.

UNISON branches have been campaigning hard to defend services. Closures threatened in Essex have been met by multiple demos and lobbies. In Derby, ten libraries were passed to a charity in a £650,000 cut with at least 35 jobs lost. Ealing has faced proposals to turn 7 out of 13 libraries over to community management. UNISON Scotland and the local branch have organised demonstrations in Midlothian as a funding gap of £10 million could leave just one library open. Northampton has faced a programme of cuts and closures with proposals to hand five libraries to community groups with statutory protection and another seventeen without statutory protection.

There were successes. In Neath Port Talbot, libraries were again facing cuts of £235,000 over three years. The branch worked with the local community to save their libraries again.

In April, library workers met with Shadow ministers Tom Watson and Kevin Brennan to discuss UNISON's concerns about cuts, closures, automation, volunteering and outsourcing. UNISON welcomed an invitation to feed into Labour's library policy.

Around 50 UK libraries began to deliver a new service for people applying for a work or study visa, or settlement of citizenship. Sopra Steria was awarded a contract in partnership with Libraries Connected (formerly the Society of Chief Librarians) to deliver this new service. This additional work caused considerable workload and stress to our members. UNISON contacted the companies involved and the Immigration Minister to voice our concerns. UNISON issued a survey to all affected branches to find out more about the contract's impact and to strengthen lobbying on this issue.

A national UNISON demonstration in support of Libraries, Museums and Culture was held in London in November, supported by PCS and Unite. The march went from the British Library to Parliament Square, where a rally was held featuring a wide selection of speakers from all unions, library campaigners and authors. The demo got good coverage on the BBC, ITV and local radio along with heightened social media activity.

UNISON is part-way through a major research project into the impact of volunteering in libraries conducted by Cardiff University. UK councils have responded to Freedom of Information requests covering cuts and closures. A survey is being issued to all library members and interviews are planned with volunteers.

UNISON continued to work with the Library Campaign to produce the Library Campaigner Magazine and set up a library network for activists following the introduction of GDPR last April.

6.2 Social Work

UNISON continued to oppose the introduction of the National Assessment and Accreditation System (NAAS) for children and family social workers in England. This is a major plank of our Stand Up for Social Work campaign. We took our campaign of opposition to the Social Work Action Network (SWAN) annual conference in April, where we held a stall. This is the biggest conference of frontline social workers in the country and provided an opportunity to promote our campaign to hundreds of social workers from across the UK. The Social Care Forum spoke at the conference to encourage delegates to sign our petition and spread the word and our campaign video was played.

Regular meetings of social work contacts in branches in phase 1 and 2 of the NAAS rollout were held to share intelligence. UNISON called on political leaders to either withdraw their authority from the testing, or if they did proceed, to guarantee that NAAS wouldn't be compulsory or incorporated into recruitment and performance management systems, or linked to pay and promotion opportunities.

A Freedom of Information request was made to the five phase one local authorities asking them how many social workers volunteered to take part, how many passed/failed, the length of time needed to do it and what the authority was feeding back to

the Department for Education.

Social Work England (SWE) is in the process of taking over from the Health and Care Professions Council (HCPC) as the regulator for social workers in England. UNISON's leading lay members and officials met the SWE Chair and Chief Executive to discuss transition arrangements. UNISON has a seat on the SWE advisory board to input to the development of SWE. SWE began to consult on how it will operate – what its professional standards for social workers should be; its rules on registration and fitness to practice; its standards and rules for social worker education and training. UNISON emailed English social worker members in the Local Government, Health and Community Service Groups to get their feedback on the proposals, which will shape UNISON's response to SWE.

Coram Children's Legal Centre was commissioned to develop a UNISON guide on social work support for asylum seekers. It will support members on a sensitive issue and it will be helpful for recruitment as there is no other such advice available in England and Wales. The guide is also likely to be used in the community and voluntary sector, by UNISON members and groups working with such families. The guide is due to be issued in late Spring.

Social work issues in Scotland are outlined in the separate Scotland section of the annual report.

6.3 Residential Care

The Local Government Service Group campaigned strongly on residential care last year, working closely with other service groups.

UNISON carried out Freedom of Information (FOI) requests around the use of sleep-in shifts by local councils in England, Wales and Scotland, for directly employed staff and for commissioned services relating to homecare workers, residential and supported live-in care workers. The information will enable branches to help ensure that care workers who carry out sleep-in shifts are paid properly.

UNISON was granted leave to appeal the Mencap Court of Appeal ruling on sleep-ins to the Supreme Court. A High Court ruling had stated that time spent by care workers on sleep-in shifts was not considered working time for the purposes of minimum wage calculations. This would have very serious consequences for care workers across the UK. A number of care employers have already sought to reduce payments for sleep-in shifts, which has led to campaigns by UNISON to resist unfair cuts, particularly in the North West region.

A group of UNISON residential care members held a two hour meeting with the Shadow Care Minister to share their experiences of the problems they all encounter at work. The shadow minister vowed to work closely with UNISON to develop what actions should be taken to support care workers.

UNISON part funded the IPPR think tank to carry out a report into the treatment of the care workforce. The report, released in November aimed to influence the Westminster Government's plans to reform the sector and called for an effective workforce strategy. UNISON provided evidence and insight to the IPPR and organised a focus group of care workers to help inform the report.

The Service Group is organising a seminar on social care for members from across the UK. The seminar, which will be open to members of other service groups, will take place on 5 July. It will share best practice on how to organise and campaign in the sector.

As part of UNISON's wider efforts to influence the upcoming social care Green Paper we carried out a survey of 2,700 care workers in England during August 2018. The findings were released in late October to impress upon the government the need to significantly improve the treatment of the care workforce. The survey highlighted how large numbers of care workers continue to prop up our care system by spending their own money supporting service users and providing them with their own food. The survey results will be used in our response to the Government's Green Paper.

6.4 Homecare

Homecare workers at Birmingham council have been valiantly trying to save their service, jobs, terms and conditions over the past year. They have taken strike action, been involved in innovative and creative campaigning work and been an inspiration to the wider social care and union movement. At the time of writing negotiations are continuing with a view to resolving shift patterns, resisting significant pay cuts and allowing staff to help shape the delivery of the service.

Councils continued to adopt the Ethical Care Charter, with sign-ups from Southampton, Plymouth, Trafford and Cornwall councils. Hull and York Councils both agreed to adopt stages 1 and 2 of the Charter and the branches will continue to push for them to adopt stage 3. Blaenau Gwent became the first Welsh council to adopt the Ethical Care Charter.

The British Medical Association (BMA) held a number of events promoting UNISON's Ethical

Care Charter. The events featured contributions from a UNISON homecare worker, an organiser and Labour MPs. They were attended by senior local government and health officials. The support from the BMA provides further validation for the Charter and should help increase sign-ups.

The Welsh Government introduced regulations to limit the use of zero hours contracts in the homecare sector alongside steps to ensure that rotas incorporate travel time for homecare workers so they don't have to cut visits short.

As a result of UNISON's campaigning on minimum wage non-compliance in the sector the Government introduced legislation requiring employers whose staff work variable shifts to list all the hours they have been paid for in every wage packet from April 2019. UNISON believes this doesn't go far enough as it doesn't place a requirement on employers to include and pay for travel time, nor prove that the pay slip is compliant with national minimum wage laws, but it represents a small step in the right direction.

UNISON carried out an FOI request with councils in England, Wales and Scotland which showed that a majority of councils are still not taking steps to make their outsourced homecare providers pay their homecare workers for their travel time. Branches and regions will hopefully use the information to put pressure on councils to do more to improve compliance with the minimum wage in the homecare sector.

6.5 Housing

Despite moves to improve regulation and house-building targets, the Government remains wedded to the private sector to expand home-ownership. It has failed to comprehend the ways that social housing could be used to tackle housing need.

UNISON housing members continued to take on increased workloads as a result of job losses. They also filled the gaps left by other support organisations reducing their role (Citizens Advice, welfare/benefits advice), routinely working over their contracted hours and dealing with increased violence at work.

Over the last year there has been a renewed focus on housing within the Service Group. A successful housing seminar in 2018 and conference motions led to a new local government housing action plan. This is aimed at supporting housing members in local authorities and ALMOs, and will link with the housing work being done by other service groups and the NEC. The action plan covers the following areas:

The effects of the housing crisis on local government workers

UNISON published a report looking at the relative housing costs for a number of public sector jobs: https://www.unison.org.uk/rents-report. We began to adapt the report into a Housing Affordability Postcode Lookup Tool. This will allow people to enter their postcode to see how long it will take them to save a deposit for a home in their area. It will also show how long it would take for a number of specific local government roles (eg teaching assistant, care worker, librarian) to save up to buy or rent in their area, using housing affordability to demonstrate how low pay is in local government.

Housing worker staffing levels/workloads

The Service Group produced a new recruitment leaflet aimed at housing workers. It covers their key concerns and is available via the UNISON catalogue. It will be part of a larger pack of resources aimed at regions/branches looking to boost recruitment in housing services.

A project to highlight what a housing officer really does, through interviews, case studies, social media, blogs and articles is underway. This will link to the 'Local Service Champions' project.

Safety/dignity at work for housing workers

The Service Group carried out an initial violence at work survey for branches, which showed serious gaps in how effective councils are in protecting staff from violence in the workplace. We began promoting UNISON's Violence at Work Charter (previously promoted within housing associations) among local councils.

Other housing projects

UNISON's Service Group Liaison Committee (SGLC) approved proposals to reinstate the Local Government Housing Forum. The forum will work with the Community Service Group's Housing Association Sector Group (both will meet twice a year on a common meeting cycle).

UNISON produced a Housing Manifesto summarising UNISON's main campaign priorities around housing in a clear and concise format. The manifesto includes a section on workplace issues relevant to housing staff.

The Service Group continued to support regions in their housing campaigns, such as the South East Region which made housing a clear priority issue.

6.6 Careers Forum

The difficult funding regime led to continued job cuts in careers services, particularly in England. This had an impact on the number of representatives on the National Careers Forum.

In England the Government published an improved Careers Strategy and new statutory guidance for schools and colleges. However, funding for young people's services has dropped from £450 million down to £100 million in the last seven years. Of this, less than 1% goes to schools and colleges, even though they have responsibility for provision. The Secretary of State for Education wrote to academy trusts to remind them of their statutory duty to deliver the careers strategy, notably by giving access to FE colleges and to provide advice to pupils on the technical options and apprenticeships available.

UNISON and the Careers Development Institute surveyed members at the beginning of 2019 to highlight pay disparities across the UK. Increasingly careers advisers are put on zero hours contracts, fixed term contracts or have become lone traders. UNISON worked with the Labour party's shadow education team on strategy and set up a round table of progressive careers organisations to discuss the future.

In Scotland after negotiations careers advisers achieved pay parity with teachers. UNISON also submitted a 6.5% pay claim to Skills Development Scotland. A steering group included a UNISON representative to look at Scotland's careers and skills strategy. It first met in January 2019.

Following a 2% pay award the top of the scale for a qualified Careers Adviser in Cymru/Wales is now just under £30,000. A new Employment Advice Gateway (EAG) contract to tackle barriers for 16+ was awarded £0.5 million in development money for 2019 with £8.8 million extra from the Welsh Government next year. The company began to recruit trainee Careers Advisers and Careers Advisers after a long recruitment freeze.

6.7 Craftworkers

UNISON is not a recognised union for craft worker bargaining and negotiating and UNISON's policy remains that this group should transition over to NJC pay, terms and conditions. Interrogation of RMS data showed over 200 members in the craft bargaining group. However as a significant number of members are not listed in a bargaining group, but are recorded as craft workers, this suggests we have around 1,000 craft members.

The most recent Craft pay award came into effect on 1 April 2019.

For Craft Joint Negotiating Committee employees, the pay award was: from 1 April 2018: 2.0% on basic salary and allowances and from 1 April 2019: 2.0% on basic salary and allowances.

For Annex 1 employees the pay award is shown below. The cash figures have been applied to the annual salary figures as set out in the previous Craft JNC 2016-18 pay agreement. From 1 April 2018:

£1,380 (equivalent to 9.05%)
on Building Labourer grade

£1,250 (equivalent to 8.01%)
on Heating & Ventilation Mate grade

£1,200 (equivalent to 7.59%)
on Building Operative grade

£900 (equivalent to 5.46%)
on Plumber grade

£900 (equivalent to 5.27%)
on Engineer & Electrician grade

2.0% on all allowances

These increases continue the principle agreed by the JNC in the 2016-18 agreement to align the five Craft grades to current pay points 8, 10, 11, 13 and 15 respectively on the NJC 'Green Book' pay spine.

The NJC pay award included agreement to introduce a new pay spine from 1 April 2019. Therefore the cash increases below would align the five Craft grades to the new pay points 2, 3, 4 and 5 on the revised NJC 'Green Book' pay spine.

From 1 April 2019: £1,085 (equivalent to 6.53%) on building labourer grade (SCP 2); £1,202 (equivalent to 7.13%) on heating & ventilation mate grade (SCP 3).

6.8 Fire and Rescue

The Fire and Rescue Forum continued to work on developing networks to support regional recruitment, organising and campaigning work with fire and rescue members by promoting UNISON's existing recruitment and organising materials and building contacts locally.

Recruitment and organising

The Service Group began working with RMS colleagues to build an accurate picture of fire and rescue membership, as some members have transferred out to Police and Crime Commissioner (PCCs) or private companies, and may not be picked up in standard membership reports. More accurate reporting would act as a basis for more targeted recruitment activities and better monitoring of our impact. We increased our efforts to raise the profile of this group through UNISON

communications and through our Twitter profile, @ UNISONFire. We aim to ensure that fire and rescue members are included where possible in promotional activities for the Local Service Champions campaign.

Lobbying

The first round of PCCs granted governance of fire and rescue services, now Police, Fire & Crime Commissioners (PFCCs), have started transferring staff. UNISON centre moved to support regions and branches to represent members throughout this process. We held a joint fringe event with the Police and Justice Service Group at National Delegate Conference 2018 on this issue. The event was well attended with representatives from Police and Fire branches and national officers speaking.

The PCCs in North Yorkshire, Northamptonshire, Staffordshire, West Mercia and Cambridgeshire were granted governance of fire and rescue services. However, two of these bids (North Yorkshire and Cambridgeshire) were subject to judicial reviews and a number of other PCCs withdrew bids after local opposition. We are investigating these successes with relevant branches to learn best practice for campaigning against future proposals.

UNISON arranged visits for the Shadow Fire Minister, to meet with members working in Tyne & Wear Fire Service, with a visit to West Midlands Fire Service planned for 2019. The Shadow Minister agreed to consider submitting our written questions on issues facing the fire and rescue service.

Wales

The Welsh Government published a consultation on the reform of fire and rescue authorities in November 2018. The consultation mainly focussed on the membership structure of Welsh fire and rescue authorities, but also included an emphatic rejection of the Policing and Crime Act. Colleagues in Wales responded to the consultation, welcoming the Welsh Government's position and reiterated the importance of support staff within the fire and rescue service.

7. Regional Service Group Reports

7.1 Eastern

Cuts and redundancies

Recent years have not seen large scale redundancies, but with each change management proposal resulting in small numbers of job losses, the number made redundant mounted. More recently, despite Tory claims that austerity was over, we saw a number of proposals to make large cuts to services, which will lead to large job losses. In Norfolk the county council proposed to close 46 out of 53 children's centres in the county, aiming to cut £5 million from the county council budget. An extensive campaign throughout the year resulted in the number of proposed closures reducing to 38, still far too many. This will have a devastating impact on services and jobs, with the centres earmarked for closure later in 2019.

Essex County announced its intention to close 25 libraries with a further 18 identified for possible closure. The savings would be minimal, but the council seem determined to bring about these closures. A campaign is ongoing.

Although both proposals were brought in 2018, the full impact won't be felt until 2019.

Pay and conditions

We started 2018 with Dacorum Borough Council proposing cuts to the redundancy calculator. Refuse staff were extremely concerned about this as they considered the authority was looking to transfer them to a private company, and they wanted to protect their term and conditions. Industrial action followed, with the joint secretaries called in to help to resolve the dispute. A resolution was agreed.

This year has been dominated by NJC pay and pay assimilation. It has been a real mixed bag with some running smoothly and others presenting a considerable challenge. Most negotiations were concluded successfully. A number where there were grade boundary issues agreed to sit down and work with us during the next 12 months to look to resolve these issues. Essex Fire and rescue decided to adopt the NJC proposal which they hadn't done for some years. We have one local authority which is proposing to leave the NJC as a result of the pay deal, but we are in discussions with them.

Privatisation

We did not see large scale moves to the private sector, but have seen a number of smaller services Tupe'd out and a small number of arms length companies established that cover refuse and leisure services. The priority of members affected was to maintain their terms and conditions and to establish negotiating forums with the new employers. This has been achieved and we have new local reps in place to support the membership.

Recruitment and organising

Our recruitment was good throughout 2018. With fighting fund local organisers focussing on schools recruitment we have seen regular growth in schools members. Often the growth in branches comes from areas outside the core employer, although issue based recruitment has seen growth in the core employers too.

Two large county councils took an interesting approach this year. They said they were happy to implement the pay rise and the assimilation, but at the same time they proposed compulsory unpaid leave. Two organising campaigns resulted in membership growth. One council took the proposal off the table completely and one reduced their proposal, deciding it's not something they would try again.

2018 also saw the opening of the Bedford resource centre – the result of collaborative working by a number of branches across a number of service groups. This has seen great benefits to the branches with case work for members outside the core employers now dealt with by the resource centre staff. This has freed up regional staff to concentrate on recruitment and organising and we have seen large growth in membership across Local Government and the other service groups.

7.2 East Midlands

Cuts and redundancies

In 2018 shire district authorities were again split between those authorities with few or no cuts and those authorities proposing more in an attempt to meet budget 'efficiencies'. The number of redundancies whilst small in absolute numbers

weighs heavily on local services.

Multi Academy Trusts, supporting ever larger numbers of academies, have faced the challenge of meeting a widening funding gap. One academy in Nottingham has proposed to make 28 redundancies, mainly from support staff.

In Unitary and Shire County authorities the pressures remain the same, with a constant round of reviews and restructures. The Leicester City Council Branch was told in the run-up to Christmas of a fourth spending review across several services. This comes at a time when savings had still to be achieved from the third spending review.

Local and national attention was drawn to Northamptonshire County Council as the authority could no longer meet its financial obligations. The parlous state of the authority's finances was not of the making of hard working staff yet they and the communities of Northamptonshire will suffer for the foreseeable future. The recommendations that followed an inspection of the council were the creation of two new unitary authorities. These new authorities, which would bring together the shire district authorities and the county council, are expected to be in place by 2020. Overseeing the county council and the restructure are three government appointed commissioners. The financial fallout required the county council to agree a budget closing further services and offer no pay rise for staff, again, for 2019.

Pay and conditions

The pay and grading package was widely accepted, although some employers are still negotiating the finer details of implementation. The pay rise, whilst welcome, has still left staff feeling the pinch as local household bills, such as Council Tax, are outstripping the 2% rise.

Victories come no sweeter than that at Nottingham City Council. The local branch led by Branch Secretary Christina Sanna, fought a five year battle with the local authority about staff being denied incremental pay progression through the imposition of an incremental pay freeze. The case brought to the Supreme Court saw an historic win for members.

Terms and conditions of service remained a target for some authorities, but branches have worked hard to resist cuts and bring about improvements. At Leicester City Council the branch won a commitment from the mayor to take proposed changes to terms and conditions off the table for the foreseeable future. The North West Leicestershire Council Branch worked with the local authority to implement a better work/life balance and to adopt practical mental health and wellbeing changes. At Northampton Borough Council and Northamptonshire County Council the branch gained the reinstatement of up to three occupational sick days and additional paid leave for Christmas Eve.

Privatisation and service delivery issues

136 Multi Academy Trusts covering 800 schools are now embedded in the six counties of the East Midlands. 157 academies operate alone whilst a further 1055 local authority maintained schools consider their future.

The financial collapse of Northamptonshire County Council has taken its toll on staff and services across the county council and shire district authorities. The fear of financial burdens the proposed new authorities might have to carry over from the County Council and the need to draw staff away from their normal duties to service the restructure process has had an impact.

Privatisations continue in areas such as Leisure, Catering, and Cash Services in councils in North West Leicestershire and Leicester. Against this backdrop some local authorities bucked the trend and brought services back in-house such as at Bassetlaw where A1 Housing returned in the autumn of 2018.

Recruitment and organising

The East Midlands has the second smallest population and the fourth largest geographical area of the 9 English regions. It has the second smallest public sector workforce of the English regions making up just 15.6% of total employment. In 2018 the public sector workforce experienced an increase of 2.4% across the East Midlands. This increase was not reflected in local government staffing and UNISON membership decreased by 2.7%, despite the best efforts of branches and staff alike.

The hard work of branches to recruit new members is impacted upon by employers shedding jobs in a constant round of reviews. Long serving local authority staff have moved away from the uncertainty of local authority employment and new staff appear to be cautious about making long term plans. Across the region more northerly local authority branches have generally fared worse than their southern counterparts. In spite of these losses almost 40% of local government branches expanded in 2018.

7.3 Greater London

Cuts and redundancies

We continue to experience cuts and redundancies across many services provided within local government. Local branch campaigns are ongoing across the region.

Recruitment & organising

Healthy recruitment figures continued within local government in the region. But we continued to lose more members than we recruit, resulting in a decline in overall membership. This is in part due to the severe cuts to local government funding, and therefore staff, over the last few years. The local government committee regularly reviewed recruitment trends and are considering how best to support branches to recruit and retain members as well as increasing participation.

Pay and conditions

The first part of the 2 year NJC pay deal implementation is almost complete. Guidance on implementation of the new London pay spine arrangements was produced by the GLPC Joint Secretaries. Work was almost completed in a majority of boroughs on assimilation to the new pay spines for implementation on 1 April 2019. The Regional Local Government Committee AGM on 2 April 2019 considered the 2020 pay claim consultation.

Eleven London boroughs signed up to UNISON's Ethical Care Charter: Islington, Southwark, Camden, Hammersmith & Fulham, Tower Hamlets, Barking & Dagenham, Greenwich, Croydon, Hackney and Haringey and Lewisham (the most recent to sign up). Newham is due to sign soon. The Charter commits employers to ensure contractors delivering home care services pay at least the London Living Wage, stop 15 minute visits, stop using unnecessary zero hour contracts, pay occupational sick pay and pay travel time.

The region continued to participate in the Greater London Employment Forum and Greater London Provincial Council (GLPC). A range of matters were considered in 2018 including pay, regionalisation of adoption services, apprentices and maternity/ paternity leave for parents of premature babies. 'Train the trainer' sessions on the GLPC Job Evaluation Scheme were attended by a mix of activists and organisers across trade unions.

We had some great news for all our members working for Royal Greenwich, Greenwich Service Plus (GS+) and Greenwich Service Solutions (GSS). Following a lengthy battle and UNISON filing nearly 500 Employment Tribunal cases a settlement with the council was agreed. All term time only (TTO) staff (members paid for less than 52 weeks a year) will now be paid fairly when compared to year round staff. This meant a pay rise backdated to 1st January 2013 – nearly 6 years. In addition, for members in the pension Scheme before 1st April 2014, there will be an additional payment to compensate for the pension that they lost out on, because their length of service was not calculated correctly. All this came about because one UNISON member, a cleaner at a local school was moved to a TTO contract and worked out she was not getting the right pay. She contacted the branch and now, several years later and at a cost of several £m to the Council all TTO staff got a pay rise.

Privatisation and service delivery issues

Shared services continue to operate across a number of boroughs including a shared staffing arrangement (SSA) between Richmond and Wandsworth. Shared service provision in OneSource (Newham/Havering/Bexley) saw leaders from the three councils announce proposals to work up a business case for OneSource to transition into an arms-length trading entity by 1 Aril 2019. Following a change in political leadership in Newham the proposals were put on hold and we hope will permanently change the direction of the council. The Labour administration in Hammersmith & Fulham continues to remove itself from Tri-borough arrangements, with adult social care the latest service to return to Hammersmith.

Following the Government's 2015 announcement to make £4.5 million available to encourage councils to move towards becoming regional adopters, the London Regional Adoption Agency proposed 4 Regional Adoption Agencies (RAAs) within London. Boroughs were grouped into one of four: North, South, East and West with a 'Host' borough. The intention is that workers in each of the boroughs within an RAA will be TUPE transferred into the host borough. UNISON continued to raise concerns locally and regionally about the adverse impact this may have on staff pay, terms and conditions, including travelling time, as well as the potentially negative impact on services. RAAs are expected to go live between April and June 2019.

The region ran a number of successful industrial action ballots, including the Camden NSL pay dispute, the most sustained action last year. Strike action was taken in October 2018, December 2018 and again in February 2019. A further industrial action ballot which took place in the Spring (due to the six months action period ending) saw an increase in turnout. Further talks are due with NSL via ACAS which will determine the next course of action.

Pensions governance

UNISON has a minimum of one position on the majority of the 34 Pension Boards in Greater London. The regulations do not preclude UNISON also

holding seats as observers on the local authority pensions committee, which continues to function as previously. The Regional Pensions Forum, composed of UNISON members sitting on pensions boards and committees in the region, met regularly on a quarterly basis. The Chair of the Regional Pensions Forum represents the region on the National LGPS Governance Forum. Over 40% of London's pension assets are now pooled in the London CIV (Collective Investment Vehicle), but the unions have only one observer seat on the shareholder committee. Following robust representation by the trade unions, this is to be reviewed after 12 months as it is our view that 3 full seats should be held by the trade unions.

Branch briefings

The Local Government Committee held branch briefings on pay and industrial action processes and procedures in 2018. Training on local government finance took place in January 2019 and a briefing on mental health in the workplace is planned for April 2019.

7.4 Northern

Local government in the north east continued to experience significant funding cuts due to the Government's ongoing austerity policy. All councils in the region faced severe challenges in meeting service delivery with the level of funding available. There are challenges in all service areas, but particularly in social work and social care provision. The region has been working with LA Leaders to highlight that councils are at 'Breaking Point'. We worked across the region and in particular with Durham and Gateshead to highlight impact of cuts to public health funding, which are particularly worrying due to the high and increasing levels of deprivation, need and health inequality. We have also worked with the North East Provincial Council to highlight the impact of the Fair Funding Review, which will potentially shift resources away from need in the north east to more affluent parts of the country.

There has been a good political relationship with the eleven Labour-led local authorities. This enabled positive engagement around managing budget cuts, trade union involvement in restructures and organisational change, and in working to develop alternatives to privatisation and outsourcing. Several councils brought services back in-house and the majority continued to look for ways to generate income rather than privatise services. The reality though is with the level of funding cuts it is increasingly difficult for authorities to meet even their statutory obligations.

The region now has two Mayoral Combined Authorities (CAs). The Tees Valley CA brings together five labour-led authorities in the Tees valley with a conservative Metro Mayor, while the newly established North of Tyne Combined Authority is electing a mayor for the first time in May.

There have been a number of region-wide campaigns, including events on International World Social Work day to highlight the pressures in social work and the impact on service users. A social work manifesto is planned to be launched ahead of the local elections and UNISON candidates will be asked to sign up and promote it.

The region actively promoted a schools funding petition, initiated by a group of Gateshead head teachers, which received over 100,000 signatures and was debated in Parliament. We had teaching assistants represented at the debate and received good media coverage. Continued school funding cuts have had a significant impact across the region; with more and more schools making support staff redundant first.

Branches took forward a regional stress survey supported by the Regional Health and Safety Committee. Branches worked with employers to survey staff to identify stress indicators and develop joint action plans to reduce stress at work. Many members have experienced significantly increased workloads due to the staffing reductions and increased demands, which led to this being a priority area of work.

All branches negotiated the implementation of the Year 2 pay offer and we continue to work with employers to ensure equality in pay structures. We have had a co-ordinated approach in respect of Multi-academy Trusts (MATs), with a dedicated schools lead linked to UNISON centre for MATs operating across regions.

The region agreed a number of focussed recruitment priorities across local government branches including schools, private sector, community voluntary sector and further education (FE) colleges. 'Grovember' gave an opportunity to test out new ideas and we saw for the first time positive growth in local government membership

The schools funding petition and the ballot of school-based staff were used to focus on schools retention, recruitment and increasing the activist base. We continued to work with branches to monitor membership figures and strengthen our school forum. We established FE group which brought together college reps from across the region to consider pay, terms and conditions and how we raise our profile and membership in colleges. There was good participation in the Love Our Colleges events, including participation in the lobby of Parliament.

Through our political organising strategy we continued to work with local authority leaders and UNISON councillors to align our political campaigning and our industrial priorities, with a focus on highlighting the impact of austerity and promoting positive alternatives.

7.5 Northern Ireland

Cuts and redundancies

An ongoing concern in Northern Ireland is the impact of the sustained funding crisis on our education services. Whilst spending increased in the last budget, the Education Authority still reported a funding shortfall of £58 million for 2018/19, having previously stated that the education funding gap would grow to £350 million by 2019/20.

We publicly condemned the leaked budget plans for the NI Education Authority, which suggested a range of cuts to services, including removing school crossing patrols, withdrawing uniform allowances and compulsory redundancies in schools.

Pay and conditions

UNISON NI completed negotiations on the assimilation of pay scales as part of the 2018-2020 NJC pay settlement.

UNISON members remain deeply concerned over a number of fundamental pay and grading issues. A consultation on the pay and grading structure has been with the Education Authority.

Recruitment and organising

Northern Ireland had a tremendously successful year for recruitment and growth despite the serious impact of the continuing absence of government, budget cuts and austerity on jobs in both the public and private sectors. The Fighting Fund initiative was extremely successful. All education and local government branches exceeded their recruitment targets and recruitment increased in education and local government by 7%.

The impact of Brexit on the workforce

Several thousand workers cross the Irish border each day to work in health and education. Although the continuation of the common travel area would allow cross border workers to continue to work in public services in NI, UNISON has been working with allies in the non-governmental organisation sector to put pressure on the Irish and UK Governments to ensure arrangements continue.

Youth Justice Agency

Members in youth justice centres were TUPE transferred into civil service structures and are now on civil service pay terms and conditions. The recent imposition of 1% was imposed on the civil service. We managed to retain our membership and have a seat at local bargaining structures, but are excluded from regional bargaining forums.

Special educational needs

The NI Education Authority continued to pursue a strategic direction for the provision of services for children with special educational needs that is more focused on managing austerity than promoting the best interests of the child.

There has been a reconfiguration of three Outdoor Centres to specialist centres (EOTAS). This ignored the significant concerns that we expressed at the sustainability and operation of the four remaining centres, given the relatively small numbers of children that access EOTAS in comparison to the many thousands of children that use outdoor education provision every year.

NI Library Authority

Industrial action short of a strike commenced in late summer 2018 in response to the employer resisting a demand for job evaluation for senior library staff. The campaign continues, with the following demands:

- for sustainable funding to maintain book stock, embrace technological advances, improve all existing premises and extend opening hours
- that staff, users and communities should be fully involved in shaping services
- that all libraries should ensure they are responsive and welcoming to local communities, as the best already do
- that staff training should be expanded and professional development encouraged, to support the delivery of a responsive and high quality service

7.6 North West

If public sector funding austerity has ended then the majority of North West Local Authorities and associated employers have yet to see any ‘dividend’. Nor, indeed, have many of our members.

The start of 2019 saw local/regional media stories on schools having to close for a half or full day per week due to lack of budget and other schools washing clothes for pupils as they increasingly become a social service as well as educational.

Youth services have almost disappeared and as

the new financial year approaches (at time of writing) children's centres and other preventative/ developmental services are in the firing line. The Local Government Association has recognised the false economy – financially and socially – of local authorities being forced to cut such services in terms of building future spending pressures. For our members, delivering and receiving services, it is more personal.

Implementing Year 2 of the NJC Pay Settlement has been an 'interesting' and resource intensive exercise. The potential anomalies that can arise from mapping existing local pay models onto a revised 'national' pay spine meant that in many authorities we faced a paradoxical situation of uplifting basic pay levels for all, but at the same time having to be extremely vigilant that detriment for some to equivalent grade progressions were avoided. What the exercise did show up was the widespread variation in pay structures that has arisen in the post-single status world. Additionally there were the complications of implementing in academies, multi-academy trusts crossing locality boundaries, arms length and outsourced employers and so on. One lesson that may be learned is the need for clearer implementation agreements, not least when faced with an employers' side that effectively distance themselves from joint advice.

Our social care campaign continued to deliver organising, recruitment and recognition successes. And a pilot approach to 'core organising' showed early promise with recruitment increases of up to 25% on the previous year in trial branches. This is not an end in itself, but a means to build strength and capacity so that we may continue raising UNISON's profile locally and across the region and seek to make proactive campaigning gains for our members.

7.7 Scotland

Cuts and redundancies

UNISON branches campaigned hard against looming council budget cuts that will see more jobs lost and increasing damage to important services, with the most vulnerable people worst hit. Branches fighting cuts to jobs and services across Scotland included Dundee, Glasgow, Edinburgh and Aberdeenshire. Last year we demonstrated that victories can be won, such as in East Dunbartonshire after members took part in strike action, Clackmannanshire and the ongoing community joint campaign in West Dunbartonshire.

Representatives of the Local Government Committee and COSLA employers met jointly with the Government's Cabinet Secretary for Finance and other political parties to make a case for local government.

UNISON called for an end to ring-fencing of allocated grants from the Scottish Government to Scottish councils; ring-fenced amounts account for approximately 58% of local authority budgets. The general resource grant (used to support day-to-day spending) falls, in cash terms, by almost £400 million. More demands are placed on local government and hence local government staff, without giving councils the capacity to address the shortfall.

Privatisation and service delivery

Total revenue funding for councils has fallen by 8% in real terms across the last 8 years. Spending on teachers and social care has been relatively protected. Education and social care make up 70% of expenditure so this means substantial cuts had to fall on other areas: a 22% reduction in culture and leisure spending; a 34% reduction in planning; almost 15% reduction in roads spending; and almost 10% in environmental services spending.

Education

The education budget has reduced by 2.5% since 2010/11, but the number of primary school pupils and pre-school registrations increased by 30,000. It doesn't take a degree in accountancy to see this is a big cut in the money available for each pupil.

Responses to freedom of Information requests showed that there are not enough people in colleges or on in-work training courses to deliver the promised early years expansion. This presents a high risk of staff shortages within the early years. The Government needs to invest in more full and part-time college places in order to ensure there are enough qualified staff to maintain quality. An improvement to pay, terms and conditions across sectors is paramount to address recruitment and retention. The proposed living wage is far too low to encourage people to undertake training and the responsibilities of delivering a high quality early years service. Lower paying authorities are and will lose staff to those paying a more reasonable wage.

Adult social care

Total social care spending has grown by 10% since 2010/11, although spending on home and residential care for older people fell as a percentage of that total. The number of homecare hours has been relatively static, while spending on homecare has risen by 15% since 2010/11. Much of this is due to moving to pay staff the living wage.

Culture and leisure services

Culture and leisure services saw substantial increases in demand alongside a 22% spending cut. Visitor numbers increased by 19% for sports facilities, 36% in libraries and 29% for museums.

Environmental services

Despite the direct importance of these services to the health and safety of citizens, real spending was reduced by 10%. Waste management has been cut by 3% and street cleaning by a massive 27%. Preventive services like trading standards and environmental health have been cut by 18%. Spending on roads has fallen by 15%.

There is no doubt that local government in Scotland has experienced substantial cuts to its budget and ability to deliver services to the public. UNISON Scotland's Damage reports allow the public to hear directly from the staff about the impact of these cuts. They are available on the UNISON Scotland website.

Recruitment and organising

During the pay campaign in 2018, Scottish local government branches engaged brilliantly in a ONE Team campaign, to highlight that whatever job you do, you are part of one team and deserve fair pay. Overall, over 12,000 new members joined Scottish local government branches in 2018 and over 700 joined during the final pay ballot in January 2019.

7.8 South East

Cuts and redundancies

The region continued to see large cuts across local government in the South East. Some large county branches faced significant cuts in areas where services had already been significantly stripped back. For example Oxfordshire County Council plans to make £33 million in cuts over the next four years with the potential of 600 job losses. Surrey County Council has agreed to cut £82m with the approval of its budget plans for 2019-20.

There has been a notable trend of a number of councils purchasing local businesses (shops/ properties) to create a revenue stream, to supplement the diminishing revenue support grant.

Pay and conditions

Pay in the South East remains a mixture of NJC and local pay with a large proportion of members working under local pay arrangements. There does not seem to be an appetite from employers to move back to NJC terms and conditions and some authorities are continuing to push to move onto local pay.

Privatisation and service delivery issues

A small but significant number of some contracts have come back in-house namely CAPITA (such as the Southampton contract) and smaller contracts (South and Vale), but the thirst for privatisation continues across the board.

Recruitment and organising

The South East Region saw an overall growth in recruitment from the start of 2019. Local government recruitment was the highest in the region of all the service groups in 2018 recruiting 6,870 members out of at total of 14,488 across the region with the largest spike being recorded in 'Grovember', when 761 new members were recruited.

Council reorganisation

In Buckinghamshire the four district authorities: Aylesbury Vale, Wycombe, Chiltern and South Bucks and county authority, Buckinghamshire County Council, are due to become one unitary council following a government announcement in November 2018. A letter sent to the employer by the Government in January 2019 outlined the final transition details. The employers aim to complete the formation of the new 'Buckinghamshire Council' by 1 April 2020.

7.9 South West

Cuts and redundancies

The funding crisis in local government continued to lead to cuts in services and redundancies in the core local government workforce across the South West. Somerset County Council is making cuts equivalent to around 10% of their budget and the impact on vulnerable children and families in particular was highlighted by UNISON over the last year with a number of demonstrations and lobbying of Council meetings.

In Dorset, local government reorganisation and the creation of two new unitary councils from six county, borough and district councils was the main driver for cuts. The new Dorset Council is making around 100 redundancies in the first tranche between April and June 2019. They have not announced how many are to be made redundant in the second tranche after May.

Redundancies and restructures in maintained schools and academies are commonplace. The

region's largest academy chain Plymouth CAST, which has 35 schools across the South West, was placed under a financial improvement notice.

Pay and conditions

The majority of work on pay and conditions was ensuring the implementation of the national pay award and assimilation onto the new SCP grades for year 2. The majority of councils have signed a collective agreement for the year 2 pay assimilation. Many academies have also agreed to follow the year 2 pay and we are identifying those who will not (such as Plymouth CAST) so that we can enter into local bargaining.

Privatisation and service delivery issues

Privatisation and outsourcing continues to be a problem in the South West. There has been a successful employment tribunal case against Tricuro, a Local Authority Trading Company providing adult social care in Dorset, and a further case against Discovery, the outsourced company providing Learning Disability Services in Somerset is ongoing.

In education, academisation is spreading. Some schools have been forced to convert due to failing Ofsted inspections. We have seen a pattern emerging of larger MATs taking over single academies and effectively developing alternative local education authorities.

Recruitment and organising

Recruitment and organising remained a challenge in a diminishing core local government workforce with increased outsourcing to private companies especially in social care. Grovember was successful for the region in increasing membership in local government branches overall.

The Region held two member learning weekends for school support staff across Bournemouth, Dorset, Poole and Somerset. This resulted in a significant number of new stewards, health and safety reps and union learning reps in schools across the region. Organising and recruiting across MATs remained challenging, especially when they cross local authority areas and branches.

The likely impact of Brexit

There is a significant risk to local government funding and workforce in the South West from Brexit. It is unclear at the point of writing what steps may need to be taken to mitigate against the risks should the UK leave without a deal.

7.10 Cymru/Wales

The Cymru/Wales Local Government committee met five times last year. Its work programme was determined and updated at an autumn two day seminar and meeting. In between meetings the work programme is monitored and progressed by a secretariat made up of the committee's Chairperson and Vice Chairperson; the Wales representatives on the SGE and the NJC committees and the Cymru Wales Head of Local Government. Cymru/Wales sector committees exist in Further Education, Careers, Social Care, BAOT, Youth & Community Workers and Schools. The Cymru Wales Local Government Service Group works with the other NJC Trade Unions and the Welsh Local Government Association through the Joint Council for Wales and with the Welsh Government through the Workforce Partnership Council.

Campaigning against cuts

In November 2018, UNISON Cymru/Wales held a successful launch of our Audit of Austerity report – updated from 2016. The report highlighted the toll austerity is taking on local government budgets which are then leading to job losses and service cuts.

The report found that 28,100 local authority jobs have been lost in Wales since 2010 as a result of the severe spending cuts driven by the Conservative Westminster Government. This would be equivalent to losing the seven largest private sector employers in Wales whose combined workforce totals 27,500. UNISON argued that if equivalent private sector jobs disappeared it would be viewed as catastrophic and immediate government intervention and investment would be demanded. By contrast, the loss of those jobs in local councils has not generated the same headlines or pressure on the UK or Welsh Governments.

Other findings from the report included:

- Women are more adversely affected than men; women were employed in 18,400 of the 28,100 jobs that have gone
- Welsh council spending would be £1.59 billion higher if it had kept pace with inflation
- Councils face multi-million pound budget gaps between now and 2022 at a time when Wales' population is growing

UNISON called for a halt to the UK Conservative Government's austerity programme and for investment in vital public services. Even though the Welsh Government recently provided additional monies to local authorities, there is still a real term

cut to funding and it does not address the cumulative effect of nearly a decade of austerity.

UNISON believes the Welsh Government can do several things to protect local public services and we held a briefing for Assembly Members on the report in January 2019, attended by around half of the Labour grouping in the Welsh Assembly.

As part of its campaign against cuts, UNISON Wales has been building support for a Robin Hood Tax (Financial Transaction Tax). The campaign involved lobbying councils and Assembly Members (including a very successful Senedd briefing attend by Dave Prentis) to sign up to the campaign. To date 13 councils and 16 Assembly Members (including the First Minister) have signed up to the tax. One assembly (and UNISON) member Dawn Bowden, raised the issue in the Senedd and obtained the Welsh Government support and a commitment "to encourage the Westminster Government to explore it further".

Pensions pay and conditions negotiations

UNISON has LGPS member representatives on 7 of the 8 Wales LGPS Fund Boards and continued to scrutinise and positively intervene in the management of the LGPS funds in Wales. These UNISON pension activists are organised and supported in the Wales LGPS Governance Forum. UNISON Wales ran activist pension training courses for our developing network of pensions champions/contacts and to support the work of our Fund Board and Committee members. This included a new 'Women and Pensions' course.

At the time of writing, all councils in Wales are on track to deliver implementation of the second year of the NJC pay award 2018-20 with accompanying equality impact assessments (covering all characteristics) which demonstrated cross the board positive impacts. On the 1 April 2019, for a moment in time and for the first time, all Welsh councils paid staff above the Foundation Living Wage rate.

Discussions continued between the Cymru/Wales Local Government Committee and the UK Service Group about the desirability of creating an NJC for Wales, with reports made to the SGE and the NJC Committee. The SGE has agreed that the broader implications of creating an NJC for Wales, eg for England and Northern Ireland for other sectors, would be discussed at the newly-created SGE Devolution Working Group. The Wales Local Government Committee, in turn, will need to consider how best to convince the other unions, the Welsh Local Government Association and Welsh Government, as to the potential benefits of developing an NJC for Wales.

UNISON is the sole trade union organising in Careers Wales (a company wholly owned by the Welsh Government) and negotiated a 2% pay increase for members for 2018/19. We recently submitted a claim for 2019/20 of 6.5%.

In Further Education (FE), through the Joint Trade Unions, UNISON Wales negotiates pay with the Wales employers' body 'Colegau Cymru'. For 2018/19 the trade unions turned down an offer of a 1% increase and launched a campaign which resulted in the Welsh Government providing additional funding to the FE sector and the employers providing a divisive but improved offer. All teaching grades were offered 3.5%; all management contract 1.5%; business support (salaries below £19,500) 4.5% and Business support (salaries above £19,501) 2%. A membership ballot accepted the improved offer by 66% on a record turnout.

Privatisation and service delivery

There were both positive and negative decisions made regarding service delivery in local authority areas last year.

One county council, Pembrokeshire, has brought a significant part of their care services back in house. The council had outsourced its care services to a private company called Allied Healthcare, but following its collapse the council acted quickly and brought services back in house which brought reassurance to staff and those receiving care. However, in other local authorities such as Powys, the council has announced that it will re-privatise care provision despite BUPA's troubled tenure of local care homes, which is not in the best interests of clients, their families or care workers. The authority failed to involve UNISON in the decision making process when appointing a new provider (Shaw Healthcare) to take over the services currently run by BUPA.

Following a successful campaign by our Neath Port Talbot Local Government Branch, the under threat library services which are vital for local communities have been saved. The branch circulated a petition and gathered almost a 100 first-hand accounts from library users.

UNISON Cymru/Wales commissioned a report on the integration of health and social care 'Working for a shared common purpose', which was researched and written by the Welsh Institute for Health and Social Care at the University of South Wales.

The report found that the main objective going forward should be allowing individuals and their families control over the planning of their own care. The report said this can be achieved through integrated care with everyone working together seamlessly.

The report also identified the following as enabling excellence in care:

- Care should be focused on the needs of the individual
- Care providers must show strong and clear leadership and involve care staff, empowering them to take decisions in the best interests of those receiving care. Care workers should be provided with ongoing support and training.
- Care workers' trade union representatives have an invaluable role in the planning of caring

Recruitment and organising

2018 was a very successful recruitment year with 18 of the 23 local government and FE branches outperforming their 2017 results and in total recruiting over 4300 new members. The focus in Wales continues to be on organising and recruiting around the issues on the ground eg campaigning against cuts, opposing outsourcing, and campaigning for improved pay, terms and conditions. However, an FFO project which included a schools campaign element contributed significantly to this successful recruitment year. In the first part of 2019 good levels of recruitment are being maintained across councils in Wales.

Influencing the Welsh Government

UNISON holds the staff side secretary position for the Joint Council for Wales and the chairperson position on the Workforce Partnership Council (a tripartite public sector consultation and negotiation body bringing together Welsh Government, public sector employers and the trade unions).

UNISON Cymru/Wales Head of Local Government has the Trade Union seat on the Welsh Government 'Working Group on Local Government Reform'.

Over the past 12 months UNISON Wales has submitted consultation and inquiry responses to the Welsh Government and other all Wales bodies on the following: 'Strengthening Local Government: Delivery for People'; 'Tertiary Education and Research Council for Wales'; 'Inquiry into Diversity in Local Government'; 'The revised Code of Professional Conduct and Practice for Registrants with Education Workforce Council'; 'Reform of Fire and Rescue Authorities'; 'Draft professional standards for assisting teaching'; 'Draft additional learning needs code'; 'Improving public transport in Wales' and Additional National Professional Learning INSET days 2019-20'.

On these and other issues, UNISON Wales has also had face to face meetings with the Minister for Housing and Local Government; Deputy Minister for Housing and Local Government; Minister of Education; Chief Executive and Leader of Wales Local Government Association and the Chief Executive of the Education Workforce Council.

7.10 Cymru/Wales

Fe wnaeth pwyllgor Llywodraeth Leol Cymru gyfarfod bum gwaith y llynedd. Fe gafodd ei raglen waith ei phennu a'i diweddaru mewn seminar a chyfarfod deuddydd yn yr hydref. Rhwng cyfarfodydd mae'r rhaglen waith yn cael ei monitro a'i symud ymlaen gan ysgrifenyddiaeth sy'n cynnwys Cadeirydd ac Is-Gadeirydd y pwyllgor; cynrychiolwyr Cymru ar bwyllgorau'r SGE a'r C-GC a Phennaeth Llywodraeth Leol Cymru. Mae pwyllgorau sector Cymru yn bodoli ym meysydd Addysg Bellach, Gyrfaoedd, Gofal Cymdeithasol, BAOT, Gweithwyr Ieuenctid a Chymunedol ac Ysgolion. Mae Grŵp Gwasanaeth Llywodraeth Leol Cymru yn gweithio ag Undebau Llafur eraill yr NJC a Chymdeithas Llywodraeth Leol Cymru drwy Gyd-gyngor Cymru a chyda Llywodraeth Cymru trwy Gyngor Partneriaeth y Gweithlu.

Ymgyrchu yn erbyn Toriadau

Ym mis Tachwedd 2018, fe wnaeth UNSAIN Cymru gynnal lansiad llwyddiannus o'n hadroddiad Archwiliad o Gyni – wedi'i ddiweddaru o 2016. Roedd yr adroddiad yn amlygu'r effaith andwyol mae cyni'n ei chael ar gyllidebau llywodraeth leol sy'n arwain at golli swyddi a thoriadau gwasanaeth.

Fe wnaeth yr adroddiad ganfod bod 28,100 o swyddi awdurdod lleol wedi'u colli yng Nghymru ers 2010 o ganlyniad i'r toriadau gwariant difrifol a ysgogwyd gan Lywodraeth Geidwadol San Steffan. Byddai hyn gyfwerth â cholli'r saith cyflogwr mwyaf yn y sector preifat yng Nghymru y mae eu gweithlu cyfunol yn dod i gyfanswm o 27,500. Fe ddadleuodd UNSAIN pe byddai swyddi sector preifat cyfatebol yn diflannu byddai'n cael ei ystyried yn drychinebus a byddai angen ymyrraeth a buddsoddiad gan y llywodraeth ar unwaith. Ar y llaw arall, nid yw colli'r swyddi hynny mewn cynghorau lleol wedi creu'r un penawdau na phwysau ar Lywodraethau'r DU na Chymru.

Roedd canfyddiadau eraill o'r adroddiad yn cynnwys:

- Mae mwy o effaith ar fenywod nag ar ddynion; cyflogwyd menywod mewn 18,400 o'r 28,100 o swyddi sydd wedi mynd
- Byddai gwariant cynghorau Cymru yn £1.59 biliwn yn uwch pe byddai wedi cyd-fynd â chwyddiant
- Mae cynghorau'n wynebu bylchau cyllideb gwerth miliynau o bunnoedd rhwng nawr a 2022 ar adeg pan mae poblogaeth Cymru'n tyfu

Fe wnaeth UNSAIN alw am atal rhaglen gyni Llywodraeth Geidwadol y DU ac am fuddsoddi mewn

gwasanaethau cyhoeddus hanfodol. Er bod Llywodraeth Cymru wedi darparu arian ychwanegol i awdurdodau lleol yn ddiweddar, mae toriad gwirioneddol mewn cyllid o hyd ac nid yw'n mynd i'r afael ag effaith gronnus bron i ddegawd o gyni.

Mae UNSAIN yn credu y gall Llywodraeth Cymru wneud nifer o bethau i ddiogelu gwasanaethau cyhoeddus lleol ac fe wnaethom ni gynnal sesiwn briffio i Aelodau'r Cynulliad ar yr adroddiad ym mis Ionawr 2019, a fynychwyd gan oddeutu hanner y grŵp Llafur yn y Cynulliad Cenedlaethol.

Fel rhan o'i ymgyrch yn erbyn toriadau, mae UNSAIN Cymru wedi adeiladu cefnogaeth ar gyfer Treth Robin Hood (Treth Trafodion Ariannol). Roedd yr ymgyrch yn cynnwys lobïo cynghorau ac Aelodau'r Cynulliad (gan gynnwys cyfarfod briffio llwyddiannus iawn yn y Senedd a fynychwyd gan Dave Prentis) i ymuno â'r ymgyrch. Hyd yn hyn mae 13 o gynghorau ac 16 o Aelodau Cynulliad (gan gynnwys y Prif Weinidog) wedi ymrwymo i'r dreth. Fe gododd un aelod o'r Cynulliad (ac UNSAIN) Dawn Bowden, y mater yn y Senedd gan ennill cefnogaeth Llywodraeth Cymru ac ymrwymiad "i annog Llywodraeth San Steffan i'w archwilio ymhellach".

Trafodaethau Pensiynau, Tâl ac Amodau

Mae gan UNSAIN gynrychiolwyr sy'n aelodau o Gynllun Pensiwn Llywodraeth Leol (LGPS) ar 7 o 8 Bwrdd Cronfa LGPS Cymru ac fe barhaodd i graffu ac ymyrryd yn gadarnhaol â rheolaeth cronfeydd LGPS yng Nghymru. Mae'r gweithredwyr pensiwn UNSAIN yn cael eu trefnu a'u cefnogi yn Fforwm Llywodraethu LGPS Cymru. Fe wnaeth UNSAIN gynnal gyrsiau hyfforddiant pensiwn i weithredwyr ar gyfer ein rhwydwaith datblygol o bencampwyr/cysylltiadau pensiynau ac i gefnogi gwaith ein Bwrdd Cronfa ac aelodau'r Pwyllgor. Roedd hyn yn cynnwys cwrs newydd 'Menywod a Phensiynau'.

Ar adeg ysgrifennu'r adroddiad hwn, mae pob cyngor yng Nghymru ar y trywydd cywir i gyflawni gweithrediad ail flwyddyn dyfarniad cyflog yr NJC 2018-20 ag asesiadau effaith cydraddoldeb cysylltiedig (sy'n cwmpasu'r holl nodweddion) a oedd yn arddangos effeithiau cadarnhaol yn gyffredinol. Ar 1 Ebrill 2019, am ennyd ac am y tro cyntaf, fe dalodd holl gynghorau Cymru eu staff ar raddfa uwchlaw'r gyfradd Cyflog Byw Sylfaenol.

Fe barhaodd trafodaethau rhwng Pwyllgor Llywodraeth Leol Cymru a Grŵp Gwasanaeth y DU ynghylch dymunoldeb creu NJC ar gyfer Cymru, ag adroddiadau'n cael eu cyflwyno i'r SGE a Phwyllgor yr NJC. Mae'r SGE wedi cytuno y byddai goblygiadau ehangach creu NJC i Gymru, e.e. ar gyfer Lloegr a Gogledd Iwerddon ar gyfer sectorau eraill, yn cael eu trafod yn y Gweithgor Datganoli SGE sydd newydd ei greu. Yn ei dro, bydd angen i Bwyllgor Llywodraeth Leol Cymru ystyried y ffordd orau o argyhoeddi'r undebau eraill, Cymdeithas Llywodraeth Leol Cymru a Llywodraeth Cymru, ynglŵn â manteision posibl datblygu NJC i Gymru.

UNSAIN yw'r unig undeb llafur sy'n trefnu yng Ngyrfa Cymru (cwmni a berchnogir yn llwyr gan Lywodraeth Cymru) ac mae wedi negodi codiad cyflog o 2% i'w aelodau ar gyfer 2018/19. Yn ddiweddar, fe wnaethom gyflwyno hawliad o 6.5% ar gyfer 2019/20.

Mewn Addysg Bellach (AB), drwy'r Undebau Llafur ar y Cyd, mae UNSAIN Cymru yn negodi cyflogau gyda chorff cyflogwyr Cymru 'Colegau Cymru'. Ar gyfer 2018/19 fe wrthododd yr undebau llafur gynnig cynnydd o 1% ac fe lansiodd ymgyrch a arweiniodd at Lywodraeth Cymru'n darparu cyllid ychwanegol i'r sector AB a'r cyflogwyr yn darparu cynnig ymrannol, ond gwell. Fe gynigiwyd 3.5% i'r holl raddau addysgu; yr holl gontractau rheoli 1.5%; cymorth busnes (cyflogau o dan £19,500) 4.5% a chymorth Busnes (cyflogau uwchlaw £19,501) 2%. Fe wnaeth pleidlais gan yr aelodau, dderbyn y cynnig gwell o 66% ar y nifer orau erioed a bleidleisiodd.

Preifateiddio a darparu gwasanaethau

Fe wnaed penderfyniadau cadarnhaol a negyddol ynglŵn â darparu gwasanaethau mewn ardaloedd awdurdodau lleol y llynedd.

Daeth un cyngor sir, sef Sir Benfro, â rhan sylweddol o'u gwasanaethau gofal yn ôl yn fewnol. Roedd y cyngor wedi gosod y gwasanaethau ar gontract allanol i gwmni preifat o'r enw Allied Healthcare, ond yn dilyn methiant y cwmni fe weithredodd y cyngor yn gyflym gan ddod â gwasanaethau yn ôl yn fewnol, a rhoddodd hyn dawelwch meddwl i staff a'r rhai a oedd yn derbyn gofal. Fodd bynnag, mewn awdurdodau lleol eraill fel Powys, cyhoeddodd y cyngor y byddai'n ail-breifateiddio darpariaeth gofal er gwaethaf deiliadaeth gythryblus BUPA o gartrefi gofal lleol. Methodd yr awdurdod â chynnwys UNSAIN yn y broses o wneud penderfyniadau wrth benodi darparwr newydd (Shaw Healthcare) i gymryd y cyfrifoldeb am wasanaethau sy'n cael eu rhedeg gan BUPA ar hyn o bryd.

Yn dilyn ymgyrch lwyddiannus gan ein Cangen Llywodraeth Leol yng Nghastell-nedd Port Talbot, mae'r gwasanaethau llyfrgell sydd o dan fygythiad a sydd yn hanfodol i gymunedau lleol, wedi'u hachub. Fe ddosbarthodd y gangen ddeiseb gan gasglu bron i 100 o ddatganiadau uniongyrchol gan ddefnyddwyr llyfrgelloedd.

Fe gomisiynodd UNSAIN Cymru adroddiad ar integreiddio iechyd a gofal cymdeithasol 'Gweithio at

ddiben cyffredin a rennir', a ymchwiliwyd ac a ysgrifennwyd gan Sefydliad Iechyd a Gofal Cymdeithasol Cymru ym Mhrifysgol De Cymru. Fe ganfu'r adroddiad mai'r prif amcan yn y dyfodol fyddai caniatáu i unigolion a theuluoedd reoli'r modd o gynllunio eu gofal eu hunain. Fe ddywedodd yr adroddiad y gellid cyflawni hyn trwy ofal integredig gyda phawb yn cydweithio'n ddi-dor.

Fe wnaeth yr adroddiad hefyd nodi nifer o feysydd i alluogi rhagoriaeth mewn gofal: Fe ddylai ganolbwyntio ar anghenion yr unigolyn; rhaid i ddarparwyr ddangos arweiniad cryf a chlir a chynnwys staff gofal, gan eu grymuso i wneud penderfyniadau er lles y rhai hynny sy'n derbyn gofal; dylid darparu cymorth a hyfforddiant parhaus i weithwyr; mae gan gynrychiolwyr gweithwyr undebau llafur ran werthfawr i'w chwarae wrth gynllunio gofal.

Recriwtio a Threfnu

Roedd 2018 yn flwyddyn recriwtio lwyddiannus iawn gyda 18 o'r 23 o ganghennau llywodraeth leol ac AB yn perfformio'n well na chanlyniadau 2017; recriwtiwyd cyfanswm o dros 4300 o aelodau newydd. Fe barhaodd y ffocws yng Nghymru ar drefnu a recriwtio yn sgil materion o bwys ar lawr gwlad e.e. ymgyrchu yn erbyn toriadau, gwrthwynebu allanoli, ac ymgyrchu dros well tâl, telerau ac amodau. Fe gyfrannodd prosiect FFO a oedd yn cynnwys elfen o ymgyrchu mewn ysgolion yn sylweddol at y flwyddyn recriwtio lwyddiannus hon. Yn rhan gyntaf 2019 mae lefelau recriwtio da yn cael eu cynnal ar draws cynghorau Cymru.

Dylanwadu ar Lywodraeth Cymru

UNSAIN sy'n dal swydd ysgrifennydd ochr y staff ar Gyd-gyngor Cymru a swydd y cadeirydd ar Gyngor Partneriaeth y Gweithlu (corff ymgynghori a negodi sector cyhoeddus triphlyg sy'n dod â Llywodraeth Cymru, cyflogwyr y sector cyhoeddus a'r undebau llafur at ei gilydd). Gan Bennaeth Llywodraeth Leol UNSAIN Cymru y mae sedd Undeb Llafur ar 'Weithgor Diwygio Llywodraeth Leol' Llywodraeth Cymru.

Yn ystod y flwyddyn ddiwethaf, fe gyflwynodd UNSAIN ymatebion ymgynghori ac ymholi i Lywodraeth Cymru a chyrff eraill Cymru gyfan ar y dilynol: 'Cryfhau Llywodraeth Leol: Cyflawni dros Bobl'; 'Cyngor Addysg Drydyddol ac Ymchwil i Gymru'; 'Ymchwiliad i Amrywiaeth ym maes Llywodraeth Leol'; 'Y Cod Ymddygiad Proffesiynol Diwygiedig ac Ymarfer ar gyfer Cofrestreion Cyngor y Gweithlu Addysg'; 'Diwygio Awdurdodau Tân ac Achub'; 'Safonau proffesiynol drafft ar gyfer cynorthwyo addysgu'; 'Cod anghenion dysgu ychwanegol drafft'; 'Gwella trafnidiaeth gyhoeddus yng Nghymru' a diwrnodau HMS 'Dysgu Proffesiynol Cenedlaethol Ychwanegol 2019-20'.

Ar y materion hyn a materion eraill mae UNSAIN Cymru wedi cael cyfarfodydd wyneb yn wyneb gyda'r Gweinidog Tai a Llywodraeth Leol; Y Dirprwy Weinidog Tai a Llywodraeth Leol; Y Gweinidog Addysg; Prif Weithredwr ac Arweinydd Cymdeithas Llywodraeth Leol Cymru a Phrif Weithredwr Cyngor y Gweithlu Addysg.

7.11 West Midlands

Cuts and redundancies

There was significant industrial activity in the region last year. Homecare workers from the Birmingham branch have been on strike for 13 months and have taken over 45 days of industrial action. They are campaigning against a new shift rota bought about because of a 40% cut to the service. The branch was able to organise members so that they were able to cross the 50% industrial action ballot turnout threshold on three separate occasions, increasing the turn out each time. At the time of this report, negotiations continued on a counter proposal that UNISON presented in January 2019. This has brought a negotiated settlement closer, but there are still issues about the number of redundancies proposed that have yet to be worked out.

The West Midlands' second largest authority, Staffs Council, made proposals to cut 16 services as they look to save £36 million pounds. A joint campaign led to the reinstatement of the school crossing patrol, and campaigning continues to save other services in this authority.

Pay and conditions

The last 6 months focused on ensuring councils implemented the 2019/2020 pay award, including assimilation onto the pay spine. There have been several issues with West Midlands employers in relation to this. A number will be unable to complete the work to redesign the pay spine before 1 April 2019. These employers have committed to undertaking this work post 1 April, and regional staff have worked to ensure that members will still receive their pay award despite the assimilation not being completed.

Privatisation and service delivery issues

Privatisation was not so prominent last year. Several authorities, including Birmingham made a commitment to in-house services as their preferred model and are reviewing the cost effectiveness versus outcome of privatised services.

Recruitment and organising

The West Midlands local government team focused on school organisation in 2018.

The region completed a programme of schools visits in 2018. The region have visited 1,743 schools in 2018 – 72% of our regional schools – and recruited 52 contacts and 5 reps on these drop-offs. The region recruited 200 more schools members than in previous years.

MATs that span branches

The region re-organised organiser responsibility for MATs that span branches (38 MATs with approximately 270 schools) to bring them under the responsibility of one Regional Organiser. This is predominately because branches in the region are not able to visit academies because of a lack of facility time and are not able to successfully liaise with other branches to co-ordinate organising activity across MATs. In 2018 the region secured recognition agreements at 10 of these MATs, which all now have Joint Consultative Committees in place. The majority of MATs agreed to NJC pay implementation; UNISON leads these negotiations.

Fleet and waste dispute

In Birmingham there was a second fleet and waste dispute, which gained national media coverage. Following the settlement of last year's dispute, which would have seen 100 grade 3 loaders downgraded to grade 2, the council made payments to GMB members for a failure to consult on that dispute. At the time of writing UNISON members were taking industrial action in relation to these payments.

7.12 Yorkshire and Humberside

Cuts and redundancies

There was no reprieve for local authorities in the region, despite the Chancellor's statement that "your hard work is paying off and austerity is coming to an end". For councils in Yorkshire and Humberside these words were nothing more than empty rhetoric. There still needs to be an increase in long term funding for essential services to create sustainability for local authorities. A number of councils began undertaking public consultations around service delivery, which will result in more redundancies.

Pay and conditions

Many staff were subject of restructures and our members are working harder than ever with everything stretched to its limits. Despite this some councils are trying to cut terms and conditions, whilst others are looking to introduce seven day working for their employees. These attacks have been met with resistance, but the challenges continue.

There are eight accredited living wage councils in the region – made up of 4 town councils, 3 councils and a combined authority. Pressure has been placed on the other councils within the region to become accredited living wage employers, as this becomes critical when services are under threat of being outsourced.

In order to protect members we have pushed local councils who have yet to sign up to the Ethical Care Charter. To date five councils within the region have signed up. Work is continuing to get councils to adopt UNISON's Residential Care Charter, End Violence at Work Charter and the Apprenticeship Charter.

Privatisation and service delivery issues

This last year saw significant service modelling. Members delivering social care on behalf of councils and our members delivering cleaning and catering services within schools continue to be affected by a large volume of TUPE transfers. Not only has this presented a significant challenge to local branches some have taken place without any consultation, leading to legal challenges being lodged.

The region and ranches pushed for councils to sign up to a joint procurement agreement that would bring services back in-house and see a growth of in-sourcing.

There have also been issues with Ofsted ratings for children's service. The region worked hard to ensure services have not been outsourced as a result of this.

Recruitment and organisation

The last year saw positive returns on recruitment. Branches that bought into the fighting fund schools/academies /residential project saw an increase in the numbers of members recruited into membership. The collaborative working between the branches and the regions still produce the most effective recruitment results. Whilst the numbers recruited in the last year were the highest there is still work to do on retention which is being targeted. There has been overt and aggressive recruitment of UNISON members by competitor unions which has been robustly challenged.

Devolution

The One Yorkshire proposal for whole regional devolution has been prominent within the region, but met objection from the Government.

Appendix A
Composition of National Service Group Committees and UNISON representatives on national negotiating bodies 2018/19

Local Government Service Group Executive

Helen Astley (West Midlands), Jennifer Black (Northern), Alison Boshier (Cymru/Wales), Rebecca Brookman (South West), Sharon Campion (West Midlands), Gabrielle Carton (Northern Ireland), Gavin Cartwright (FE and 6th Form Colleges Committee), Ken Curran (Yorkshire & Humberside), Jane Doolan (NEC), Andrea Egan (NEC), Mark Evans (Cymru/Wales), Mark Ferguson (Scotland), Karen Fisher (FE and 6th Form Colleges Committee), Janice Ford (Eastern), Jane Gebbie (Cymru/Wales), Paul Gilroy (NEC), Samina Grant (FE and 6th Form Colleges Committee), Helen Gray (Yorkshire & Humberside), Daphne Harper (Northern Ireland), Paul Holmes (NEC), Pam Howard (Shadow Schools Committee), David Hughes (West Midlands), John Hughes (Chief Officers & Senior Managers Committee), Edwin Jeffries (NJC Committee), Mark Johnson (Eastern), Inez Kirk (Scottish Local Government Committee), Jeanette Lloyd (East Midlands), Clara Mason (Greater London), Alison MacCorquodale (Scotland), Jo Mace-Butler (NJC Committee), John McLoughlin (Greater London), Ann MacMillan-Wood (East Midlands), Rita Mistry (Yorkshire & Humberside), Diane Peacock (Northern), Hugo Pierre (Shadow Schools Committee), Susan Plain (Greater London), John Price (FSA / FSS Committee), Tony Rawlings (NJC Committee), Dave Rees (Youth & Community Workers Committee), Shazziah Rock (NJC Committee), Shirley Scott (Northern), Jane Slater (North West), Polly Smith (Eastern), Joy Taylor (South East), Carolyn Thompson (Ofsted Committee), Lorraine Thomson (Scottish Local Government Committee), Kevin Treweeks (South West), Julie Warner (East Midlands), Glen Williams (North West), Jon Woods (South East), Rena Wood (North West)

Secretary: Jon Richards
Senior National Officer: Mike Short
Committee Administrator: Indira Patel

SECTOR COMMITTEES

FE and Sixth Form Colleges Committee

Samina Grant (Eastern), Yvonne Costello (East Midlands), Gavin Cartwright/Julia Davis (West Midlands), Sarah Jan Robertson/Alan O'Donnell (Scotland), Anna Williams-Price/Joanne MacMillian (Cymru/Wales), Michael Wilson/Maxine Rowden/Joanne Miller (Northern), Graham Walmsley/Fran Murray/John Riley/Christine Patching (North West), Karen Fisher/Nikki Fabry (South East), Jeanette Kitteringham (Yorkshire & Humberside), Andrew Beech (HESGE observer).

FE Support Staff Trade Union Side

Samina Grant, Michael Wilson, Gavin Cartwright, Maxine Rowden and Karen Fisher (substitute)
Secretary: Leigh Powell

Sixth Form Colleges Trade Union Side

Jeanette Kitteringham and Nikki Fabri
Secretary: Ben Thomas

UNISON NJC Committee

Wendy Bond (West Midlands), Alison Boshier (Cymru/Wales), Linda Boyer (North West), Julie Davies (Y&H), Janice Ford (Eastern), Seán Fox (Greater London), Juan-Antonio Garcia (Wales), Emma Garson (Wales), Jeff Grace (Eastern), Irene Graham (Northern Ireland), Tony Gravier (South West), Janet Green (Northern), James Hawker (Community and Voluntary Sector), John Hughes (Chief Officers), Edwin Jeffries (Northern), Caroline Johnson (West Midlands), Diana Leach (South East), Jeanette Lloyd (East Midlands), Jo Mace-Butler (South West), Ann MacMillan Wood (East Midlands), Clara Mason (Greater London), Lorna Mooney (South East), Sue Plain (Greater London), Tony Rawlings (Youth and Community), Shazziah Rock (West Midlands), Danielle Samuel (Private Sector), Stella Smethurst (Yorkshire & Humberside), Mick Stowe (Yorkshire & Humberside), Chris Tansley (East Midlands), Peter Thorne (Private Sector), Mandy Toal (Northern Ireland), David Williams (Public Sector), Glen Williams (North West), Rena Wood (North West) Diane Wright (Northern)

National Secretary: Jon Richards
Senior National Officer: Mike Short
National Officer: Gill Archer
Assistant National Officer: James Bull
Committee Administrator: Simon Jackson

UNISON NJC Trade Union Side

Wendy Bond (West Midlands), Alison Boshier (Cymru/Wales), Linda Boyer (North West), Julie Davies (Y&H), Janice Ford (Eastern), Seán Fox (Greater London), Juan-Antonio Garcia (Wales), Emma Garson (Wales),

Jeff Grace (Eastern), Irene Graham (Northern Ireland), Tony Gravier (South West), Janet Green (Northern), James Hawker (Community and Voluntary Sector), Edwin Jeffries (Northern), Caroline Johnson (West Midlands), Diana Leach (South East), Jeanette Lloyd (East Midlands), Jo Mace-Butler (South West), Ann MacMillan Wood (East Midlands), Clara Mason (Greater London), Lorna Mooney (South East), Sue Plain (Greater London), Shazziah Rock (West Midlands), Danielle Samuel (Private Sector), Stella Smethurst (Yorkshire & Humberside), Mick Stowe (Yorkshire & Humberside), Chris Tansley (East Midlands), Mandy Toal (Northern Ireland), Glen Williams (North West), Rena Wood (North West) Diane Wright (Northern)

National Secretary: Jon Richards
Senior National Officer: Mike Short
National Officer: Gill Archer
Assistant National Officer: James Bull
Committee Administrator: Simon Jackson

UNISON NJC Trade Union Side Executive

Seán Fox (Greater London), Jeanette Lloyd (East Midlands), Diana Leach (South East), Jon Richards (National Secretary), Mike Short (Senior National Officer), Gill Archer (Assistant Trade Union Side Secretary), James Bull (Trade Union Side Secretariat), Simon Jackson (Trade Union Side Secretariat)

Scottish Local Government Committee

General Seat: Scott Donohoe, Mark Ferguson, Steven Larkin, Phil McGroggan, Martin Murray, Kenny McCallum, Arthur Nicoll, Tom Connolly

Women's Seats: Brenda Aitchison, Margaret Gallacher, Inez Kirk, Alison MacCorquodale, Pam Robertson, Lorraine Thomson, Marie Quigley, Valerie Jennings

Low Paid Women's Seat: Roz Kyle-Ronan, Lorraine Needham

Chief Officers and Senior Managers Committee

John Hughes (Cymru/Wales), Vacancy (South East), Vacancy (South West), Vacancy (Eastern), Vacancy (East Midlands), Vacancy (Greater London), Andrew Haysey (Northern), Vacancy (North West), Vacancy (West Midlands), Vacancy (Yorkshire & Humberside)

Secretary: Mike Short
Assistant National Officer: Marilyn Bailey

Care Quality Commission Committee

Pauline Marshall/Stephanie Richards (Eastern job share); James Pitts, (Greater London); Susannah Cooke, (Northern), Vacancy (North West); Darren Smith, (South East); Katherine Killick (South West); Martin Brown, (West Midlands); vacancy (Yorkshire and Humberside) Vacancy (East Midlands) James Hedges (NHS Professionals)

National Officer: Matthew Egan
Assistant National Officer: Sharan Bandesha
Administration Support: Colette Whitehead

FSA/FSS Sector Committee

Graeme Anderson (FSS), Richard Collier (FSA-Northern), John Price (FSA-Yorkshire & Humberside), Alan Colson (FSA-South East), Graham Cross (FSA-Cymru/Wales), John Rowland (FSA-South West), Mark Haylett (FSA-East Midlands), Martin Hope (FSA-North West), Terry Shinton (FSA-West Midlands), Alan Howarth (FSA-Yorkshire & Humberside), Chris Tozer (Eastern)

Secretary: Paul Bell

OFSTED Committee

Melissa Cox (South West), Carys Millican (North West), Keith Riley (South East), Carolyn Thompson (West Midlands), East Midlands (vacant), Northern (vacant), & Yorkshire and Humberside (vacant), Eastern (vacant), Greater London (vacant).

Secretary: Ben Thomas

School Sector Committee

Christine Smith (Eastern), *vacant* (Eastern), Jackie Dean (East Midlands), Becky Everett (East Midlands), Hugo Pierre (Greater London), Tracey Adnan (Greater London), Diane Wright (Northern), Tom McCulley (Northern), Gabrielle Carton (Northern Ireland), Marianne Buick (Northern Ireland), Cathryn Baggaley (North West), Pam Howard (North West), Lorraine Thomson (Scotland), Avril Brady (Scotland), Mary Moore (South East), Joe Parsons (South East), *vacant* (South West), Craig Martin (South West), Jonathan Lewis (Cymru/Wales), Alison Boshier (Cymru/Wales), Nigel Brindley (West Midlands), Carol Garfield (West Midlands), Julie Toyne (Yorkshire & Humberside), Lisa Smith (Yorkshire & Humberside), Wendy Bond (NJC), Diane Wright (NJC)

National Officer: Chris Fabby
National Officer: Joanna Parry
Assistant National Officer: Jennifer Mitchell

Youth and Community Workers Committee

David Rees (Cymru/Wales), Robin Konieczny (Eastern), Vacancy (East Midlands), Vacancy (Greater London), Ashleigh Downey (Northern), Vacancy (North West Representative), Tony Rawlings (South East), Vacancy (Northern Ireland), Vacancy (South West), Katrina Harris (West Midlands), Vacancy (Yorkshire & Humberside)

Secretary: Mike Short
Assistant National Officer: Marilyn Bailey

SERVICE GROUP WIDE FORUMS

Careers Forum

Sarah Cawston (South East), Derek Cheyne (Scotland), Charlie Friel (West Midlands) Vacancy (Yorkshire and Humberside), Gareth John – job share (Wales), Tony Mclean – job share (Wales), Andrew McGregor (North West), Terry McPartland (Northern), Janice Ford (SGE), Ali Sheriff (Eastern), *vacancy* (East Midlands), *vacancy* (South West)

Secretary: Jon Richards
Senior National Officer: Ruth Levin
Assistant National Officer: Denise Bertuchi

Fire and Rescue Forum

Janet Farrell (Eastern), Tony Philips (Greater London), David Drummond (Northern), Jonathan Cooper (North West), Derek Jackson (Scotland), Mark Todd (South East), Andy Fowler (South West), Ian Smith (Cymru/Wales and Chair), Angela Johnson (West Midlands), Carl Pike (Yorkshire and Humberside), Janice Ford (SGE)

Assistant National Officer: Natalie Ntim
Committee Administrator: Simon Jackson

Home Care Forum

Polly Smith (Eastern); Kaye Aris (East Midlands); Caroline Firmin (Greater London); Joan Laverick (Northern); Vacancy (Northern Ireland); Maggie Hindle (North West); vacancy (Scotland); Joan Richardson (South East); vacancy (South West); vacancy (Cymru/Wales); Sue Brealey/Mandy Buckley job share (West Midlands); vacancy (Yorkshire/ Humberside); Andrea Egan (Service Group Executive); vacancy (Private Agency Representative – 1); vacancy (Private Agency Representative – 2); Chris Tansley (Social Care Forum); Graeme Ellis (Community & Voluntary Representative);

National Officer: Matthew Egan
Administration Support: Colette Whitehead

Social Care Forum

Alison Birmingham (Eastern); Chris Tansley, (East Midlands); Kerie Anne, (Greater London); Juliet Giddins (Northern); Vacant, (Northern Ireland); Carl Greatbatch (North West); John Watson, (Scotland); Andrew Pattinson (South East); Jo Mace- Butler, (South West); Jane Gebbie, (Cymru/Wales); Caroline Johnson (West Midlands) Carol Ring, (Yorkshire/ Humberside); Lorna Smith,(Additional Seat 1); Lorna Cameron,(Additional Seat 2); Sally George, (Additional Seat 3); Kevin Jackson,(Community & Voluntary); vacant (CAFCASS) Felicity Larter (Health); Polly Smith, (Homecare); Glen Williams, (Service Group Executive); Sharon Campion, (Service Group Executive

National Officer: Gill Archer

WORKING GROUPS

Devolution Working Group

Mark Ferguson (Scotland), Inez Kirk (Scotland), Sue Plain (SGE Vice Chair), Dave Rees (Cymru/Wales), Sarah Taylor (Cymru/Wales), Glen Williams (SGE Chair), 2 vacancies (Northern Ireland)

LGPS Working Group

Glen Williams (SGE Chair), Sue Plain (SGE Vice Chair), Paul Holmes, Jeanette Lloyd, Jane Gebbie, Shirley Scott (England and Wales), Lorraine Thomson, Inez Kirk (Scotland), Gabrielle Carton (Northern Ireland)

Pay and Service Conditions Working Group

Glen Williams (SGE Chair), Sue Plain (SGE Vice Chair), Jennifer Black, Edwin Jeffries, Polly Smith, Janice Ford, Julie Warner, Ann MacMillan Wood (as SGE representatives from English Regions); Gabrielle Carton (as SGE representatives from Northern Ireland); Inez Kirk and Lorraine Thomson (as SGE representatives from Scotland) and Alison Boshier and Mark Evans (as SGE representatives from Wales)

Recruitment and Organising Working Group

Glen Williams, Sue Plain, Dave Rees, Gavin Cartwright, Mark Ferguson, Alison Boshier, Janice Ford, Tony Rawlings

Service Delivery Working Group

Glen Williams (SGE Chair), Sue Plain (SGE Vice Chair), Andrea Egan, Clara Mason, Ann MacMillan-Wood (English Regions); Gabrielle Carton (Northern Ireland); Mark Ferguson, Alison MacCorquodale and Lorraine Thomson (Scotland); and Alison Boshier, Jane Gebbie and Mark Evans (Wales)

SGE/National Self Organised Groups Liaison Committee

Pam Howard (SGE), Polly Smith (SGE), Jane Gebbie (SGE), Tony Rawlings (SGE), Jackie Lewis (Lesbian, Gay, Bisexual and Transgender Committee), Emma Proctor (Lesbian, Gay, Bisexual and Transgender Committee), Kim Johnson (National Black Members' Committee), Lilian Adani (National Black Members Committee), Vacancy (National Women's Committee), Nat**h**alie Birkett (National Women's Committee), Lisa Dempster (National Disabled Members Committee), Bev Miller (National Disabled Members Committee)

Appendix B
2018 Local Government Service Group Conference Decisions

1. Local Government Apprentices
   Carried as Amended: 1.1, 1.2
2. Trade Union Facilities
   Carried as Amended: 2.1
3. Organising Occupational Groups
   Carried
5. Working for Decent Pensions
   Carried as Amended: 5.1
6. Women and sickness absence
   Carried
7. Dealing with the Menopause in the Workplace
   Carried as Amended: 7.1
8. Maternity Rights
   Carried
9. Keeping Pay Equal
   Carried

Composite A (Motions 10 and 11) – "Say No" to National Assessment and Accreditation
Carried

12. Social Work Support is a Right for Asylum Seekers
    Carried
13. Youth and Community Workers
    Carried
14. LGBT Workers and Social Care
    Carried
15. Trans Equality is Everyone's Concern
    Carried

Composite B (Motions 16 and 17) – Mental health and workloads in the council workforce
Carried

18. Food Standards Agency – Pay, Terms & Conditions
    Carried
19. Black Workers and In-work Poverty
    Carried
20. Zero Hours and Black Workers
    Carried

Composite C (Motions 21 and 22) – Raising the Profile of Local Government Workers
Carried

23. Henry VIII's Cruellest Cut
    Carried
24. Local Government and Brexit
    Carried as Amended: 24.1

Composite D (Motions 25 and 26) – Privatisation and bringing services back
Carried

Composite E (Motions 28 and 29) – Housing
Carried

30. Disabled Workers at the Sharp end of the Housing Crisis
    Carried
31. Trading Through Austerity
    Carried
32. Support Library and Cultural services
    Carried as Amended: 32.1
33. Social Care Cuts
    Carried
34. Youth Services Essential in Northern Ireland
    Carried
35. Local Government and Devolution
    Carried
36. Working Together In Local Government
    Carried as Amended: 36.1
37. College Governors – Transparency and Accountability
    Carried
38. Proper Funding for Further Education – Skills, Pay and Free Education
    Carried
39. Organising in FE Colleges
    Carried
40. Funding for Early Years
    Carried as Amended: 40.1
41. Organising in Schools and Multi Academy Trusts
    Carried as Amended: 41.1
42. Term Time Working
    Carried as Amended: 42.1
43. Further Education Area Reviews – Protecting Disabled Workers' Jobs
    Carried

44. Protecting Education Support Workers' Terms and Conditions Post Brexit
Carried

Motions not reached

4. Local Government Pension Scheme

27. Stop the spread of Regional Adoption Bodies

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