



North Lanarkshire Branch

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Our Ref:

Your Ref:

Date:

LLS/1/JM/NM

14th May 2014

Andrew Sutherland
Executive Director
Learning & Leisure Services
Civic Centre
Motherwell
ML1 1TW

Dear Andrew

EARLY YEARS WORKERS – 600 HOURS

With reference to the above subject, it is with regret that I write to inform you of issues that UNISON has had with the process.

Whilst there has been meetings between management and UNISON regarding the issue, I must advise that we do not feel that we have been involved in meaningful consultation. UNISON were not informed of a pilot scheme that ran in Shotts Nursery Centre and Berryhill Nursery Class, we have been refused information on how the budget will be utilised (which as you know I have written to you about under separate cover), and we were not provided with a breakdown of the employment status of all Early Years Workers as requested.

In addition to this, there is a real lack of clarity throughout the workforce on what the actual results of this process will be. Whilst certain groups of employees have had staff meetings to discuss the proposals there has not been anything of this nature for the Early Years Workers themselves, resulting in confusion over what jobs were advertised, the basis of these jobs, and how they would be allocated. Was there ever 100 full time permanent jobs as advertised?

UNISON look forward to hearing your proposals on how you can resolve these issues going forward and keep our members and your employees advised on what is a very important issue for them.

Yours sincerely


JOHN MOONEY
BRANCH SECRETARY

cc UNISON members



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Dear Andrew

EARLY YEARS WORKERS – SHORT LEET OF POSTS


With reference to the above, I am writing to raise concerns that UNISON have with the above process.

It has been brought to our attention that current Early Years Workers have not been offered interviews due to lack of experience in the post or lack of qualifications. It is not apparent to UNISON how these decisions have been made, as UNISON members who are fully qualified with more than 5 years' experience have received this reason for them not being interviewed. In addition to this, it appears that a document that has been shared with UNISON by management indicates that when an applicant is advised that they have not been successful in achieving interview, they would be advised of the reasons. It is not clear to us that this has been done in writing and members are being advised verbally when they contact HR.

Clearly, there has been an issue in how the process has been handled and I would ask for a quick intervention to offer those affected the opportunity to be interviewed for the posts.

I look forward to your response.

Yours sincerely


JOHN MOONEY
BRANCH SECRETARY

cc UNISON Members