



Colleagues,

Welcome to your UNISON North Lanarkshire Branch newsletter, which has been posted to all members.

We are constantly trying to improve our methods of communication with members, utilising our website, Facebook page, and e-mails along with the traditional methods of using workplace mailings and local stewards holding meetings.

There are lots of issues that are ongoing in the branch at the moment and whilst the newsletter can't cover everything, it provides updates on the biggest things affecting our members.

Also, you'll have noticed a separate leaflet included in the mailing which is the beginning of our campaign against the next round of budget cuts in North Lanarkshire Council which will be in excess of £80m over the next 3 years. These cuts will have an impact on almost all of the other employers that our branch covers. Remember, YOU are the union. If you're not involved in our campaigns then quite simply we won't be successful.

So, if you are able to, keep up to date with branch issues at:

Website – www.unisonnorthlan.org.uk

Facebook – search for UNISON North Lanarkshire

Sign up for our **e-mail list** by visiting our website

Be involved. Be heard. Be strong. Join the fight with UNISON.

John Mooney

Branch Secretary

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North Lanarkshire Council £80m Cuts – 2015/16 to 2017/18

Included with this newsletter is a dedicated leaflet looking at how cuts of over £80m will affect not only our jobs, but the wider community as a whole. These cuts, driven by austerity will have a devastating impact on an already deprived area.

Unusually, this leaflet will not just be distributed amongst our members but also with community and church groups.

North Lanarkshire Council, and Local Government in general, cannot continue delivering vicious cuts to an already overworked and underpaid workforce and expect a high level of public service, we need to stand together and actually put pressure on those who blindly pass on cuts which attack our members and those who live in the local area.

We want you to stay updated and involved in our campaign as it develops, but to also share the leaflet with any community or church groups that you are involved in.

If we don't stand up for ourselves, who will?



Holiday Pay

UNISON along with the other SJC Trade Unions have been in negotiations with CoSLA seeking a collective agreement with regard to the payment of holiday pay that would be applicable across all local authorities (remember that we already an agreement in place in North Lanarkshire Council). Unfortunately it has not been possible to reach agreement and all the trade unions and the employers have now agreed that negotiations have ended.

You should however be aware that the employers have issued guidance to all local authorities (this is

employer's advice only and has not been agreed by the trade unions). UNISON's issues with the guidance centred round the list of exclusions and the de minimus principle which could prevent some seasonal work being included in the calculation of average pay.

Further we did not see any merit in a collective agreement that did not improve upon the value of legal claims that members may be entitled to already.

Where branches have members with claims submitted, these claims will be processed in accordance with our legal protocol and branches advised of progress.

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Changed workplace or address?

REMEMBER! If you change any personal information or workplace/jobs, please inform the branch office so we have your most up-to-date information.

Early Learning Practitioners

by Jan McKay

Due to the impact of the 600 nursery hours scheme implemented in August 2014 there has been a great deal of angst among Early Learning Practitioners.

Many staff in Nursery Classes and Centres in North Lanarkshire have contacted UNISON for support.

UNISON has organised 3 Meetings with the Members this year – 19th February, 19th March, and 11th June – to establish a way forward to alleviate the stress our Members are experiencing as a result of the 600 hours.

At the first meeting Members felt angry at the lack of support from Management through the changes to their working day, and highlighted issues surrounding time to do preparation and other paperwork. As a result of this first meeting the Members asked for an anonymous questionnaire to be sent to all members in the service to establish the main issues. The questionnaires were collated and the results were fed back at the second members meeting.

During this time John Mooney (Branch Secretary), Marie Boyle (Vice Convener), Jan McKay (Steward ELP, Nursery Centre) and Marie Carr (Steward ELP, Nursery Class) have been meeting with Lorraine Fisher to try to improve the overall situation for our members, using the questionnaires as proof of the real issues on the ground. As a result of these meetings it was agreed that a working party be set up to look at Nursery provision and the problems within Early Years caused by the introduction of the 600 hours scheme. Lorraine Fisher chose the following persons to sit on the working party ...

Lorraine Fisher, Ruth Eglinton, Theresa Henry, Linda Harty, Lynn Walsh, Margaret Hunter and Theresa Verechia. UNISON will also be represented on the working party by Marie Boyle, Jan McKay and Marie Carr.

UNISON will continue to have meetings with Early Learning members where we can listen to concerns and ideas to feed back to the Working Party with a view to finding resolutions that improve working practises in Early Learning.

We look forward to seeing the Members at the next meeting. We cannot do this without you ...

PATHWAYS INTO UNISON

Do you want to find out more about your union?

Have you thought about becoming more involved in your union?

UNISON Lanarkshire branches are organising a Pathways Course in your area. This course is aimed at women members and new female activists who would like to find out more about UNISON and see how the skills they already have can be used in a union setting.

Pathways into UNISON is your chance to find out all you need to know and explore the many different ways to get involved.

The course is run over 2 days and will be within your area.

You don't need qualifications and courses are very informal and relaxed.

If you think you may be interested in coming along to our course, or want to find out more about it please contact South Lanarkshire Branch (who are co-ordinating the course) on 01698 454225.

The course will take place some time in September 2015 and is open to members from North and South Lanarkshire Branches and Lanarkshire Health Branch.



Forth Valley NHS UNISON Members attending a 'Pathways Course'

"I met lots of interesting people and at the Pathways course in Stirling, I found out a lot of things the union can do for you." Janette France

"Having been a member for 20 years I learned more about UNISON in that weekend than I had in the 20 years as a member, well recommended" June Mackenzie

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SJC PAY 2015/16 & 16/17

Further negotiations on this year's pay offer re commenced with the employers (CoSLA) on Thursday 11th June 2015. At this time there has been no improvement on the current offer of 2.5% over the period 2015/17 and no discussion on a flat rate offer or distribution of this.

When the employer makes a final offer, UNISON's Local Government Committee will meet shortly afterwards to consider this and make the appropriate arrangements for consultation with our members.

UNISON North Lanarkshire believe that a fair pay award is long overdue for our hard working members and that local government pay cannot continue to fall behind pay levels in other public services.

Culture NL Update

VERA (Voluntary Redundancy) Policy

CNL have introduced this new policy, prompting UNISON to write to all CNL members highlighting issues that we have. UNISON has concerns that the reduced value of any redundancy payment under this voluntary policy will soon result in an attempt to change our member's current terms and conditions on redundancy. Our branch wants to reassure members that we will not allow any attacks on terms and conditions and will not hesitate to provide support to defend you all.

Flexible Retirement Policy

Again, CNL has approached us with an intention to introduce a new policy on the above. UNISON North Lanarkshire has previously tried to have a policy on this subject put in place with North Lanarkshire Council to no avail, so we generally support a positive, progressive move like this. As this policy will technically mean a change to terms and conditions we will be balloting CNL members for your position on the policy.

Managing Work Performance

This is a new policy that CNL have brought to the JTU for consultation, UNISON has noted a few points that we feel need clarification or additions, and once these are in place we are confident that these will be robust policies that will allow CNL to Manage Work Performance in a fair, supportive and transparent way.

This policy is not relating to terms and conditions and so would not be brought to UNISON members for ballot on acceptance, but we want to ensure that the policy is fit for purpose off the bat so that our members will benefit.

Catering Review

This is currently ongoing, with staff being consulted on which posts they feel they would like to express an interest for based on the position of their current role. This will conclude on the 14/06/15 and we hope to have a further update soon after this.

UNISON believe that if this process is managed correctly there should be no need for redundancies of any kind, as there are more than enough hours to go around at lower grades, and for higher grades, policies allow for matching up in redundancy situations.

We are also currently in discussions with CNL regarding excess travel, as per the Red Book conditions of service, and protection will be in place for those who do end up in detriment for a period of 18 months.

However, UNISON do not endorse this review, and has had to write to CNL expressing concerns after discovering that a presentation was being given to staff indicating that we had in fact endorsed the process.

Service Improvements and Efficiency Savings

You will all be aware of the email that came to all staff from the CEO on the 3rd June detailing the huge cuts to budget that CNL are facing over the next 3 years, totalling £3.1 Million, which is a massive 22% of the management fee CNL receive from NLC. This must be secured by March 2018.

All in all this paints a fairly bleak picture for CNL over the next few years and UNISON has laid down some fundamental principles that we will stick by as times get tough:

- No compulsory redundancies.
- No attacks on terms and conditions.
- No reductions in take home pay.
- **Meaningful** consultation on any and all proposals for budget cuts.

Our aim is to protect our members as we move through the next few years and beyond. To do that, we need a fully informed and involved membership supporting us and making decisions as things progress.

You can expect to be hearing from UNISON on a regular basis as we receive information/proposals.

JOIN UNISON

Be involved. Be heard. Be strong. Join the fight with UNISON.

UNISON are always looking to build our strength as the lead Trade Union for Culture NL.

High membership density means we have more strength when it comes to negotiations with your employer. So if you know of colleagues who are not in a Trade Union, please encourage them to join UNISON.

Become Active with UNISON

All the work that UNISON does for its members could not be achieved without the hard work of UNISON stewards and activists. We are always keen to see more members become active and help current activists to fight for better terms and conditions and fight off any attacks that may come our way.

Continued on page 5

HR/Payroll Report

In a year where UNISON North Lanarkshire has had many positive outcomes, in particular within Finance & Customer Services, it's very disappointing that yet again the Council refuse to meaningfully consult on issues affecting our members.

As many will know, NLC are to implement a new HR / Payroll system which at first glance will cut 42 jobs across HR and Payroll. This new system and the cuts that go with it will affect every Service within this Council, yet the Council has not consulted with UNISON prior to the report going to P&R Committee. It's even more disappointing that members have been working extra hours to help with the project and senior management within the service refused to meet with staff to allay their fears.

In Payroll, members raised concerns at small team meetings held by their supervisors who took concerns back to management only to feedback with the predictable response of 'management don't have any further information at this time'. This proved very concerning given that the report was scheduled to go to P&R committee within a few weeks. In many areas of HR, staff were not even afforded this opportunity before the report was scheduled to go forward to committee.

On the basis that management refused to meet staff to allay any fears, and the fact that emails detailing the concerns were not answered by management, I contacted the Convenor of P&R (Finance & Customer Services) to notify him of the position.

Only after the project was approved at P&R did senior management meet with Payroll staff, which was expected given that elected members had asked at P&R what consultation had taken place. At this point in the meeting apologies were offered to the committee for not consulting with staff. Unfortunately, there was no apology for not consulting with UNISON. The meeting with management did not allay any fears and I understand that many concerns have gone unresolved across HR offices. In my experience, management cannot reply to questions with any definite answers.

As we stand implementation will be at the very latest February 2016 and members still have the following concerns:

- Will the Council guarantee no compulsory redundancies?
- Where will HR/Payroll staff be based?
- Will salaries and grades be protected?
- If jobs are to be re-evaluated who can we trust to carry out the evaluation given the recent equal pay payments made to staff who were wrongly evaluated?
- If re-evaluation is necessary will all staff affected by this change have their job re-evaluated?
- Why when staff were good enough to volunteer to work extra hours on the project have their managers refused to meet them to discuss their concerns and fears?

These are all valid concerns from our members and it is clear that the Council needs to work and consult with UNISON to reach an amicable solution. The Council will not achieve this by operating on their own terms with no regard to UNISON's members views.

The Equal Pay situation proves proper meaningful consultation/negotiation can lead to a productive outcome.

To the senior managers who are members reading this, I would urge you to think about your staff and meet with them to allay their fears.

Culture NL Update

Continued from page 4

UNISON Reps are fully trained, with paid time off for Trade Union duties and great support from local stewards and the UNISON North Lanarkshire Branch.

If you are interested in becoming active in UNISON please contact either Karen Fleming on 01698 332610 or the branch office on 01698 276291 or via e-mail at branchoffice@unisonnorthlan.org.uk.

Learning & Leisure Services – In it Together?

Over the years we have been used to vacuous people using vacuous phrases like ‘We are all in this together’, but right now it is as clear as day in public services that we are not at all ‘in this together’.

The latest round of budget cuts from Westminster, passed on by Holyrood delivers two sets of handcuffs for local authorities.

Firstly the Council Tax Freeze, where millionaires and people on the breadline all have their local taxes kept as they are for another year, whilst councils across Scotland have to cut vital services, to make their budget balance.

But there is now a second problem. Now, and at a very late point, the Scottish Government decided it would also peg budgets to the retention of teacher numbers.

As someone who works in Learning and Leisure, someone who isn't a teacher, it's double jeopardy.

At the time when all council workers are feeling vulnerable, those of us in LLS, who aren't teachers, are feeling twice as vulnerable. I can thank my teachers all those years ago for some

basic arithmetic that tells me that if LLS have to cut £25 million over the next 2 years, and they can only look at less than half the workforce to cut that amount, it means that, those of us who are non-teachers, like the CLD workers, the school clericals, the ASNs, the Classroom Assistants, the technicians, the librarians, and the clerical and support staff within Kildonan St HQ, have more than double the chance to be affected by the cuts.

I remember saying a few years back that the Job Evaluation process at the time broke up the school family, it gave a value to all the job groups and set people against people. For many, many years we have referred to Learning and Leisure as Education and others! but now it seems the Government in Holyrood agree. Teachers have value, the rest of the school family have none.

The education our children receive should be at the forefront of Government policy. We should as a nation strive to have the best Education system for our children and for the future prosperity of the country, but and it's a big but, is that not best achieved by all of the school family working together, not just by teachers?

Freezing teaching numbers doesn't set a national minimum standard for education, currently all of the authorities have different teacher/child ratios. It's almost as if no real thought has went in to the policy at all, a policy that will cost people their livelihoods unnecessarily.

We build multi-million pound schools, but soon we will have no support staff in them, the needy will have their supports taken away. I doubt if our teaching colleagues will rush to help.

So we wait to see whose job will go, and let's not pretend that we can save on paper clips and Tippex any longer, this will be people's jobs we will lose, hardworking people committed to our children's education, and to our communities, non-teachers jobs!!

So it appears the rhetoric of Westminster is not fully accepted by Holyrood, just in part.

Maybe they should coin their own phrase.

‘We are all in this together, well except teachers, they are protected.’



Branch Secretary John Mooney addresses the UNISON national delegate conference in Glasgow

‘Activists Are the Beating Heart of UNISON’

UNISON delegates in Glasgow in June agreed urgent plans to improve its organising in the shadow of the election result and the Tories intensification of their austerity agenda and targeting of trade unions.

The national delegate conference is UNISON’s annual ‘parliament’, bringing together delegates from across the union to decide the union’s policies and priorities.

With its new majority, the government is expected to continue its privatisation and outsourcing of public services.

Its manifesto commitments to reduce trade union facility time and the threat to end the DOCAS system of collecting member subscriptions will affect the union’s ability to fight back against further cuts and privatisation.

Two debates on organising outlined UNISON’s response to the crisis, through building membership and density in branches, alongside a ‘whole-union’ approach to attracting and retaining stewards.

Sue Highton of the NEC told delegates that ‘with this tidal wave of austerity we need more activists, not less.

‘Activists are the beating heart of UNISON. For most of our members they are the first point of contact with the union. By being stewards and branch officers, they make UNISON a reality, a trade union workers want to belong to.

‘But more than ever our activists are under attack. They might lose their jobs, they might have less time available from their work to represent members, and now there is pressure on facility time.’

And with these problems, fewer activists are coming forward with a desire to become stewards. Last year there were 400 fewer new stewards than the year before, she said.

UNISON is promoting a new, whole-union strategy to increase reps, improve and adapt their training, find new systems to allow activists to volunteer, and to support and nurture existing ones.

Work has already been started to issue advice to branches on best practice, to make training more accessible, to put a greater emphasis on mentoring and support for activists, and to develop strategies for protecting – and enhancing – trade union facilities for activists.

‘This work is our greatest priority, the key to our future’ Ms Highton said. ‘There’s no magic wand – it’s an organising challenge.’

It's All Too Easy to Work for Heehaw in Early Years?

by Jan McKay

With so much to do and not enough time to do it in its easy to slip into a pattern of working outwith your contracted hours. Depending on where you are on the pay scale ELPs can earn approx. £12.50 an hour ... going into work early, working through some of your lunch break and staying on late can easily amount to you working at least 1 or 2 hours per week unpaid overtime.

1 hour per week over 4 weeks = £50 ... over 1 year = £600.

2 hours per week over 4 weeks = £100 ... over 1 year = £1,200.

10 Employees working 1 hour per week unpaid overtime amounts to and saves the Council £6,000

10 Employees working 2 hours per week unpaid overtime amounts to and saves the Council £12,000

Food for thought ... you are an employee of this Council – are you choosing to work hours without pay?

Doing unpaid overtime also gives the employer the impression that the job can be done within your contracted hours when clearly if you are working overtime it cannot. It can also cause those who choose not to work unpaid overtime to be unfairly judged as not being able to keep up with the workload.

Remember taking work home is also working without pay and, more importantly you are in Breach of the Data Protection Policy which could ultimately lead to dismissal.

North Lanarkshire Leisure Update

Job Evaluation Appeals and Grievances

These will be starting within the next few weeks, once we have dates allocated by NLL. If your job group appeal has been approved for a hearing (as in that 50% + 1 of the same job group have put in an appeal) then UNISON will contact you to arrange a group meeting, where we will decide on a lead case and take thoughts and comments from all members for inclusion in the appeal hearing.

Please keep an eye out for invites to the above mentioned meetings and try to attend if you can, as the wider the pool of members we have to contribute to the appeals the better.

New Contracts

Some members may have received new contracts that contained clauses relating to Probationary Periods. If you have been issued a contract that contains this please contact HR as soon as possible, as this was done in error, and there should be no mention of Probationary Periods in contracts for staff who are already employed by NLL.

UNISON raised this with HR, and highlighted this error, and new contracts will be issued to anyone in this position.

Stewards Details

Willie Shearer	Convenor	Aquatech	07880385334
Elaine Grubb	Steward	John Smith Pool	01236 750130
Stuart McLaughlin	Steward	Bellshill Academy	01698 274940
Lorraine McLaren	Steward	Broadwood Stadium	01236 341952
Barry Marsden	Steward	Time Capsule	01236 449572
Martin Hughes	Steward	Time Capsule	01236 449572

Time to Stand Together

by John Young, Chief Executive Steward

'CUTS' ... this is a word you won't hear within any of the Council's proposals or consultation documents. Not because they aren't indeed 'cuts' but because this Council is trying to convince you and the public that these cuts in jobs and services are 'efficiency savings'. In effect, a positive spin is being adopted in attempting to convince you that the financial cuts imposed upon the Council from an austerity budget passed down from Westminster and Holyrood are somehow improving the efficiency of public services by cutting employees jobs and cutting services in minimising the political backlash and resistance there may be to the reality of national austerity.

If the Council wants your respect, trust, and support it needs to be honest and establish a social conscience in agreeing a budget that protects those in greatest need. They must do that by initiating an honest consultation exercise with unions and communities in considering the options and resisting the financial constraints placed upon it by oppressive austerity programmes. It is one thing to make cuts but we need leadership too in protesting and challenging those who have imposed such settlements and those who created the economic cli-



mate we endure today. In the past year alone Directors of Britain's top 100 companies have seen their average earnings soar by 27% despite a near freeze in salaries in the public sector, while Westminster MPs have voted to provide themselves an 11% pay increase. Is this fair?

Where do we go from here? The choice is yours. As UNISON members we have the power and the opportunity to influence and campaign against the cuts and the privatisation of services locally and nationally. The choice is simple, we either stand or fall together. If we want accountable democracy and services which the people control then the fight must begin now. If you want to retain the benefits of your conditions of service that the unions have successfully fought for over decades to attain, then we must be willing to raise our voices.

The very existence of public services is under threat and the consequences of doing nothing are clear. For example in the 1980s cleaning services in the NHS were privatised and employee numbers were slashed. As a conse-

quence MRSA infections rose from 2% in 1990 to 40% in 2000 and continue to rise. The treatment of MRSA has cost the NHS £1 billion a year. In 2001, 22 of 23 hospitals that failed the NHS performance ratings system were cleaned by private contractors. In effect we end up paying more for a poorer service. This is the reality of the future should we sit on our hands and choose to do nothing.

If we allow the privatisation of services and fail to appropriately fund public services it will be our collective failing. We have an opportunity to change the tide of greed and the increasing lack of public accountability and transparency. To do so we need members and residents to raise their voices and express their opposition to the cuts in public services. In doing so we will endeavour to influence politicians of conscience on their social responsibilities in tackling poverty, protecting our working rights and ensuring that as a nation, we share the nations wealth. As a union and as a union member we have a choice ...

Remember! We are always looking for new stewards to help take the work of the branch forward. New stewards are given full training and ongoing support and becoming a steward can also help you attain new skills and qualifications. If you want to have a chat about becoming a steward or if you can help the work of the branch in any other way contact John Mooney at the branch office on 01698 276291.

Health & Social Care Integration

Integration of health and social care entered its shadow year on the 1 April 2015 and is the most fundamental change to the way we work within Local Government, Social Services and Health since their inception.

The Scottish Government website gives us a background to integration:

‘The Public Bodies (Joint Working) (Scotland) Act 2014 received royal assent on 1 April 2014.

‘The Act provides the legislative framework for integration of health and social care services in Scotland. It requires local integration of adult health and social care services, with statutory partners (Health Boards and Local Authorities) deciding locally whether to include children’s health and social care services in their integrated arrangements.

‘The legislation sets out that all partnerships must have submitted their local integrated care plans to the Scottish Government for approval by 1 April 2015.

‘Fully integrated services must be operational by April 2016’.

(<http://news.scotland.gov.uk/News/Health-and-social-care-integration-takes-step-forward-1824.aspx>)

The biggest challenges we face are the bringing together of two large bodies; one based on the medical model, the other the social model. Each body has their own individual style of Governance and this may present difficulties as we move forward towards April 2016. Both come with their own set of values, professional roles, managerial issues, policies, cultures and not to forget outcomes.

We must take into consideration how each body manages its own staffing and policy issues and the impact this may bring to an integrated workforce, which has been promised will have its own procedures protected. It is likely that both will have more favourable and less favourable procedures and policies from each other, which while separate, raise no real issues may cause uncertainty and difficulties as we move further into integrated working. But by working together it is hoped that not only will we maintain our own identity but that we establish a joint identity with equally important values and outcomes.

Budgets of both of these bodies will require coming together which raises the question of priority and need identified by each service. Health so far have not been as hard hit by austerity cuts as Local Government and while service users require to pay for a number of social care service provisions

they do not pay for Health services. Authorities are required to integrate budgets including adult social care, primary health, community health and some aspects of acute health care. Therefore, as we move into people living in the community longer with the emphasis on delayed discharge finance will be a critical area. What we require and what NLC social services and NHS Lanarkshire have promised is strong communication and exchanging of ideas. If this continues then it is hoped that these difficulties and any other not yet discussed or identified will be managed in an open, honest way with agreed outcomes. Not only to the benefit of employees but to the service users of NLC.

In order to guide us through this process of integration North Lanarkshire Council and NHS Lanarkshire have a new regularly updated newsletter that provides all ongoing work with integration in our own local area. In issue two of the newsletter that can be found on NLC website <http://www.northlanarkshire.gov.uk/index.aspx?articleid=31104> pages 2/3 under the heading, Integration: The Road Ahead provides a very clear breakdown in 8 simple steps on why integration has been necessary and how NLC and Lanarkshire Health have progressed to date. What it is not clear on however is what way it will affect us as staff employed within Social Services & Health. We have however, been given a very public assurance within issue 2 of the newsletter that full consultation will take place if any changes are planned/proposed.

‘We would consult fully with staff side representatives and individual post holders where changes to ways of working are required. All staff are protected by their own employer’s HR policies regarding such issues as redeployment and organisational change. There will be no change of employer as a result of the establishment of the new H&SCP’. (Issue 2 North Lanarkshire Integration Newsletter P3)

The NLC website also provides access to frequently asked questions which can be accessed on this link: <http://www.nhslanarkshire.org.uk/About/HSCP/Pages/default.aspx>

And if you want to find out more information or to leave feedback NLC asks that you contact: integration@lanarkshire.scot.nhs.uk

The NLC website has information on the shadow board for integration of health & social care in NLC and copies of the committee reports sent to Scottish Government to date. As new information becomes available UNISON will continue to keep you updated. We hope that the above has been useful, however if there are any questions or comments on the above please do not hesitate to contact the branch office.

Victory for Equal Pay Campaign

It has been called the ‘best deal in Scotland’ on equal pay. UNISON’s five year long campaign to address the inequality for some groups of workers that was set up as result of the 2006 pay and grading model has resulted in the council settling on thousands of equal pay claims. The so called ‘second wave claims’ challenged the unfair treatment of workers in female dominated,

low paid job groups that resulted from the imposition of the new pay and grading structure in 2007. UNISON North Lanarkshire and our lawyers Thompson’s secured the deal through years of tireless campaigning and legal action. John Mooney, UNISON North Lanarkshire’s Branch Secretary said, ‘It has been a long and hard fought campaign, but members in home support, school clericals and other job groups stood strong and brought the campaign alive. It’s a great victory for the branch and a great day for pay equality in Scotland.’

Thousands of claimants have now been made offers and are being paid out, and while that process is taking a lot longer than expected, members who have been made offers by the council are saying it was worth the wait. At the time of going to print there are 50 or so offers still in the process of being calculated, but the council assures us that they are being processed as quickly as possible. Needless to say, the branch is keeping up the pressure to get the last remaining few finalised.



Job Evaluation

As you will know, North Lanarkshire Council are undertaking a mini Job Evaluation project to deal with equality issues raised by the Equal Pay litigation. The purpose of the project is to evaluate jobs which continue to cause a pay equality issue. To date, there are 8 jobs being reviewed:

- Home Support Worker
- School Crossing Patroller
- Playground Assistant
- Road Sweeper
- Refuse Collector
- Gardener (grade 4)
- Gardener (grade 5)
- Chargehand Gardener

In order to have further jobs submitted for review UNISON’s lawyers are doing a legal assessment to support our request.

The review will be a joint process between UNISON, UNITE, GMB and the Council, with an independent technical expert overseeing the process.

At the moment training for the job analysts is underway but no live data will be reviewed until such times as a collective agreement is in place with the trade unions.

UNISON’s aim is simple; to have an open, transparent, fair evaluation for the jobs involved.

You will note that the above is only for those jobs with ongoing pay equality issues, but be assured that UNISON know that there are other jobs in the Council that need access to an evaluation. As such, we are currently looking at changes to the Councils Re-Evaluation Policy that would allow those with issues to have their jobs looked at, and have opened discussions with the Council.

As always, we will keep you updated as things progress.

Summer Chalet Offer

UNISON
Croyde Bay
holiday resort

Who says summer holidays have to be expensive?



SUMMER CHALETs



UNISON Exclusive Offer!

Enjoy a Family Summer Holiday for only

£69.70*pn

Stay 3 -7 Nights

4-7 July

1-7 August

22-28 August

Nostalgic affordable Chalet accommodation

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*Based on family of 4 sharing a chalet, minimum stay 3 nights. For UNISON members only. Price includes UNISON member discount. Cannot be used in conjunction with any other offer. Accommodation is subject to availability. Full t's and c's www.croydeunison.co.uk.