



# COUNTY UNISON News

Updated web version July 2011

**NEWS AND INFORMATION FOR COUNTY COUNCIL STAFF FROM 'NOTTS UNISON'**

## UNISON fighting for your jobs: positive meeting with employer

**UNISON** has recently met with NCC Management to raise our concerns about how cuts, restructures and the 'enabling' process are being implemented. This meeting is a direct result of the formal trade dispute we submitted earlier this year which caused the strike action that took place on 24 February.

We raised concerns that staff were being faced with redundancy whilst external appointments were being made to vacant posts. We have also agreed more talks about how the council can better support staff who may face redundancy — we want something more than just a session on how to write a CV, we want support that makes staff more able to seek continuing employment in a tough jobs market.

Further meetings are to take place soon, and UNISON looks for further signs of movement.

### Success—some privatisations halted

Separate to this, we can report further positive news. UNISON has been campaigning to stop NCC plans to privatise Highways, Schools Meals and Cleaning. The council has now realised that the

current services are profit-making and the private sector can not offer further savings.

This issue won't go away, and the council will still review the services. But this is a success for our campaign. If you work in these areas, please join us so we are best prepared to win the next fight too!

### Last chance to save Elderly People Homes

Despite the collapse of firms like Southern Cross, the Notts Tory sale of EPH (Elderly People Homes) to the private sector is still going ahead. A public Cabinet meeting **changed from July to Weds 14 Sept** is due to take a decision. The homes could be closed and the land sold by any new owner after just 3 years, with staff faced with a worse deal on pensions and redundancy payments. We fear homes will be run down sooner.

If you are against the EPH sell-off, please write to your County Councillor and also attend the Cabinet meeting in September. For the latest info see [www.nottsunison.org.uk](http://www.nottsunison.org.uk) or call 0115 9810405.

## Member advice on 'Enabling' process

### Are you facing redundancy after missing out in the Enabling Process? If so, act now.

Whilst we await a positive outcome to our new talks (see above), members must seek UNISON advice NOW if they have been turned down for posts as part of the Enabling Process. Where we identify cases of unlawful redundancy, we will be able to lodge Employment Tribunal action, or help members pursue an internal complaint or grievance.

In particular, where you know there have been more posts available than staff at risk, but you have not been confirmed or slotted into a new post (or been

forced to be interviewed and then told you are "not appointable"), we recommend members contact us immediately.

If in doubt, call us for independent and confidential advice. There are strict time limits on taking legal claims. We'll get someone to talk to you about your circumstances and suggest how best to argue for a permanent post for you.

**If in doubt, call us on 0115 9810405.** Advice to our members is free and it might keep you in employment!



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tel: 0115 9810405 / email: [branch.office@nottsunison.org.uk](mailto:branch.office@nottsunison.org.uk) / web: [www.nottsunison.org.uk](http://www.nottsunison.org.uk)**

## ARE NEW WORKPLACES A REAL PAIN IN THE NECK?

Have you moved offices, or changed desk locations, following Enabling into a new post? We have received a number of member complaints about new locations. We'll follow these up, but would suggest all members take these simple steps:

1. For any urgent Health & Safety issues, first raise with your line manager. If you get no joy, let UNISON know quickly.
2. If you are sitting at a new desk, you need to complete another 'Workstation Safety Plus' survey in conjunction with your line manager. Yes it may seem boring or lengthy, but this is useful to flag up and record safety issues. We strongly recommend all members do this.
3. UNISON is able to conduct health and safety inspections in your workplace with the employer. If you believe one is overdue where you work, please contact us.

*Martin Francis & Maggie Pilmore*  
Joint Branch Health & Safety Officers

## UNISON PENSION CAMPAIGN MOVES UP A GEAR: TALKS EXTEND TO OCTOBER



UNISON has agreed to keep talking to the government in an effort to stop changes planned for your pension. **New talks about each scheme now take place until October.**

The union is however still planning behind the scenes for a possible ballot for strike action if the talks fail. All members are asked to keep us updated about any changes to home address, work address or job title. Call us on 0115 9810405 to update these. **See [www.unison.org.uk/pensions](http://www.unison.org.uk/pensions) for latest news.**

We are also asking all workplaces to appoint volunteers to be a local 'pension contact' during this campaign. All you have to do is pass out information and feed back to us local views. Please use the form below to become a contact.

The government has already sought to change pensions. It plans to increase your monthly contributions, and make you work longer before you can retire. It has also already changed the way pensions benefits are calculated. UNISON remains opposed to these plans, and we are demanding the government changes them. Otherwise a ballot for strike action looks inevitable. Watch this space OR become a pension contact for your workplace today.

### Your views sought—why not give UNISON some feedback:

Q1. I would like to be a Pension Campaign Contact: **YES / NO** (if YES, please supply contact details below)

Q2. Do you have a view about how UNISON can work with NCC to support staff facing redundancy? (Eg is there some form of training, advice or support not currently being provided by NCC)

Q3. NCC says it needs to find a further £63million of savings by March 2016. Can you identify savings that would help protect jobs and services? What wasteful NCC procedures can you identify?

**It may be helpful to follow up your reply in more detail with you, so please supply...**

Your name

Your workplace

Your preferred contact phone number

**Please send to:**

**Notts County UNISON, 39-41 Loughborough Road, West Bridgford, Nottingham, NG2 7LJ**