



## **UNISON Work to Rule Guidelines for Social Care Staff**

This information is also applicable to other essential and casual car users

Notts UNISON members voted decisively to begin indefinite industrial action in the form of a work to rule beginning Monday 29th of March. This action will involve:

- Refusing to use your own cars on work business
- Not covering for colleagues on annual leave or sick leave
- Withdrawal of all goodwill and working to contracted hours only

This work to rule is legitimate Industrial Action covered by a legally held ballot. This means that no action can be taken against members for the first twelve weeks of any action for breaching their contract. Any Industrial Action is a Breach of Contract; remember that this action is a response to NCC breaching the terms of your contract.

This will mean using transport provided by the Council or public transport in routine visits to service users. UNISON has made your employers aware of what is planned well in advance to enable them to make plans.

Your Branch understands that members working in social care will be concerned about placing service users at risk of harm. *It is not the intention of Unison to place service users at risk of harm, the Council have had prior notice to take measures to prevent service users coming to harm.* Notts UNISON has also informed senior management of the Council of the process for making requests to UNISON for 'life and limb' cover

**We have prepared a letter for you to give to your manager so that they are clear about what you will be doing and what the action involves.**

The following members meetings have been arranged to discuss the action:

Friday 26th March - County Hall (Council Chamber), 12.30-1.30pm

Monday 29th March - Lawn View House, 12.30-1.30 pm

Wednesday 31st March - Sir John Robinson Way, 12.30-1.30 pm

Wednesday 31st March - Meadow House (Room 2), 12.30-1.30pm

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**We have also informed the Council that we expect there to be no intimidation of UNISON members into using their own transport or covering for absent colleagues.**

**Only in the most exceptional cases will Notts Unison agree to Life and Limb exemptions, in these cases a process for making requests has been put in place and it is expected that local managers will consult with named senior management at NCC to liaise with UNISON.**

**Local managers need to follow the procedure set out. However, if you feel that you are being threatened or intimidated into undermining the 'work to rule' please contact the Branch office on 0115 9810405 in the first instance.**

**It is only through joining Unison and participating in the work to rule that we will repel the attacks to our conditions of service. The Notts Unison website [www.nottsunison.org.uk](http://www.nottsunison.org.uk) will have regular updates to keep members informed of what is happening, make a habit of visiting the website. If you have an e mail address, let your Branch have the details by phoning 0115 981 0405**

**Only members of UNISON can take part in the action but colleagues who join after the ballot are covered by the ballot and can take part in the action. An application form can be downloaded from the Branch website.**

## **Nottinghamshire UNISON**

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26<sup>th</sup> March 2010

**Re: UNISON action – letter to Managers**

As you will be aware, UNISON members will be taking lawful Industrial Action in the form of working to rule and the withdrawal of the use of their personal vehicles on NCC business as from 29<sup>th</sup> March 2010.

The letter is to inform you that I will be available for work as usual on Monday 29<sup>th</sup> March and will report to my work base to await direction about transport arrangements unless those details are provided to me prior to this.

I will be available to carry out the duties detailed in my Job Description but will not be covering for absent colleagues, working beyond my contracted hours or using my own car for NCC business purposes during the period of the action.

Unison has advised the Council that no pressure should be exerted on members in an attempt to frustrate or undermine this lawful action and that the Union will take the strongest possible measures to support any member reporting any such pressure.

Regards,