

# UNISON NEWS



Welcome to  
**Norman Govan**  
who is a Newly  
Elected UNISON  
Representative  
in Kec in  
Hawick.

## SINGLE STATUS

**UNISON fully understand that this is a distressing and confusing time for our Members. Our UNISON Ballot in the Summer rejected the Single Status Package as it was offered by Scottish Borders Council.**

On advise from our Legal Teams in both Glasgow and London, we asked our Members to reject the offer. We do not believe enough has been done to make this package fully equality proof and still see pay gaps between Men and Women.

UNISON used an independent equality impact assessor, Sue Hastings who is a well renowned academic in this particular field. Sue had a number of unresolved issues including the WePe value and the small amount of Job Profiles etc.

We understand Unite Members voted to accept this package and we are still waiting to hear Ballot results from GMB/MPO Unions. This is due in late September.

However, with rejection from UNISON, a Collective Agreement is no longer possible. We have told SBC we are still prepared to discuss problem areas with the package in order to improve it and try to re-ballot. This can still be done even with Staff being given 90 days notice of dismissal and offer of re-engagement from our Employer.

Meanwhile UNISON has letters going to all our Members to explain the options in the "90 days" that our Regional Officers have advised.

Even though we are in this situation, UNISON encourage all the Members who are not content with the Single Status Package and how it is being imposed on you, to contact our Branch Secretary.

We will ask these Members to fill out a few forms and then lodge a Collective Grievance to raise the complaints with Scottish Borders Council jointly. Also all the information we gather will be shared with our Legal Section to seek help on how best to further progress our Grievances out with the Councils systems.



**Scotland's liveliest  
Union representing  
Members delivering  
Public and Related  
Services across Scotland.**

**If you are in need of  
Representation and are a  
UNISON Member, you should  
first talk with your local  
Representative.**

**You may also contact our  
National Helpline  
UNISON DIRECT  
0845 355 0845.**

**There is also a Textphone  
number for Members with  
hearing difficulties  
08000 967 968.**

## PAY 2008

**On 20th August 2008, UNISON, Unite and GMB Members took part in a Scottish wide Strike over Pay.**

Our Pay Rise is negotiated on a Scottish basis with CoSLA. After almost a year of UNISON consultations and meetings the pay offer sat at 2.5% for the next three years.

Members are not happy to be tied with a three year deal and certainly not at such a low rate of 2.5%. CoSLA do not seem to listen to our points and with the cost of living getting more and more expensive with costs going up almost everywhere, this

offer was seen as a pay cut to most low paid Members.

To go on Strike is a last resort position. UNISON do ensure we do not put any one a risk and do grant exceptions in areas to remove serious risk to the Public and our Staff.

At this time the offer is now 2.5% in a one year deal. We absolutely welcome a one year deal. But such a low offer is very likely to lead to more Striking Days and moving to Selective Action until CoSLA sit down and hear us and make us an serious offer of an acceptable Pay Rise for this year.

## EQUAL PAY

**If you think you may have an Equal Pay claim that you wish UNISON to look further into, then contact our Branch to request an Equal Pay Case Form be sent to you.**

To send you a Claim Form we will need your Name, Address, Job Title along with your UNISON Membership number.

At this time we have a numbers of Claims in Grievance Procedures with Employers and awaiting further dates for Employment Tribunals.

If you have an Equal Pay Case lodged with UNISON, please remember to inform your UNISON Legal Contact of any

changes to you Job and Terms and Conditions. This includes any temporary changes such as secondments etc. Also please notify us if you leave your job or change address.

There are strict time limits for bringing equal pay claims in the Employment Tribunal. You cannot bring a claim unless you do so within six months of leaving your employer's employment or six months of a change of contract. The six month time limit will start on the day Single Status comes into force.

For further details please contact your Representative or Branch Secretary, Karen Horsley, 27 Heather Court, Galashiels, TD1 2LS or email [unison@scotborders.gov.uk](mailto:unison@scotborders.gov.uk)

## JOB PROFILES, FAMILIES & WePe VALUE

**Under the Single Status Package that is now be imposed on Staff for November this year by Scottish Borders Council are new profiles, families and WePe payments.**

Each job has been placed into a Job Family and then placed into a Profile that appears to be in line with the various levels of responsibilities that jobs holds. Also you will have a WePe value that varies in line with how pleasant or unpleasant your **Work Environment** is and the **Physical Effort** you use to do your job.

Many Members will feel they have not been placed in the correct place. In a number of cases they will be right, it will be true that not all Jobs will have been put into the most appropriate Profile/Family/WePe.

An Appeals System is being drawn up with HR and Trade Unions, with weekly meetings taking place to agree the procedures.

**Be active in UNISON and you'll get a lot more out of your Union. Getting involved means...**

- Helping make a difference
- Getting together with work friends and colleagues and meeting new people
- Doing things you usually couldn't or wouldn't do alone
- New opportunities for education, training and personal development
- Helping yourself and improving your life at work, home and the wider world
- Having fun and doing something you enjoy

**Email your Branch**  
[unison@scotborders.gov.uk](mailto:unison@scotborders.gov.uk)

**Or Call 0845 355 0845 for more information.**

We are trying to keep the system easy to use and ensure it is a fair system. So where errors have been made they can be put right and Staff paid the correct wages.

We are looking at a 2 part appeal, where the first stage will be with HR, Manager, Staff and Trade Union. This will be an informal stage were you look at the various points and clarify where you are and why. Any errors can be put right at this stage.

If this first stage does not resolve all the points, Staff can move to take there complaints to an Appeals Panel to hear the case in a formal setting and they can look at the Jobs in details and involve Job Analysts if this is most appropriate.

As UNISON believe 1 in 4 Staff will want to use this process. Therefore over 1,000 Staff will take a long time to move through the system. It may take over a year to hear every ones points and certainly not a "quick fix".

## AUTUMN 2008 PRIZE SUDOKU

UNISON Members that complete the Sudoku correctly will be entered into a Prize Draw. The Prize will be a voucher to the value of £20. The draw will take place at Branch Executive Meeting in December.

Return your completed Sudoku to Edith Moody, 37a St John Street, Galashiels, TD1 3JX. Or paste to an email for [edithmoody@yahoo.com](mailto:edithmoody@yahoo.com)

Please ensure you enclose you name and contact details. Branch Representatives will not win the prize.

Each Sudoku has a unique solution that can be reached logically without guessing. Enter digits from 1 to 9 into the blank spaces. Every row must contain one of each digit. So must every column, as must every 3x3 square. Good luck.

	3	6	1		2			9
		8	4	7	3			
	7		8					
		9				1	5	6
8	5	7				3		
					7		6	
			5	8	1	4		
9			6		4	7	2	