



Scottish Borders Local
Government Branch

Monday 1st September 2008

Dear Member,

As you know UNISON in the Scottish Borders recommended that Members reject the Single Status Package. You, the UNISON Members voted in the majority to accept that advice and reject the Council's proposals. As a result, no collective agreement can be reached between the Unions and the Council at this time. We will seek further negotiations with the Council to improve the equality outcomes for women and men in UNISON.

In the meantime, the Council will write to their employees at the end of August. The aim of this letter is to bring your current contract to an end and to replace it with a Single Status contract. Technically this is called dismissal and re-engagement although your relationship with the Council does not actually end unless you refuse to resume work under the new contract.

If you continue to work as normal your continuous service with the Council will not be affected. If you refuse to attend work under the new contract your job will have come to an end.

If you are still unhappy with Single Status the best avenue of complaint is a Single Status Appeal followed by a grievance. The appeal is an individual matter for you. The grievance is collective. Some of these complaints may then be strong enough to pursue as equal pay claims. UNISON will advise you about that.

In the mean time the issue to focus on is the start of your Single Status contract. Our advice is as follows.

1. If you want to continue your job with the Council you can communicate this two ways.
2. You can write to the Council now saying that you agree to move to a Single Status contract.
3. Alternatively, if you do not write to the Council but continue working as normal, you will be recognised as working on a Single Status contract.
4. The Council have asked people to inform their employer of their intention so the Council can ensure that staffing levels and services are maintained. This is a matter for you. But UNISON understands why the Council needs to plan ahead.

If you are unhappy with the Single Status package ~ a collective grievance will be put in place. Can you please send your details to myself at 27 Heather Court, Galashiels TD1 2LS or email unison@scotborders.gov.uk . The employer will give you information about your right to appeal.

I hope this explains the events that lie ahead.

Yours Sincerely

Karen Forsley

Branch Secretary.