



I have lodged an appeal on my Grade, what happens now?

Many hundreds of Staff had lodged appeals on their Job Family / Job Role / WEPE Band. Where there are multiple appeals on the same job or issue, Scottish Borders Council will ask that these people group together. You do not have to group if you do not wish to, but, it is easier to act as a group in most of these cases.

SBC will send you out a date and venue for your first stage meeting. They will also send this to your Trade Union if you have requested our Representation at your appeal meetings. UNISON Members should call Frank Dutch on 07903366092, or drop a note to me at Tait Hall, Edenside Road, Kelso, TD5 8BB to ensure we all have the correct meeting details and that we have Representative(s) available on your meeting day. (mark "UNISON/Confidential" on the envelope)

I will allocate you with a UNISON Representative nearer the time of your meeting. A second UNISON Representative may also attend your meeting for training purposes. Where a Group Appeal involves either Unite or GMB, we will jointly work together where ever possible. Non Members will have separate appeals meetings and will need to make their own arrangements.

We will meet you on the day of your agreed appeal meeting to talk with you about your job and give you guidance on where your case is strong and where it may be weak. You know your own jobs inside out and will be able to answer most points. We understand the Job Evaluation Scheme and the Allocation process and will fully assist you in understanding how best to use these documents.

I hope this paper is helpful for you to take you through to the first stages of your Appeals.

Frank Dutch

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Branch Secretary/Equalities Officer
Scottish Borders UNISON.