

Communities Directorate

Customer, Culture and Skills

Integrated working – changes to staff work patterns

Following the implementation of integrated working at the West End CSC & Library, the Outer West is the next location where this model will roll out. Feedback was provided after the first pilot and members have fed back that they do not feel that this has been looked at and considered when rolling the model out further. UNISON met with the management in this area and have asked for clarity on this. In addition a meeting will be arranged for staff within CCS to share the response received, and see if this addresses the outstanding concerns

Leisure Procurement

Regular updates have been provided regarding the Procurement process within leisure and two bids have now been submitted. The original advert outlined that the Leisure Estate within the city is made up of 5 facilities. Neither of the bids submitted include Elswick Pool. Rationale was asked for on why this was the case given the facility was part of the original advert. That rationale has been provided and UNISON are seeking further information on this. The day after the bids were submitted all staff in Leisure were informed of this and UNISON were in attendance at these. This decision now means 12.3 FTE staff are at risk, and a voluntary redundancy trawl is taking place within Leisure. Discussions have taken place with the management in this area regarding what may happen if there are not enough VR requests and a future meeting is scheduled to assess how many VRs have been submitted. The intention is to close Elswick pool by the end of October. As part of the Procurement process UNISON have had access to the staffing elements of the bids and have submitted queries and questions regarding these. A response has not yet been provided, however, UNISON have stated that clarity is required on these points as a matter of urgency. An update will be provided at Branch Committee on the Procurement with Leisure.

Investment and Development

Agile working

Agile working is being proposed for staff within I & D, and a number of meetings have taken place with members so UNISON can gather their concerns and queries. 2 submissions have been submitted to the project team from UNISON, and a further response is required. One of the most important issues the members have raised is that the IT infrastructure must be there to support Agile working. The first response from the project team gave assurances that issues and concerns would be looked at following the move back to 9th floor, and a working group would continue to meet to address issues as they came up. Members on the whole felt more reassured with this. However, a number of concerns remain outstanding and UNISON have stated that a response is required before the furniture is ordered for the floor.

As the work continues a number of H & S issues have come up - this has ranged from the level of noise on the floor, to an issue regarding a large amount of dust filtering through. Through UNISON's intervention these issues have been addressed. The shop stewards in this area have been very active in relation to both the proposal of agile working and the members' views and about progressing H & S matters. This has ensured that issues have been resolved as quickly as possible.

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