

Branch Committee Report: WCL (Adults) – November 2015

Care Services Review – Plans for a formal industrial action ballot are progressing. The council have proposed a disputes panel consisting of Pam Perry (Asst. Director HR), Beverley Elder (Strategic HR Manager YHN) & Ewen Weir (Director WCL), UNISON has objected to Ewen's presence as not being independent, UNISON is waiting for the Council to respond. Colin Williams has not completed the other part of the collective dispute relating to how the Council conducted the review. UNISON has requested that the council "protect" member's rights to the existing protection and redundancy schemes i.e. for staff to have access to 24 months protection and x1.5 redundancy from the point of implementation of the review. The council has responded positively with regard to protection, although UNISON is clarifying some points; but the council have rejected the request on the redundancy payment. The Council's position is that any redundancies arising from this review after 1st November will be under the new enhanced scheme of x1.25. UNISON is challenging this.

Travel Time – Following a European legal judgement, UNISON has lodged a collective dispute on behalf of its members. The Council has identified the worker groups who will be affected and further meetings will determine the employer's response. The largest group of workers affected are care at Home staff, and it has been decided that a working party will be set up, including UNISON, to determine a suitable resolution.

Directorate Joint Committee Meeting – The meeting took place on 22nd October, the agenda items were:

- Care Services Review
- Care Cooperative / Integration with Health – update
- WCL Sickness Levels & Action
- WCL – Outsourcing & Commissioning in-house services – Position Statement
- New Division
- Budget 2016
- Learning & Development

Paul Gilroy, Branch Secretary