

Committee:	Local Joint Committee 29th June 2017
Agenda:	Item 9

PART A

9. UNISON ACTIVITY REPORT : DECEMBER 2016 TO JUNE 2017

1. Purpose of the report

To update members with the work of the Unison representatives during the period since the members of this committee last met.

As Unison is the trade union recognised by the authority for consultation and negotiation purposes on matters pertaining to employees and their conditions of employment Unison reps. consider it is important to retain and build on this relationship by continually forging stronger links with members through the forum of the Local Joint Committee.

2 Key issues

To provide support and advice to staff who are Unison members on all matters connected to their conditions of employment and represent them and their views to Members, Senior & Operational Leadership Teams when such issues arise.

3. Recommendations

1. That the report be noted

4. How does this contribute to our policies and legal obligations?

This report is a report on the activities of Unison representatives since December 2016 and is intended for information only, however within the report there may be reference to matters which Members may wish to follow up to ascertain there is no legal or policy implication.

5. Background

Structural Reorganisation

Members will be aware the structural review / reorganisation is still in progress and this has occupied the Unison reps. since December. The review is being undertaken within the Commercial & Outreach directorate with the changes at third tier manager level already implemented the remainder of the staff, including visitor centre and cycle hire staff, are currently being reviewed.

The Unison reps. along with Staff Committee have been consulted and advised by management of the changes throughout the process and the reps have been heavily involved advising and supporting staff undergoing the review. This support included,

and is still ongoing, advising and explaining to individuals what the process was, what their rights were, attending 1-2-1 meetings between staff and their line managers.

An outcome of the process has been the adverse effect on several staff, whether it be from loss of job, demotion, loss of status, changes to job function, realisation that things will no longer be the same, and these changes have caused a distinct dip in morale and faith in the organisation. Unison, and Staff Committee, have endeavoured to support the affected staff throughout the process but it has not been an easy task.

The consultation period on the current phase closed yesterday and Unison has submitted a collated response on behalf its members to the Senior Leadership Team. We anticipate similar staff responses to the outcomes which we have had in the previous reviews.

6. **Other Matters**

SLT/HR Meetings

The regular meetings Unison and Staff Committee have with Senior Leadership Team and Head of HR still continue and the Unison reps. very much appreciate the time and effort made available for these meetings to take place.

They are an opportunity to catch up, exchange views on current issues, raise new issues or concerns and express approval on any matters active at the time. It is also an opportunity to consider any future changes which may affect staff and if necessary be able to forward plan for any such changes.

Working Groups

From the recent staff survey Senior Leadership Team have selected five priorities to follow up through a working group mechanism. David Hickman is lead on the group which includes representatives from Unison, Staff Committee, Communications and staff from each directorate.

Unison Membership

During May two permanent staff from Unison attended the office on a 'drop in' basis to offer any help or advice and give more information about the scope of its support to members.

7. **Proposals**

The report be noted

8 **Are there any corporate implications members should be concerned about?**

Financial: No

Risk Management: No

Sustainability: No

Other relevant implication: None

3. Background papers : None

Appendices : None

Unison, 28th June 2017

