

14. UNISON ACTIVITY REPORT –UNISON REPS

Purpose of the report

To update LJC on the activities of UNISON in the Authority

Key issues

1. Issues that UNISON has been involved with since the last meeting of the LJC

Recommendations

2.
 1. **That the report be noted**

How does this contribute to our policies and legal obligations?

3. UNISON is the Trade Union which is recognised by the Authority

Background

The following is a description of the activities the UNISON Reps have been involved in since the last meeting of this committee.

4. **Strike:**
There was a National Public Sector strike on the 27th June 2014 over pay. The UNISON reps coordinated picketing activity outside Aldern House. Further strike action was proposed for the 14th October but was called off pending consideration of a revised pay offer from the employers.
5. **Recognition agreement**
The UNISON reps have been involved in negotiations with Management to develop a Trade Union Recognition agreement. We have largely referred this issue to the local UNISON branch officer. This matter is currently still ongoing but is reaching its final stages.
6. The Reps have assisted UNISON members with various confidential issues
7. The Reps have attended meetings with Management Team and the Head of HR and this has enabled many issues to be resolved on an informal basis.
8. **Zero Hours Contracts:**
One issue which has been of particular concern is that two jobs have recently been taken off the establishment and subsequently staff have been recruited in these areas under casual/ zero hours contracts. Whilst recognising that this is not a wholly new approach, UNISON has concerns about this in terms of both the pay and conditions of the employees and the effect on the quality of service that the authority will be able to offer as a result.
The reps have received reassurance from the Head of HR which has allayed some concerns but will continue to monitor the situation.
9. **Policy Development**
UNISON reps have continued to be involved in the development of policies such as those relating to wellbeing and stress management.

Proposals

Over the period between now and the next meeting the UNISON reps will have the following priorities:

10. Re-explore relationship with Staff Committee.
11. Monitor the use of Zero Hours Contracts.
12. Focus on recruitment, particularly of casual staff.

Are there any corporate implications members should be concerned about?

13. **Financial:**

The UNISON reps will need to undertake further training in the next year but the cost of the training is met by UNISON.

14. **Risk Management:**

The UNISON reps look forward to hearing the report from the Health and Safety Officer regarding the progress being made in incident reporting.

15. **Background papers**

None

Appendices - None

Report Author, Job Title and Publication Date

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