Home Care
Newsletter Spring 2011

Rotas

Social Work propose that all the new teams will move to a 4 on 4 off rota pattern where possible.

This is being rolled out in teams at present and managers will be in touch to inform teams when they will be asked to begin the new pattern.

Renfrew Area Team

Negotiation with Renfrew Area Team over the introduction of a new rota in 2010/11 did not result in the introduction of any new proposals. Negotiations there have now been superseded by proposals for a Renfrewshire wide service as outlined above.

New Structure for 2011/12

Social Work management has now announced a proposed structure for the home care service after April 2011. The service will move from an area team structure to a Renfrewshire wide service based on four teams; the Re-ablement team, Renfrewshire 24, Commissioned Services and Long Term Services. Staff in the current service who have not applied for the Re-ablement team or accepted a VR/VER package will form the new Long Term Services team.

Managers are currently contacting staff to let them know what the changes will mean for them and their current team.

Home Helps

The majority of members retaining home help contracts have agreed to accept packages and leave the service in April 2011. For the few members who wish to remain with home care, they will be contacted individually by HR with arrangements for transferring to new contracts.

If any proposed changes cause difficulties for you personally please contact your line manager in the first instance as we have been assured that personal circumstances will be accommodated where possible. If no resolution can be reached, please the contact UNISON and we will attempt to resolve the situation.

If you are interested in becoming more involved please contact the branch on 0141 847 1687 or visit: www.renfrewshireunison.org.uk

Consultation with members

Once the new structure has been introduced and all members are aware of their new working arrangements, UNISON will organise conference sessions with members in homecare to address any issues you have with the new structure. Social work have indicated their willingness to work with UNISON to better conditions in homecare and this process will be greatly assisted if we can recruit more stewards from the service.

UNISON

Renfrewshire Local Authority Branch

90 Day Consultation Notice - Proposed Changes to Terms & Conditions for members in Single Status workforce

Renfrewshire Council, at its full meeting on 17 February, decided to issue a 90 day consultation notice relating to changes to Terms & Conditions. Proposals include: change/removal of night-shift allowance, re-designation of 6 of the current public holidays to floating holidays, overtime rate changes and payroll rationalisation. UNISON feels these changes will impact on the same group of workers who lost out in the last review of T&Cs under Single Status and will negotiate with the Employer to minimise the effect of any proposals on its members. Should we fail to reach agreement within the 90 day period the Council may decide to issue a 90 notice of Dismissal & Re-engagement in June as a way of imposing these changes. **UNISON would then have no choice but to ballot its members for Industrial Action.** We will keep you advised of developments.

UNISONwelfare
Registered Charity No. 1023552

Support is offered through our team of experienced casework staff at national office and network of branch welfare officers. They are there to listen and we offer help with financial assistance, wellbeing breaks and a UNISON dedicated debt advice service.
Our Branch Welfare Officer is Jean Chalmers and she can be reached at the Branch Office on 0141 847 1687

BE SAFE AT WORK!

The council has a responsibility to provide a safe environment for its workforce despite the financial crisis and cutbacks.

Home care workers can face considerable work related health and safety risks.

Activities such as lifting and moving those receiving care, lone working, as well as their exposure to infections, violence and abuse and more general hazards, such as slips and trips mean that it is essential that good health and safety practices are in place.

WORKPLACE BULLYING

Bullying and harassment in the workplace is not acceptable to the Council or UNISON. Stress and illness, mental and physical, are usual results for those being bullied and this becomes part of their daily life. Many people are left to just suffer in silence. A recent UNISON survey shows that many feel that they have no option but to take sick leave, while others are forced to leave their jobs.

Bullying should never be tolerated, and victims should be supported and encouraged to report any incidents. **If you are experiencing bullying at work:**

- **Keep a record – so you have a clear picture of what's happening to you**
- **Tell your union rep – it can be one step towards stopping bullying in it's tracks**

Pressure on the service should not result in unfair pressure on staff!

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