

TERMS & CONDITIONS

Following discussions with Renfrewshire Council on proposed changes to Terms & Conditions,

Renfrewshire Council has decided not to proceed to the next stage of Dismissal & Re-engagement given that agreement was not reached with all trade unions involved.

UNISON had stated that its members had already contributed significantly to efficiency savings as a consequence of previous changes to Terms & Conditions in 2009. This was in addition to an imposed pay freeze, proposed

changes to pensions and possible job losses following the Clyde Valley Report.

Clyde Valley Review

Councils in the Clyde Valley area are reviewing the potential for shared services.

UNISON is not opposed to public bodies sharing services, but we are against the creation of 'public service factories' for so-called back office services. This outdated approach has been widely criticised for providing high costs and poor service.

CAR PARKING UPDATE

UNISON is still in discussion with Renfrewshire Council regarding the introduction of Car Parking charges at Renfrewshire House and Abbey House.

We have agreed that employees using their car on a **daily** basis for Council business where they require access to the office

will be provided with a drop off permit.

This takes account of those staff who are in and out of the office on several occasions during the working day.

Any member experiencing difficulties should contact the Branch Office for assistance.



Renfrewshire UNISON on Sma' Shot Day 2011

STAFF SAFETY

In light of recent reductions in staff, many members are reporting increased workloads and stress caused by these shortages.

UNISON is monitoring the situation and any member who feels that Health & Safety at work is being compromised should contact their steward for advice.

We have been also advised that an increasing number of short term and agency staff are being used – if this is happening in your workplace we would like to hear from you.

PENSIONS

A series of roadshows organised by UNISON will soon begin to highlight the Con/Dem Government's proposals for our pensions following the Hutton Review.

We would encourage all members to watch out for information on this and attend roadshows where possible in preparation for possible industrial action.

Find a full update at

<http://www.unison-scotland.org.uk/pensions/index.html>

[UNISONPlus membership benefits.](#)

Special offers and discounts for UNISON members and their families on insurance, mortgages, motoring, holidays & travel, financial services and much more.

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MEMBERSHIP

In preparation for a possible ballot in the autumn, members are urged to contact us with any change of details including home address, workplace change or job change.

Please check your payslip to ensure that UNISON dues are being deducted from your salary on a regular basis.

EQUAL PAY

Our legal advisors are in discussion with Renfrewshire Council regarding the possibility of reaching a local settlement on outstanding equal pay claims.

Members affected will be contacted when negotiations are nearing conclusion.

POLICIES

A number of policies are currently under review:

Disciplinary & Grievance Procedures
Respect Policy
Regrading Appeals
Temporary Workers
Recruitment Policy
Redeployment Policy

Our Service and Conditions team are looking at these and we are awaiting feedback from the Council.

DEPARTMENTAL UPDATES

Janitors

A collective agreement was reached in December 2010. Since then management's application of new practices has caused concern and disharmony amongst this workforce with most members suffering as a consequence.

UNISON has been discussing this issue with both the Department and the Leader of the Council and it is hoped that an early resolution to this unacceptable situation will be reached soon.

Classrooms Assistants

UNISON was involved in discussions with Education over staff moves for classroom assistants.

All members should have received information on their workplace location by the end of the school term.

Any member anticipating difficulties with the move to a new workplace should contact us **in advance of the new school term.**

Good Shepherd/Kibble Secure Units

The Scottish Government announced in June that both Good Shepherd and Kibble will continue to provide secure places.

They also announced that the facility to be closed is St Philip's and the Branch has signed up to the campaign fighting for all secure units to be maintained as there is still strong demand for these services.

join the campaign
to stop cuts to
public
services in Renfrewshire

stop the
cuts
PUBLIC
WORKS:

a million
voices
for
public
services

