



Branch Secretary

BRIEFING

FOR BRANCH ACTIVISTS AND MEMBERS

May 2013

USay Survey/IIP Re-accreditation; Flexible Working; Mileage Re-imbusement; Car provision for AO's and LO's; Recruitment and Selection; Flexible Retirement; Branch Finance review; Stress policy and Survey

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This Briefing provides an update on key issues that were discussed at the May Branch Committee meeting.

USay Survey/IIP Re-accreditation

This year's USay survey has now been completed and we await the outcome and consultation on any action plans arising from it. The IIP accreditation assessment will be conducted over the summer months. After interviewing senior staff the assessor will also interview 100 randomly selected staff across the organisation including the 5 regions which were not included in the last review. These will be Wales, South West, West Midlands, East Midlands and the North West. The assessor will also interview the Trade Union Side Officers.

Flexible Working

Following the review of how the Flexible Working Policy has worked since it was introduced, and following Trade Union Side consultation, UNISON is intending to issue management guidance to ensure consistency of application of the scheme across the organisation. The Policy remains the same. Once the guidance is available it will be circulated to Senior Stewards.

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Mileage Re-imburement for lease car users and daily & overnight allowances

As has been reported regularly at the Branch Committee, following advice from HMRC that the lease car mileage rates, as well as the daily & overnight allowances all now fall outside of their authorised tax free rates, final touches are being put on a set of

revised rates. It is expected that the TU Side will be consulting on the changes to these payments in the immediate future. Documentation is presently being finalised.

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Car provision for AO's and LO's

The TU Side Secretary has written to management setting out a number of different options relating to car provision which the TU Side believe should be considered in order to support AO's and LO's in undertaking their role.. Talks are awaited on this. The proposals have the support of the Acts TU Side members who recognise that this issue needs addressing.

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Recruitment and Selection

Two very positive Joint Officer meetings have been held with management exploring the issue that UNISON and UNISON staff face in respect to the current recruitment & selection arrangements that are being used. Once completed it is expected that these "scoping" meetings will have identified the priority areas for making changes to a range of processes and practices related to the recruitment and selection of staff..

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Flexible Retirement

The discussions with UNISON on a draft Policy are close to conclusion. However, as the Policy would have an impact upon some recruitment and selection processes, this section of the draft policy is linked to the discussions on reviewing recruitment & selection. It is expected that some decisions regarding how and when posts are advertised will impact on how the Flexible

Retirement policy may operate. It is still the joint intention for this to be draft Policy can be concluded in the near future.

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Branch Finance Review

Although not specifically a UNISON TU Side issue the ACTS Branch Secretary and TU Side Chair raised concerns with senior management that certain recommendations in the review, that is linked to National Delegate Conference Motion 106, had not been discussed with the unions who represented staff working in branches, and may impact on them. It is understood that the Motion, which supports the report, has since been withdrawn from the NDC agenda, and this should allowing the trade unions time to discuss any proposals with management.

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Stress Policy and Survey

It is recognised by the TU Side that progress in this area has been particularly slow. Recent meetings of the National H&S Committee have sought to push forward the agreement of a Stress Policy. It is hoped that this is now almost at a conclusion. There is joint agreement with UNISON and the TU Side to undertake a stress survey across all staff. A pilot survey, using the HSE Management Standards, was undertaken in the South West Region and the feedback on the distribution and evaluation processes need to be considered in order to allow a successful rollout of the survey. The Acts TU Side members' intention is to ensure that this is undertaken without any further unnecessary delay.

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