



Branch Secretary

BRIEFING;
FOR BRANCH ACTIVISTS AND MEMBERS

July 2014

[Staff Negotiating Committee; Annual Subsistence Allowance; Pay; Usay/Wellbeing Survey; Flexible Retirement; Disciplinary Policy; Branch Resources Review; Welfare Transfer Policy; Occupational Health Scheme;](#)

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Staff Negotiating Committee

The next Staff Negotiating Committee is due to meet next week. Since the last meeting the Trade Union Side held a special meeting at the beginning of June to look at how pressures arising from the decrease in membership and income may impact on staff. In between this there have been a couple of Joint Officer

meetings. These are the areas where there have been developments since the last report.

Annual Subsistence Allowance

Following the TU side's decision to withdraw from the review of the payment of the ASA this has been communicated in writing to management and asking that they ensure that the current agreement is properly applied until management come forward with new proposals that can be agreed.

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Pay

Following the implementation of the 2014 pay award a number of issues have been brought to our attention regarding discrepancies in how certain payments have been applied. These have been formally raised with the Management Side Secretary and at Joint Officers and we are currently awaiting a formal response.

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Usay/Wellbeing Policy

It was reported that the USay survey had a 66% return and that work was now being done to analyse the results for a report to go to the GSG and then to Regions and Departments to produce action plans arising from it. Work on the results from the Wellbeing survey is also being considered with the intention that a separate plan will be produced for that.

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Flexible Retirement

It had been intended that now that the UNISON pension scheme had amended its rules to facilitate the introduction of Flexible Retirement that the policy would be finalised so that it could be circulated to members for consultation and then signed off at the July SNC meeting. This has not happened which means that the timetable is now to produce a final document for consultation in the hope that it can be signed off at the October meeting.

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Disciplinary Policy

It is expected that the revised draft disciplinary policy will be available for consultation in the autumn again with the intention that it can be signed off at the October meeting.

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Branch Resources Review

The TU Side Officers have been advised following the decisions at NDC that further work needed to be undertaken on the proposals. However, the matter of how branches could be supported with regards to staffing issues was being considered. In particular the issue of access to training had been highlighted as more branches look to appoint staff to undertake casework in the private, community and voluntary sectors.

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Welfare Transfer Policy

It has been flagged up to the TU Side Officers that the operation of the Welfare Transfer Policy needs to be reviewed in the light of its operation and the financial constraints facing the union.

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Occupational Health Scheme

There have been an ongoing review of the Occupational Health provision since UNISON took the decision not to renew the contract with Serco. It is hoped that a public sector provider could be found. It is likely that a contract can be finalised with the NHS as a provider for occupational health referrals

however more work needs to be undertaken to identify how the health screening part of the scheme can be accommodated.

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