UNISON

NORTH YORKSHIRE BRANCH

2022 ANNUAL GENERAL MEETING

Scarborough/Ryedale/Whitby

to be held on
Monday 7th March 2022

Virtual Meeting via Microsoft Teams
at 6.30 pm

Agenda and related papers are attached.

The raffle will be drawn at the close of the meeting

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AGENDA

1. **Welcome to the meeting**

2. **Apologies for absence**

3. **Minutes of last year's Annual General Meeting** Enc 1

4. **Report of Decisions of 2021 Aggregate Annual General Meeting** Enc 2

5. **Matters arising**

6. **Annual Report of the Branch Committee** Enc 3

7. **Annual Statement of Accounts** Enc 4

8. **Election of Branch Officers – Nominations so far received:**

Chairperson	- Andy Argyle
Vice Chairperson	- Sarah Carter
Secretary	- Wendy Nichols
Assistant Secretary	- Helen Gray
Treasurer	- John Foster
Area Convenors	
- Selby/York	- Vacant
- Hambleton/Richmondshire	- Vacant
- Scarborough/Ryedale/Whitby	- Steve Timmins
- Craven	- Vacant
- Harrogate	- Vacant
Branch Committee Area Representative	
- Selby/York (5)	- Sophie King, Rachel Horsman, Andy Vaughan
- Hambleton/Richmondshire (7)	- Helen Gray, Simon Purcell
- Scarborough/Ryedale/Whitby (8)	- David Griffiths, Neil Morrish, Steve Timmins
- Craven (3)	- Vacant
- Harrogate (5)	- Vacant
- Independent/Voluntary/Commercial Employers (one per area)	- Vacant
Executive & Finance Area Representative	
- Selby/York (2)	- Daniel Maguire, Andy Argyle
- Hambleton/Richmondshire (2)	- Helen Gray, Simon Purcell
- Scarborough/Ryedale/Whitby (2)	- Neil Morrish, Steve Timmins
- Craven (2)	- Vacant
- Harrogate (2)	- Vacant
Labour Link Officer[1]	- Wendy Nichols
Health & Safety Officer	- Vacant
Equality Officer	- Vacant
Welfare Officer	- Vacant
Communications Officer	- Daniel Maguire
Learning Representative	- Vacant
International Officer	- Paul McPherson
Senior Service Conditions Officer[2]	- Wendy Nichols
Service Conditions Officer	
-3 full-time positions[2]	- Paul McPherson, Sarah Carter, Helen Gray
-1 half-time position (NY Highways Ltd)[3]	- Neil Morrish
-1 full-time position with responsibility For job evaluation[4]	- Daniel Maguire
-1 full-time position with responsibility for recruitment[5]	- Michele Jones
Young Persons' Officer	- Vacant

LGBT+ Officer	- Vacant
Women's Officer	- Anna-Marie Mcglanaghey
Black Members' Officer	- Vacant

1 To be elected only by Labour Link levy payers (must be individual members of the Labour Party)

2 Under the Employment Relations Act 1999 only accredited representatives employed by North Yorkshire County Council can be nominated for this post and must be able to demonstrate enhanced knowledge of employment relations matters

3 Under the Employment Relations Act 1999 only accredited representatives elected by North Yorkshire Highways Ltd members can be nominated for this post and must be able to demonstrate enhanced knowledge of employment relations matters

4 Under the Employment Relations Act 1999 only accredited representatives employed by North Yorkshire County Council can be nominated for this post and must have experience and enhanced training for Job Evaluation

5 Under the Employment Relations Act 1999 only accredited representatives can be nominated for this post and must have experience and enhanced training for recruitment

To note the appointment of the Retired Members' Secretary
Sheila Crosby was elected at the Retired Members' AGM in September 2021

9. Motions for Discussion Enc 5

Recommendations from the Executive and Finance Committee regarding:

i) **Payment of Honoraria 2021**

As in previous years the recommendation is for honoraria payments across all roles to increase in accordance with the NJC pay award for 2021, which currently stands at 1.75%:

Branch Secretary	£4,410
Branch Treasurer	£2,991
SCO's	£784 (pro rata as appropriate)
Welfare Officer	£543
Retired Members' Secretary	£251
Auditors	£406
Branch Chair	£543
Health & Safety officer	£543
Communications Officer	£784

If we achieve more than 1.75% NJC Pay Award this year then that will be added to these figures.

ii) **Affiliation to the following:** £ pa

CND	100.00
Water Aid	100.00
War on Want	100.00

Community Heart no longer exists and Abortion Rights did not cash their cheque last year and despite our best efforts we have been unable to get bank details for them.

10. To approve the names of Workplace Stewards/Contacts And Health & Safety Representatives Enc 6

MINUTES OF THE ANNUAL GENERAL MEETING (SCARBOROUGH AREA) OF THE NORTH YORKSHIRE LOCAL GOVERNMENT BRANCH OF UNISON HELD ON MONDAY 8th MARCH 2021, VIRTUALLY VIA MICROSOFT TEAMS

PRESENT: 22 members, 8 branch officers, 1 regional staff.

1. **Welcome to the meeting**

   Andy Argyle (AA), Chairperson, welcomed everyone to the virtual meeting and thanked for attending Scarborough Ryedale & Whitby AGM 2021. Daniel will be doing the raffle after the meeting. In attendance: Wendy Nichols – Branch Secretary. John Foster – Branch Treasurer. Wendy Walton – Regional Area Organiser. Sarah Carter, Michele Jones, Paul McPherson, Daniel Maguire and Helen Gray – Service Conditions Officers.

2. **Apologies for Absence**

   Dorothy Ratcliffe
   Trevor Humble, Andy read out a letter from Trevor, he thanked us for keeping members up to date and passing on best wishes for 2021.
   Denis Jeffery

3. **Minutes of the 2020 Annual General Meeting**

   Enclosure 1. Agreed as a true record.

4. **Report of Decisions of 2020 Aggregate Annual General Meeting**

   Enclosure 2. Received and noted.

5. **Matters Arising**

   No matters arising. Agreed as a true record.

6. **Annual report of the Branch Committee**

   Enclosure 3. A.A invited W.N to provide an update
   W.Nichols added to report regarding the 2021 Pay Claim. The Union has submitted pay claim along with Unite and GMB. A claim for 10% has been submitted, however this won't be considered until after May 6th election. In light of the NHS claim there is uncertainty, however LG is different and it will come down to whether budgets allow for a pay increase.

7. **Annual Statement of Accounts**

   John Foster invited members to look at the Annual Statement of Accounts at Enclosure 4. First discussed was the General funding expenditure account, yearend December 2020. The balance sheet

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was shown on the screen. The vast majority is branch income and the main expenditure is on staffing. John commented that it has been a different year due to Covid, under other administration it was higher due to purchasing laptops and equipment for home working. There has also been no expenditure on conference this year and the deposit for last year's conference will remain as a deposit.
We have also donated to local food banks and Unison welfare 'There for You', we have made significant donations to both over the year.
Balance sheet- significant financial assets, there is a small amount in fixed asset due to buying equipment. For example computers will be left on fixed assets for a period of around 4 years. There are also some things that will need paying in the new year. The rest is accumulated funds, this is a fund we can spend in future years. The other funds are only for industrial action and premises should this be required.

The accounts have been audited and accepted. John invited any questions, none were raised.

8. Elections of Branch Officers

Andy advised of points of accuracy. Senior Service Conditions Officers should be 2 and not 1 as noted and Labour Link Officer should be 1.

Chairperson	- Andy Argyle
Vice Chairperson	- Sarah Carter
Secretary	- Wendy Nichols
Assistant Secretary	- Helen Gray
Treasurer	- John Foster
Area Convenors	
- Selby/York	- Vacant
- Hambleton/Richmondshire	- Vacant
- Scarborough/Ryedale/Whitby	- Steve Timmins
- Craven	- Vacant
- Harrogate	- Vacant
Branch Committee Area Representatives	
- Selby/York (5)	- Sophie King, Rachel Horsman, Andrew Vaughan
- Hambleton/Richmondshire (7)	- Simon Purcell, Julie Biggins, Helen Gray
- Scarborough/Whitby/Ryedale (8)	- David Griffiths, Neil Morrish
- Craven (3)	- Vacant
- Harrogate (5)	- Vacant
- Independent/Voluntary/Commercial Employers (one per area)	- Vacant
Executive & Finance Area Representatives	
- Selby/York (2)	- Andy Argyle, Daniel Maguire
- Hambleton/Richmondshire (2)	- Simon Purcell, Helen Gray
- Scarborough/Whitby/Ryedale (2)	- Neil Morrish
- Craven (2)	- Vacant
- Harrogate (2)	- Vacant
Labour Link Officer *(1)	- Wendy Nichols
Equality Officer	- Vacant
Health and Safety Officer	- Vacant
Welfare Officer	- Vacant

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Education Co-ordinator	- Vacant
Communications Officer	- Daniel Maguire
International Officer	- Paul McPherson
Senior Service Conditions Officer (2)	- Wendy Nichols
Service Conditions Officer	
- 3 full-time positions**	- Helen Gray, Paul McPherson, Sarah Carter
- 1 half-time position (Ringway) ***	- Vacant
- 1 full-time position with responsibility for Job Evaluation****	- Daniel Maguire
- 1 full-time position with responsibility for recruitment *****	- Michele Jones
Young Persons' Officer	- Vacant
Lesbian, Gay, Bisexual & Transgender Officer	- Vacant
Women's Officer	- Vacant
Black Members' Officer	- Vacant

* to be elected only by Labour Link levy payers (must be individual members of the Labour Party)

** Under the Employment Relations Act 1999 only accredited representatives employed by North Yorkshire Council Council can be nominated for this post and must be able to demonstrate enhanced knowledge of employment relation matters

*** Under the Employment Relations Act 1999 only accredited representative elected only by Ringway members can be nominated for this post and must be able to demonstrate enhanced knowledge of employment relation matters

**** Under the employment relations Act 1999 only accredited representatives employed by North Yorkshire County Council can be nominated for this post and must have experience and enhanced training for Job Evaluation

***** Under the Employment Relations Act 1999 only accredited representatives can be nominated for this post and must have experience and enhanced training for recruitment.

To note the appointment of the Retired Members' Secretary

Due to Covid and the inability for the Retired Members' to hold their AGM in 2020, the position of Retired Members' Secretary has been rolled over until August/October this year. Sheila Crosby will continue in role

Members were asked if willing to move on block, they were invited to register votes against or abstentions. A.A also invited anyone interested in positions to contact the branch. These were moved on block and agreed unanimously.

9. Motions for Discussion:

Enclosure 5. Recommendations from the Executive and Finance Committee regarding:

i) **Payment of Honoraria 2020**

As in previous years the recommendation is that honoraria payments should be in accordance with the pay award for 2020 i.e. 2.75% increase across all roles:

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Branch Secretary	£4,334
Treasurer	£2,940
Service Conditions Officer	£771
Health and Safety Officer	£534
Communications Officer	£534
Welfare Officer	£534
Retired Members' Secretary	£247
Auditor	£399
Branch Chair	£534
Scarborough Convenor	£257 (1/3 pro rata of £771)

Members were invited to register any votes against or abstentions. Agreed unanimously

ii) **To consider affiliations:** **£ cost per annum**

CND	100.00 – Agreed 18 for, 2 against, 2 abstentions
Abortion Rights	100.00 – Agreed 22 for, 0 against, 0 abstention
War on Want	100.00 – Agreed 22 for, 0 against, 0 abstention
Water Aid	100.00 – Agreed 22 for, 0 against, 0 abstention

Andy explained the Branch has previously affiliated to Community Heart – Building the New South Africa. Unfortunately the organisation no longer exists.

i) **To approve the names of Workplace Stewards/Contacts and Health & Safety Representatives**

Consideration given to those listed at Enclosure 6. A.A invited any votes against or abstentions. Agreed unanimously. A.A commented the branch is increasing in members and representatives,

10. **Any other business**

W.N acknowledged it has been a difficult year and it is unknown how long it will take to return to normality, people have risen to the challenge to do the work that needs to be done across councils and private sector membership. W.N acknowledged all the work that has taken place with Ringway as they are going to be coming into a TEKAL and we have been working with local stewards. This will come in as of 1st June, W.N thanked Neil Morrish for the work he has been doing. W.N also thanked everyone and acknowledged the lack of recognition for the services local government provides. W.N also acknowledged how the East Coast has been impacted by difficulties in care homes.

Recruitment: there has been 511 new members and the branch membership is near the 6,000 at 5859, this also excludes retired members which bring us to 7,500 members. W.N thanked everyone for their efforts.

In relation to schools W.N highlighted that there is information on the branch website, today has been first day of full school re-opening. On some days we were getting 40-50 referrals per day regarding schools. The branch has completed a Covid log which is 136 pages long up to September with all the calls taken and advice given out to members.

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A.A invited any Questions

Q: What is Unison involvement regarding the review?
W.N clarified if this is regarding Local Government reorganisation, which the member confirmed. W.N confirmed the branch is due to e mail out to members so they can engage with the review. All the proposals have been carefully considered, the larger branches are North Yorkshire and York and we do have district branches. We held online meeting and 70 members in Hambleton, Selby and Richmond attended.
We concluded that the North Yorkshire proposal would pass the three tests of causing least disruption to staff and services, protecting jobs and levelling up terms and conditions. Each proposal involves district staff having to transfer to a new employer. We concluded that the best option is to support unitary North Yorkshire excluding York. Scarborough, Ryedale and Harrogate branches did not agree and are in preference of East West split. We looked at the amount of staff that would need to enter a TUPE process and the North Yorkshire proposal would involve less staff being required to go through this process. The North Yorkshire Safeguarding board is also in favour of the unitary North Yorkshire proposal.

The consultation period is 8 weeks, W.N invited members to submit their views.

11. Raffle

The winners were:

Name	**Prize**
Fay Berry	£120
Mandy Cook	£50
Alison Fletcher	£25
Emily Rumney	£15
Suzanne Miah	£15
Neil Morrish	£15
Alison Cappleman	£15
Georgina Lill	£15

Raffle prizes will be posted

Meeting closed at 19.18 A.A thanked everyone for attending

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REPORT OF DECISIONS OF 2021 AGGREGATE ANNUAL GENERAL MEETING

1. ELECTION OF BRANCH OFFICERS

All nominees for Branch Officer and Area Convenor posts were elected unanimously.

2. MOTIONS

Recommendations proposed by the Executive and Finance Committee:

(i) Payment of Honoraria 2021

Proposed figures:

Branch Secretary	£4,334
Treasurer	£2,940
Service Conditions Officer	£771
Health and Safety Officer	£534
Communications Officer	£534
Welfare Officer	£534
Retired Members' Secretary	£247
Auditor	£399

Agreed Unanimously

ii) To consider affiliation to the following:

	£	For	Against	Abstentions
CND	100.00	83	11	6
Abortion Rights	100.00	95	4	1
War on Want	100.00	99	1	0
Water Aid	100.00	99	1	0

Agreed

3. WORKPLACE STEWARDS/CONTACTS

All nominations for Workplace Stewards and Contacts were endorsed unanimously.

4. In total 100 members attended the aggregate meetings.

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North Yorkshire LG Branch

AGM 2022 – BRANCH OFFICER REPORTS

BRANCH SECRETARY'S REPORT – WENDY NICHOLS

This short report is intended as an overview of what the Branch has been dealing with over the last year.

It has been a phenomenally busy year for the Branch and I would like to place on record my thanks to all the Branch Officers, Stewards and Admin staff who have worked so hard throughout the year, to facilitate the representation of members, both collectively and individually.

Numerous restructures have again taken place this year and has seen the Branch Officers working in all Directorates. Every service provided by the County Council has been restructured, some 3 times. There are less proposed over the next 2 years but the County Council still have to find £7 million in cuts. There have also been more shared arrangements particularly in Selby and Ryedale, with NYCC now providing HR support to Selby. Unison Branch Officers have been interviewed by the media on numerous occasions on the impact of these cuts on our members and communities. Representations nationally have also been made to the Government but all of this has fallen on deaf ears. The ongoing cuts will decimate Public Services for generations, just look at the impact on the pupil referral units.

For those of you conditioned to NJC Pay and Conditions, a Ballot is taking place as I write this report, the employers made a final offer of 1.75% which Unison and the other Unions have rejected. This 1.75% offer goes nowhere near our claim and most of our members will still be hundreds of pounds worse off, from April 2022 it will be worse as the increase to National Insurance comes into effect on the first.

We have seen the increase in food banks across the country including some in areas of North Yorkshire, many households who have to rely on this help work in the public sector. There have been attacks on many families and people with disabilities, the disgraceful bedroom tax to name just one. Further cuts to the Public Sector, particularly local government, together with the Trade Union Bill which focusses on the deduction of union subscriptions from wages, facility time and an outright attack on our Political Fund.

The Branch Committee agreed to donate to the food banks in Harrogate, Northallerton, Scarborough, Skipton and Selby as there are so many public sector workers who rely on food banks throughout the year.

The impact on the Branch and its members due to Covid 19 has been vast, relentless, and challenging. Since lockdown on March 23 2020 Branch Officers have responded to

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hundreds of calls/emails from members needing our support. We have been involved in doing risk assessments and negotiating with many employers on behalf of our members. We have submitted a Covid log to UNISON Nationally on all these queries. This log covers over 200 pages and will be used by the Union when eventually there is a public enquiry. We have been complimented by both Branch members and representatives from other Branches on the information that has been posted on our website.

We have continued to log calls to submit a supplementary report, we have all had a very difficult year and we see no end to it in the foreseeable future. The vaccine arrived and then the booster, but given the number of people needing to be vaccinated i.e. the whole population, then it looks like it will be the end of the year before we get back to any kind of normality. The new variant has arrived so I cannot see any changes in the near future

The Branch continues to Support the people of Gambia in our International work. The Region has been involved in Bijlo Middle School, the local hospital and the Gambian Trade Union movement.

During my year as President I raised money to build 4 new classrooms. I have continued to do fund raising and during 2019 we raised £10,000 to build a borehole as the school had no water supply during the day and it has 1200 pupils. Our next project was to raise £20,000 to build 3 more classrooms which have now been built.

A number of compensation claims for our members have been successfully concluded this year by Thompsons Solicitors. The compensation total for this year is £44,575.

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BRANCH CHAIRPERSON'S REPORT – ANDY ARGYLE

As I am sure you will all agree that it has been another difficult year for our members and at the time of writing this report it looks like we are in for a challenging winter.

Our members continue to endure difficult working conditions with the onset of a new variant of covid-19, derisory pay offers and the government unashamedly taking the p*ss with scandals and corruption at every turn.

This year I have been mainly attending meetings online on behalf of the Branch and as Branch Chair.

Unfortunately, due to a heavy workload at my normal place of work I have had to miss several Regional Council and Committee meetings but I am very much looking forward to meeting you all at the annual AGMs in March 2022, providing that future current restrictions will allow us to meet face to face.

Please continue with the excellent work that you have been doing for the last two years, keep recruiting and above all, stay safe and well.

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SERVICE CONDITIONS OFFICER'S REPORT – SARAH CARTER

I joined the branch in 2018 and I have enjoyed working with and meeting many of you over the past few years. As part of my role I am the lead for Children and Young People's services (including schools) within the branch. I also attend Joint Consultative and Negotiation Committee meetings with Hope Learning Trust, St Margaret Clitheroe Catholic Academy Trust and Dales Academy Trust.

This year I have also had the experience of being on the Standing Orders Committee for Local Government Conference and I have been elected onto the National Joint Council (NJC) Committee which focuses on pay in local government. I have really valued gaining experience in the wider union and looking at issues such as pay from a national perspective.

Following last year's meetings held in early 2021 I do not think any of us could have anticipated that the difficulties we have faced during the pandemic would have continued. Our last AGMs were held virtually during lockdown and we continue to be faced with the challenges of balancing our natural instinct for face to face contact with protecting our members during these difficult times. I still feel the same in that I have never felt more proud of our trade union and our members in how we have risen to the challenges presented to us during this pandemic.

Sadly this year has continued to be challenging and through every sector of local government, both statutory and private, a common theme of staffing shortages has emerged. Our members have become burnt out from the pressures of working throughout the pandemic and many have chosen to move to careers elsewhere. I have realised this year that the issue of low pay in local government and the private sector is more pressing than ever. Unless we have access to a pay offer which gives our members the pay we deserve these issues will only continue. The work of front line workers must be valued and we cannot continue with our members being forced into financial hardship due to low pay.

This year local government has also continued to be at the centre of supporting vulnerable adults, children and communities through these difficult times. This past year we have seen an unprecedented increase of need in the community as mental health, financial hardship and isolation has impacted on people of all ages.

Many of our members have faced the challenge of working through lockdowns and have put themselves at risk to support others and keep key services open. Through my role in the Branch leading on Schools and Children and Young People's Services I have been very aware of how our members in schools and those involved in supporting families have had a relentless year, managing ever changing guidance and being on the front line during the pandemic.

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Throughout the year I have attended regular meetings with the teaching unions, representatives from North Yorkshire Health and Safety Team, Public Health, HR and the School Improvement Team. These meetings have been extremely valuable in discussing the frequently changing situation in both Local Authority and Academy schools and highlighting the issues facing our members. I also feel that we have been able to work together effectively to support our members and address issues as they arise.

I have also attended regular meetings with the Multi Academy Trusts that I lead on, I have worked with them and our fellow trade unions to address any issues our members are facing.

I have become acutely aware of how challenging the situation continues to be for our members working in schools. Not only are there constant concerns regarding the safety of staff in schools there is also the issue of poor communication from central government, this has further added to the stress and uncertainty facing our members. It has been more important than ever to communicate effectively with our members, our fellow unions, and employers.

Sadly, as I write this report I do not believe the situation has improved for our members as unclear guidance and uncertainty will continue into 2022. It is clear that this government is not willing to listen or learn from the mistakes of the past year. We have a crucial role as a trade union to continue holding them to account. Unison has been putting pressure on the government to re-evaluate the health and safety situation in schools in light of rising cases and the new variant.

In addition to attending these meetings regarding the schools I have also liaised regularly with Children and Young People's Services to discuss the response to the pandemic and raise any issues facing our members. One of the key challenges facing this group of staff, alongside others, has been continuing to maintain face to face contact with families and how to keep staff as safe as possible. There is also an increasing pressure on this group of staff, as the level of need in the community is growing it is essential they are well supported in their role.

Our role as a union has been more important than ever during this pandemic in representing and supporting our members during this difficult time.

I would like to say a big thank you to the Branch Admin team who have worked tirelessly supporting the running of the branch and communicating with members. I would also like to thank all of my fellow Branch Officers for all their support and hard work during this difficult time.

Last but not least, thank you to all of our members for the phenomenal work that they have been doing and for the support they have shown their Union. Thank you to all of our newly appointed Representatives who have come on board to support. I would also like to thank all of our existing Stewards, Health and Safety Representatives and Workplace Contacts for all the dedication they have shown in supporting our members.

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SERVICE CONDITIONS OFFICER'S REPORT – DANIEL MAGUIRE

Looking back on my report the AGM for last year I can see that I started by saying 'what a year!' We all thought that Covid would be behind us by now, and perhaps in the autumn of 2020 we felt things were returning to normal. At the time of writing it is looking like more restrictions are on the way – so by the time you are reading this we could in a very different place. I hope that, whatever the situation when you read this report, that you and your family are safe and well.

My work for the Branch in the past year has been predominantly on Covid and Local Government Reorganisation. Casework in the first half of the year was focused mainly on Covid related issues, and as restrictions were lifted over the spring and into the summer, I noticed a return to more 'normal' casework with a big increase in the number of members being taken through disciplinary procedures across all our employers. I cover only half the number of duty days compared to colleagues, with the other half of my time spent on pay and reward, job evaluation, local government reorganisation, etc. I have supported over 120 members with individual casework in 2020, and supported our members in 20 collective issues such as restructures, TUPE transfers and collective grievances.

At North Yorkshire County Council, where I lead on Pay & Reward matters, we have had a really successful year on behalf of our members at NYCC. We successfully negotiated an early finish on Christmas Eve for all staff as a thank-you for everyone's efforts through the Covid response. No amount of time-off will adequately thank staff for their efforts, and it is easy to dismiss this gesture and say it should have been more – but I am proud that we were able to negotiate this; without our intervention there would have been nothing.

We successfully supported a number of members who were at risk of losing an increment due to long-term absence after having Covid. Although the policy did not make an exception for Covid complications and Long Covid, we raised our concerns with senior management and I am pleased to report that all our members in this position had their increments returned. Interesting two of our Academy Trust employers have agreed to remove absence/attendance as a criteria for increment decisions.

We have also been negotiating around the weekend working allowance at NYCC, as we have always been concerned that part-time staff are treated less favourably than full-time staff. At the time of writing I am confident that we have secured a much improved allowance which will see all staff recompensed for the disruption of having to work regular weekends. By the time you are reading this report, I hope that a new agreement will be in place and I can update members at the AGMs.

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Towards the end of the year we submitted a proposal to NYCC for a new Flexible Working Agreement which the employer has agreed to consider. Our proposal would remove the limit on only being able to apply once a year, it would require managers to start from an assumption to grant all flexible working requests unless there is very good reason not too, and it would simplify the application process.

I have also attended the staff Disability Network, which heard from staff who have disabilities and/or long-term health condition and their experiences of the absence and increment policy at NYCC. It was really interesting to hear powerful testimony of real experiences. In the New Year we will be raising these issues with NYCC.

We were pleased that the government opted for the 'one council' model for Local Government Reorganisation – we always felt that this was the best option for our members who work at both the County Council and the District/Borough Councils. Work on LGR has now started in earnest. We are represented on all the various working groups that relates to HR and workforce issues; most groups have two UNISON representatives, and there is a separate group for all the UNISON branches if and when there are any matters that require formal consultation or negotiation.

In terms of how LGR will impact on our members we now have a much clearer outline. Members who work for NYCC will stay as they are on 1 April 2023, members who work for the District and Borough Councils will transfer to the new council on their existing terms and conditions. We have already secured agreements with the current councils about things like recruitment; so all vacancies are open to staff working at all the current councils, and that where jobs might be duplicated they will only appoint on fixed-terms contracts which will help protect existing members.

In my voluntary role as Branch Communications Officer I continue to maintain our branch website and our social media accounts. We are active on Facebook and Twitter, and we also send out regular email updates to members.

2022 is going to be an extremely busy year for the Branch; Covid and LGR will dominate. We will continue to make sure our members' voices are heard and that your interests are front and centre in all our work.

Finally I want place on record my thanks to all the Branch Officers and especially our Branch Office staff Anne, Matthew and Ruth, for all their help and support during the past year.

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SERVICE CONDITIONS OFFICER'S REPORT - PAUL MCPHERSON

Yet another difficult year. The PM now trying to update himself on the next episode of Pepper Pig with no real direction.

It is now clear that Covid19 is to remain a big part of all our work and private lives going forward, boosters being the next step. We are working with some members who have medical exemptions, trying to secure their jobs going forward.

Again, all the keyworkers have continued to do some amazing work and I am sure they will be called on to continue that work as the new variant takes a hold, I am sure they will be there to do so.

Daniel continues to keep the Branch website updated with information as it comes in, to give you, our members, a place to go to get good advice and information.

As a Branch, we continue to support members daily with questions on Covid19 and the changes as they come in. We also continue to support members with day to day working life issues as we have always done, this work includes not only NYCC members, but members with other employers. The issues from year to year don't change but we have seen the number increase, these range from TUPE transfers to restructures, disciplinary matters and resolving issues at work.

For the Officers in the Branch work load has remained high, as I am sure it has for everyone, but we continue to try our best with sometimes difficult employers to get the best outcomes for you, our members.

My second role in the Branch is International Office, as I reported last year there has been very little we have been able to do due to the international Covid19 restrictions, but work continues in the background in preparation for when, hopefully, restrictions are eased.

It is important for Officers to be able to do our jobs that we have good support from the office team and again Anne and her team, Matthew and Ruth, are always there to lean on and support our work so a big thank you to them.

SERVICE CONDITIONS OFFICER'S REPORT – HELEN GRAY

As I write my report, we are approaching the end of 2021 and it has been a challenging year, not least as we all face the continuing changes due to Covid19 pandemic and the

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increasing difficulties due to the Omicron variant. Our members have faced difficult situations both at work as well as personally and have been working tirelessly as they continue to provide excellent public services, 365 days a year, to the most vulnerable people in our communities.

This year I have attended quarterly joint consultative staff forums, along with UNISON stewards, with each of the following employers: Broadacres Housing Association; Hambleton District Council; North Yorkshire Moors National Park and Richmondshire District Council. The meetings are an opportunity to hear about the challenges the employers are facing, discuss issues raised to UNISON from our members, and talk about any potential change to policies. I believe the forums work well for the benefit of our members and the employers and although we may not always agree, it is an opportunity to work through any differences and provides us with a positive industrial relations position. I would like to take this opportunity to thank UNISON stewards who attend each of the forums for their hard work, contribution and invaluable support.

Also this year the government confirmed devolution for North Yorkshire and this will see the seven Districts Council merge with the County Council to become one new council. During the consultation all UNISON local government branches agreed the priorities, on behalf of members, were to protect jobs and avoid compulsory redundancies, level up terms and conditions and minimise disruption to staff and services. The eight councils have set up work streams to start work on bringing the councils, staff, and services together. The councils have agreed to UNISON reps attending all the HR work streams. Julie Biggins and I are attending the Training and Development group, responsible for the delivery of the new council's training and development, and the first meeting was held on 13th December.

I have spent a large part of the last year supporting members, employed in social care, schools, early year's education, libraries, transport and many other services both in the public and private sector. I have supported members on an individual basis, with restructures and service change with the aim of achieving the best possible outcomes.

Earlier this year I was proud to have been nominated, along with Sarah Carter, to be a representative on the National Joint Council Committee from the Yorkshire and Humberside region. The role is to link Regional and the National union to ensure the experience, views and wishes of UNISON branches are fed into the committee's policy making and activities relating to pay, terms and conditions. At the time of writing this report, we are part way through a ballot on pay following UNISON member's decision to reject the 1.75% pay offer made earlier this year. With inflation running at over 3%, this is a real terms pay cut. UNISON have continued to speak and meet with the employers side with the aim of improving the pay offer but unfortunately the employers continue to insist 1.75% is their final offer. The ballot is due to close on 14th January and the outcome will determine the next steps in the pay campaign.

I would like to use this opportunity to pay tribute to our Workplace Stewards and thank them for their commitment and support. To anyone who is considering becoming active within the

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workplace, stewards training is available via our Regional Office and mentoring support from the Branch Office, so please don't hesitate to make contact for further information.

I also wish to thank our Branch Office staff for their help to me over the last 12 months.

I wish you all the very best for 2022.

UNISON

SERVICE CONDITIONS OFFICER'S REPORT – MICHELE JONES

Another crazy year has passed!

Covid has touched all of us in some way or another. Our members have worked extremely hard delivering services to their communities and I would like to say a huge thank you to them for that.

A part of my role at Branch is as Recruitment Officer. As this role involves going out to meet members and non-members, I have not been able to do this until recently. We decided to buy a gazebo to enable recruitment to start outside in car parks. I started visiting workplaces in October and everyone was pleased to see that we were out and about again. It has been great to see staff face-to-face, to have time to listen to issues that are effecting staff on the front-line. As I write this, the future of face-to-face recruitment for the New Year is uncertain as there is talk of increased restrictions on workplaces activities. Just as well we have a fantastic Branch website for us and our members to go to for information.

In June the TUPE transfer was completed for the Ringway staff and they are now employed by NY Highways Ltd. NY Highways Ltd is wholly owned by NYCC, which is part of the Brierley Group of companies. It is fair to say that there have been some teething problems as with any new company, but most of the feedback from members has been positive and I have been working closely with senior management to iron out any issues as the arise. As we are aware there has, and continues to be, a shortage of HGV drivers across the country, NY Highways have been struggling to recruitment seasonal HGV drivers as well. Again our members have stepped up and continue to deliver essential services during difficult weather conditions.

There has been a restructure at Selby District Council within Property Services and although it has at times been complicated, all of the roles within the trades have received an uplift on their grading, leading to a wage rise. I would like to thank the Reps at Selby District Council for their hard work and persistence with this issue.

Duty calls have again been extremely busy this year, as we expected. The pandemic has thrown up a variety of increasing complex issues for our members and has effected peoples mental health significantly, but we continue to offer a listening ear to those who need it and signpost to further support when needed.

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I would like to thank the amazing team I work with, including our Regional Team. Together we deliver support and advice to UNISON members when they most need it.

During this year, I have relied on the admin staff, Anne, Ruth and Matt, more than ever, so a huge thank you to them.

I really hope I can get out into workplaces more next year, meeting members, recruiting new members, and raising awareness of what it means to be in UNISON and how we support extraordinary hard working people.

SERVICE CONDITIONS OFFICER'S REPORT – RACHEL HORSMAN

At the time of writing my report, I am only in my tenth week in my new role as a Service Conditions Officer. Prior to this I worked as Customer Services Advisor at Selby District Council whilst also carrying out my roles as a Steward and Health and Safety Rep.

I have spent my first ten weeks shadowing other Service Conditions Officers in their daily work, picking up cases, attending meetings, completing virtual training and even helped at recruitment event! Working alongside other officers and learning from their experience has been an invaluable learning tool which I am extremely grateful for.

I would like to thank all of my colleagues for their time and effort in welcoming me to the team and providing a great opportunity to learn and develop. The Branch Admin staff have also been a great help in getting to know the ropes so I would like to pass my thanks on to them too.

Wishful thinking thought that the Covid-19 pandemic would be a thing of the past by the 2022 AGMs but I have no doubt that the new Omicron variant will have a damaging effect on our members. 1 in 10 families are unable to cover basic bills such as food and heating according to the Citizens Advice Bureau. Unison's charity, there for you, are contactable daily for advice and support and can offer grants to those who are in the most need.

BRANCH TREASURER'S REPORT – JOHN FOSTER

In 2021, unlike 2020, there has been a reasonable understanding of the affect that Covid-19 regulations were likely to have on Branch activities. This meant that the Branch could plan and prioritise its financial objectives with a greater degree of certainty.

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The main areas of "usual" expenditure we thought were likely to be reduced were; attendance at conferences (e.g. Unison Nation Delegate Conference), Service Conditions Officer travel (e.g.to meet members and employers) and recruitment / publicity practice (particularly in attending workplaces to recruit new members).

Attendance at conferences and meetings has, almost entirely, been done electronically this year by use of computer software (such as Zoom and Microsoft Teams) or by telephone.

An alternative use of publicity / recruitment expenditure this year involved the branch investing in local radio advertising. This had been influenced somewhat by the success of media advertising by Unison at a national level and gave the Branch a specific voice in the geographic areas it wishes to improve recruitment in.

Another opportunity that came to the branch in 2021 was an offer from North Yorkshire County Council granting us more office space. This resulted in us securing exclusive use of our whole office building.

The area we took over required some repairs and refurbishment that the Branch funded. This has made the office accommodation much more suitable for meetings, allowing for both larger meetings and private meetings with individual members. With an expected increase in Branch activity in the coming years, the extra space will become a necessity for the functioning of the Branch.

At the time of writing, Branch funds are in a "managed" deficit position, the refurbishment costs have mainly been met from general reserves. Such a reduction in the level of our reserves is in keeping with new rules on Branch Funding that will apply in 2022. These new rules infer that our current level of general reserve is too high. The adjustment will help in keeping the branch within the new limits and will help the branch to maximise the percentage of member subscriptions it is granted for the running costs of the Branch.

However, the Branch will continue to have a substantial level of reserve at the end of 2021 and, given current membership numbers, is in a strong financial position to face the demands of the coming years.

The Retired Members' Secretary of the North Yorkshire Branch – Sheila Crosby

Year Ending September 30th 2021

At the time of writing the Retired Members in the branch number: 1716
This is composed of:

Hambleton & Richmond	506
Scarborough/Ryedale/Whitby	442
Craven	151
Selby/York	165
Harrogate	202
Out of area	202
No specified area	48

Regretfully, the lockdown situation meant that there could only be virtual meetings Nationally, Regionally and for Branch so there is very little to report. The current Retired Members' Area Representatives were asked to remain in office for a further year.

The North Yorkshire Branch Retired Members' section has not been able to meet since February 2020 and contact has been by e-mail. Some Committee members were able to have an informal, virtual Zoom meeting once a month

Do not hesitate to contact me on my landline 01325 487050. I am available most of the time currently but I have an answer machine so you can leave a message.

I do get information relating to retired and older people from various sources. This and Unison correspondence and reports are kindly sent out by the Branch Office Admin Staff by e-mail, but not every Retired Member has an e-mail address (or wants to have one). Unfortunately, this means the information does not reach all our Retired Members.

The Retired Members' wish to place on record thanks to the Branch Officers and Branch Office Staff for their continuing support. On a personal basis I want to thank the Area Retired Members' organisers in Craven and Scarborough for the work that they do for the Retired Members' in this Branch.

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UNISON North Yorkshire Branch

Affiliations & Honoraria Information

Branch members voted to affiliate to the following charities and organisations for 2021/22. The branch donates an affiliation of £100 to each group.

Water Aid

www.wateraid.org/uk

We change millions of lives every year, working in 28 countries to provide clean water, decent toilets and good hygiene.

War on Want

www.waronwant.org

War on Want fights against the root causes of poverty and human rights violation, as part of the worldwide movement for global justice.

CND

www.cnduk.org

CND campaigns non-violently to achieve British nuclear disarmament – to get rid of the Trident nuclear weapons system and stop its replacement. CND recognises that Britain's nuclear weapons are only a small part of the problem, so also campaigns for a global nuclear weapons ban.

Honoraria Payments

Honoraria are discretionary one-off payments made to elected Branch Committee Members (including Branch Auditors) to recognise their voluntary work for the Branch.

A Branch Committee must consider honoraria as part of their overall financial planning and Branch Committee proposals on honoraria must not interfere with the ability of the Branch to fulfil its day to day functions from funding it receives under National Rule H4.1.

Branch Officers are elected annually. Any discretionary honoraria payments will follow their period of office and cannot be paid in advance whether monthly, quarterly or half yearly. Honoraria cannot be paid in lieu of expenses.

Honoraria payments to UNISON Branch Officers are not remuneration for services, but are liable for income tax and Class 1 National Insurance contributions. HM Revenue and Customs (HMRC) requires the Union to declare all payments in accordance with the agreement reached with HMRC which may exempt honoraria from NI payments.

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Scarborough/Ryedale/Whitby Representatives 2022

Stewards

Neil Morrish	Whitby Area 3
David Griffiths	Castle House
Steve Timmins	NY Probation
Richard Kellett	Norton College
Nicola Laxton	Graham School
Pauline Hardwick	North Yorkshire House
Simon Bassindale	

Stewards ratified from 01.10.2021

Health & Safety Reps

Neil Morrish	Whitby Area 3
Coralie McGrath	Scarborough Library
Steve Timmins	NY Probation
Tracy Douglas	Norton College
Denis Gyte	Graham School
Simon Bassindale	NYMNP

Health & Safety Reps ratified from 01.10.2021

Daimon Kelly	Stepney Road CC

Contacts

Tracey Anderson	Childhaven Nursery School
Lynn Jarvis	Gladstone Road Primary School
Steven Layton	Norton College
Lisa Thompson	Eskdale School