



Joint North Yorkshire branches

LGR Update

Updates on Local Government Reorganisation from the joint North Yorkshire local government branches; Craven branch, Harrogate branch, North Yorkshire branch, Ryedale branch and Scarborough branch

Issue 5
1 April 2022

Work begins on new Council T&Cs

It is now just under a year until the new North Yorkshire Council comes into effect.

The work to look at the new pay, terms and conditions for the new council has started in earnest. UNISON reps from all the branches are involved in the various working groups looking at pay & reward, HR policies, job evaluation, health & safety, employee benefits, etc.

The five branch secretaries are meeting monthly face-to-face to update each other on the various working groups and to agree a joint UNISON response to proposals.

What will the new terms and conditions for the new council look like?

We don't know yet; this is what we are currently negotiating on. It is likely that the new terms and conditions will mirror the current terms offered at NYCC, but where there are district/borough councils that provide something better for our members we are negotiating to level up.

We know that some things will be

relatively easy to negotiate, where the differences between the existing councils is not too big. But there will be some terms that are difficult.

Will I have to transfer on to the new terms & conditions?

No. Under a piece of legislation called TUPE (see update 3), your current terms and conditions are protected.

From day one of the new council, there will be a set of new terms and conditions that new staff will be appointed on. All existing staff will be able to choose whether to move on to those new terms, or remain on their current terms. We will be able to advise members at the time about the pros and cons of the different terms and conditions.

Can terms be changed before the transfer?

Not without the agreement of UNISON. We would consult with our members before agreeing any changes to your current terms and conditions.

Which branch?

Craven District Council

Craven branch
Neil Braham
neilbraham@gmail.com

Hambleton District Council

North Yorkshire branch
Wendy Nichols, 01609 532317
unison@northyorks.gov.uk

Harrogate Borough Council

Harrogate branch
David Houlgate, 01423 556109
unison.branchsecretary@harrogate.gov.uk

North Yorkshire County Council

North Yorkshire branch
Wendy Nichols, 01609 532317
unison@northyorks.gov.uk

Richmondshire District Council

North Yorkshire branch
Wendy Nichols, 01609 532317
unison@northyorks.gov.uk

Ryedale District Council

Ryedale branch
Serena Williams, 01653 600666
unisonbranchsecretary@ryedale.gov.uk

Scarborough Borough Council

Scarborough branch
Andy Adamson, 01723 232355
andy.adamson@scarborough.gov.uk

Selby District Council

North Yorkshire branch
Wendy Nichols, 01609 532317
unison@northyorks.gov.uk

New weekend working allowance at NYCC

Since our last update the North Yorkshire branch has negotiated a new weekend working allowance for NYCC employees. The new allowance came into effect from 1 April.

Previously weekend working enhancements were paid as a percentage of actual salary, depending on how many weekend days were worked in the year. Someone working less than 12 weekend days a year did not receive any enhancement. Someone working more than 12 a year would receive either 3%, 5% or 7% of their salary each month depending on how many weekend days they worked over the year. The enhancement also only applied up to NYCC Grade H (scp 23, or £27,741).

UNISON was concerned that this meant part-time staff were being paid less for working the same shift on a weekend as a full-time colleague. We also felt that staff should be paid the same for the inconvenience of working at the weekend regardless of their salary, as the disruption is the same whether you earn £9.50 an hour or £25 an hour.

The new enhancement applies equally to all staff up to and including NYCC Grade K (scp 32 or £35,745) and is a flat payment of £30 for every weekend shift worked. Staff who work weekends as part of their job will have the calculation made for the whole year, so they get paid the enhancement equally each month without needing to make a claim. For example, someone who works 4 weekend shifts a month will get £120 every month automatically.

Next steps.....

The legislation that confirms NYCC will be the continuing authority has been approved by Parliament. The name of the new council is set out in the legislation as 'North Yorkshire Council', but could be changed if the new councillors wanted to (in the same way councillors could vote to change the name of an existing council).

The next important date is Thursday 5 May; the day when residents across North Yorkshire will go to the polls to elect their new councillors. 90 councillors will be elected for 89 wards. They will serve their first year as councillors for NYCC, and then serve four years as councillors for the new North Yorkshire Council.

These elections are really important. The councillors who are elected on 5 May will decide the shape and political direction of the new council. We encourage all our members who live in North Yorkshire to use their vote on 5 May and to vote for candidates who recognise the importance of local government workers, recognise the need for better pay, terms and conditions, recognise the need for more money from central government and recognise that public services are better delivered 'in-house' by directly employed staff.

Find out more about elections where you live: www.electoralcommission.org.uk/i-am-a/voter/your-election-information.

Waste and street scene briefings

Briefings for waste, street scene and recycling staff have been taking place across all the district and borough councils in recent weeks.

UNISON has been able to send a representative or branch officer to most of the briefings, and it has been really good for us to be able to get out and about and meet you all; even though it means a very early start!

At the time of writing we have been to briefings at Hambleton, Richmondshire, Harrogate and Scarborough. It is been interesting to hear first-hand the concerns and issues that matter to our members who work in waste and street scene.

At Richmondshire there was much discussion about the suitability of the vehicles that they use, and the way in which recycling is done. At Hambleton there was concern about pay rates, the recruitment crisis and that staff are not allowed to wear shorts during the summer.

During the summer we are planning to get out and about across all the councils and visit as many workplaces as possible to meet our members, discuss LGR and to recruit new members. It is really important that as many of your colleagues as possible are UNISON members so we maintain a strong voice in the negotiations about the new council. If you have any ideas about workplaces that we can visit, please email your branch secretary.