UNISON

NORTH YORKSHIRE BRANCH

2023 ANNUAL GENERAL MEETING

Harrogate

to be held on
Tuesday 7th February 2023

At the
Ascot House Hotel
53 Kings's Road, Harrogate, HG1 5HJ
at 6.30 pm

Agenda and related papers are attached.

The raffle will be drawn at the close of the meeting

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 2022 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	- Sandra Langthorne
Area Convenors	
- Selby/York	- Vacant
- Hambleton/Richmondshire	- Vacant
- Scarborough/Ryedale/Whitby	- Vacant
- Craven	- Vacant
- Harrogate	- Vacant
Branch Committee Area Representative	
- Selby/York (5)	- Sophie King, Rachel Horsman, Andy Vaughan, Andy Argyle
- Hambleton/Richmondshire (7)	- Helen Gray, Simon Purcell
- Scarborough/Ryedale/Whitby (8)	- David Griffiths, Neil Morrish
- 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
- 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	- Michele Jones
International Officer	- Vacant
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	- Vicky Darbyshire

Women's Officer - Vacant
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 2022

9. Motions for Discussion **Enc 5**
Recommendations from the Executive and Finance Committee regarding:

i) **Payment of Honoraria 2022**

ii) **Meetings (Including AGM) can be conducted 'virtually' in accordance with the relevant guidance issued by the Union either at regional or national level.**

As in previous years the recommendation is for honoraria payments across all roles to increase in accordance with the NJC pay award for 2022 was an average 6.1%.

Branch Secretary	£4,879
Branch Treasurer	£3,474
SCO's	£832 (pro rata as appropriate)
SCO	£1,032
Welfare Officer	£576
Retired Members' Secretary	£266
Auditors	£431
Branch Chair	£576
Health & Safety officer	£576
Communications Officer	£1,248

The Branch Secretary, Branch Treasurer and 1 SCO increase is due to the recruitment process for a new Administrative Officer. The Communications Officer increase is due to increased communications regarding LGR.

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

CND	100.00
Water Aid	100.00
War on Want	100.00

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

MINUTES OF THE ANNUAL GENERAL MEETING
(HARROGATE AREA)
OF THE NORTH YORKSHIRE LOCAL GOVERNMENT BRANCH OF UNISON
HELD ON TUESDAY, 15TH FEBRUARY 2022, VIRTUALLY VIA MICROSOFT TEAMS

PRESENT: 15 members, 6 branch officers, Branch Secretary from Harrogate Borough Council Unison Branch, 1 branch staff

1. **Welcome to the meeting**

   Wendy Nichols welcomed Dave Houlgate, Branch Secretary of the Harrogate Borough Council Unison branch, to the meeting and thanked Dave for attending.

   Andy Argyle, Chairperson, welcomed everyone to the virtual meeting and thanked people for their attendance. Andy introduced Wendy Nichols – Branch Secretary. John Foster – Branch Treasurer. Anne Ward – Branch staff. Paul McPherson, Daniel Maguire and Helen Gray – Service Conditions Officers.

2. **Apologies for Absence**

   Anita Montgomery
   Lyn Maycock

3. **Minutes of the 2021 Annual General Meeting**

   Enclosure 1. Agreed as a true record with two abstentions

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

   Enclosure 2. Received and noted.

5. **Matters Arising**

   No matters arising.

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

   Enclosure 3.

   Wendy Nichols reported the national union undertook a full industrial ballot on pay and although there was a high number of votes to reject the pay offer, the ballot did not meet the threshold to be able to move to action. Unite decided to undertake a disaggregated ballot and their outcome will not be known until late February. The branch has been approached by a number of employers to enter into a local agreement on pay this year on the basis the cost of living is rising and people have been waiting 11 months for back pay. There was also a concern should the pay award is settled after 1st April, people will have to pay an increased level of national insurance on their back pay. Where local agreements have been signed with employers, staff will receive the backdated monies in their February or March pay. The local agreements state should the pay award by settled at more than the current offer, the employers will pay the additional amount as well backdated to April 2021.

7. Annual Statement of Accounts

John Foster invited members to look at the Annual Statement of Accounts at Enclosure 4.

John explained the copy of the accounts in the AGM papers has been slightly adjusted. An updated copy is on the screen now. Once the accounts have been audited, an updated version will be sent out to attendees. The adjustment is due to some equipment purchased been moved into fixed assets and will depreciate over 4 years. Looking at expenditure, major item is salaries for office staff. Other expenditure is higher than usual this year due to the office refurbishment and this will ensure the facilities are acceptable as activity in the branch increases. There is spend on publicity of £44,000 on a radio advertising campaign to maintain our level of membership within the branch. Donations have gone to Unison's charity, There for You, the Gambia project and to local food banks. Spend has left a deficit and this will reduce reserves. Turning to the Balance Sheet, current assets are cash. The current account is £42,000. The branch has very few liabilities. There is a small industrial action fund and this has been in place for many years. The accumulated dedicated fund would be used should the free office accommodation be removed. Should that happen, the branch would need to rent or buy office accommodation. The fund cannot be used for any other purpose.

8. Elections of Branch Officers

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, Helen Gray
- Scarborough/Whitby/Ryedale (8)	- David Griffiths, Neil Morrish, Steve Timmins
- 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, Steve Timmins
- Craven (2)	- Vacant
- Harrogate (2)	- Vacant
Labour Link Officer *(1)	- Wendy Nichols
Equality Officer	- Vacant
Health and Safety Officer	- Vacant
Welfare Officer	- Vacant
Learning Representative	- 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 (NY Highways Ltd) ***	- Neil Morrish
- 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 & LGBT+ Officer	- Vacant
Women's Officer	- Anna-Marie Mcglanaghey
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 North Yorkshire Highways Ltd 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

Sheila Crosby was elected at the Retired Members' AGM in September 2021.

These were moved en block and agreed unanimously.

9. Motions for Discussion:

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

i) **Payment of Honoraria 2021**

As in previous years the recommendation is that 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
Treasurer	£2,991
Service Conditions Officer	£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.

Agreed unanimously

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

CND	100.00 – Agreed. 14 for, 0 against, 1 abstention
Water Aid	100.00 – Agreed. 15 for, 0 against, 0 abstention
War on Want	100.00 – Agreed. 15 for, 0 against, 0 abstention

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

10. To approve the names of Workplace Stewards/Contacts and Health & Safety Representatives

Consideration given to those listed at Enclosure 6.

Agreed unanimously.

11. Any other business

A member asked about Unison branch structures and the impact of the local government review.

Wendy explained Selby, Hambleton and Richmond are part of the NY branch. The Branch Secretaries of Harrogate, Craven, Ryedale and Scarborough have been meeting on a regular basis and before the decision was made. We will become one branch and the structure will be enhanced. We have always wanted an area based structure and this will be Harrogate, Craven, Hambleton/Richmond, Selby, Ryedale and Scarborough/Whitby.

Dave Houlgate agreed a lot of discussion has taken place. The Districts and Boroughs don't currently have the infrastructure that the NY branch has to support members which is something Dave is looking forward to having.

Wendy said the Branch Secretaries will continue to meet regularly. All currently sit on the local government review working groups and the branches are working well together. The District and Borough branches undertake many social activities which will carry on and we are looking forward to being part of it.

A member asked about regular member updates.

Daniel Maguire explained to date 4 newsletters have been written jointly by branches secretaries and circulated to all members working at NYCC, Districts and Boroughs councils. Branch Secretaries will be meeting monthly. There is bureactric process to work through to bring the branches together. Regular newsletters will be written and circulated to ensure members are updated and information will also continue to be updated on Local Government Reorganisation pages of the branch website. In May elections will take place to elect councillors to the new council and they will act as a shadow council until April 2023.

A member asked if negotiations will take place to remove compulsory unpaid leave?

Wendy explained it will be up for discussion as we work through the terms and conditions for the new council. The current councils have some differences in their terms and conditions for example NYCC have the most annual leave entitlement. We want to see a rounding up and it is likely there will be positives and negatives. The final decision will be for all members to make. North Yorkshire will be the continuing authority so staff working for Districts and Boroughs will join and work will start to negotiate terms and conditions. After elections in May, we expect work will take place to consider services. For example Selby contract out their waste and street cleansing service and we would like to see it being brought back in-house.

Andy thanked everyone for attending the meeting this evening. Hopefully next year we will be back to face to face meetings.

12. Raffle

WN explained additional raffle prizes have been purchased this year because there isn't a buffet and they are vouchers. WN will ensure every attendee will receive a box of recruitment materials and thank you for attending the AGM tonight and for remaining UNISON members.

The winners were:

Name	**Prize**
Josephine Fletcher	£120
Sharon Jessop	£75
Sasha Johnson	£75
Emma Hoddinott	£50
Charlie Colquhoun	£25
John Fletcher	£25
Mandy Buckle	£20
Glenda Marley	£15
Helen McCabe	£15
Isobel Phillips	£15
Nicola Pollard	£15
Helen Mason	£10
Helena Fish	£10
Elaine Shaw	£10
Julie Firth	£10

Raffle prizes will be posted

Meeting closed at 19.26

UNISON
NORTH YORKSHIRE LG BRANCH

REPORT OF DECISIONS OF 2022 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 2022

Proposed figures:

Branch Secretary	£4,410
Treasurer	£2,991
Service Conditions Officer	£784
Health and Safety Officer	£543
Communications Officer	£543
Welfare Officer	£543
Retired Members' Secretary	£251
Auditor	£406

Agreed Unanimously

ii) To consider affiliation to the following:

	£	For	Against	Abstentions
CND	100.00	84	3	3
War on Want	100.00	90	0	0
Water Aid	100.00	90	0	0

Agreed

3. WORKPLACE STEWARDS/CONTACTS

All nominations for Workplace Stewards and Contacts were endorsed unanimously.

4. In total 90 members attended the aggregate meetings.

North Yorkshire LG Branch

AGM 2023 – 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.

The pay award for 2022/23 was finally agreed in September £1,975 for all full-time staff and pro rata-ed for part time staff, which equates to £1 per hour for all.

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 are from the public sector. There have been attacks on many families and people with disabilities, the disgraceful bedroom tax is just one to name. 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 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. The Branch has contributed to the instillation of two bore holes and at Bijlo Basic School three new classrooms and the refurbishment of four more.

The main focus for the Branch this year has been the Local Government Reorganisation. Eight Councils will merge into one from 1st April 2023, North Yorkshire County Council, Selby District Council, Richmondshire District Council, Harrogate Borough Council, Scarborough Borough Council, Craven District Council, Ryedale District Council and Hambleton District Council. We have negotiated a new set of terms and conditions for North Yorkshire Council with some improvements. As North Yorkshire County Council are the continuing authority all District/Borough Council staff will TUPE over to them. These staff will have the option to move onto the new North Yorkshire Council's terms and conditions if they want to. The new council will then start with another set of reorganisations.

A number of compensation claims for our members have been successfully concluded this year by Thompsons Solicitors. The compensation total for this year is £29,745.37.

BRANCH CHAIRPERSON'S REPORT – ANDY ARGYLE

Just when you thought things couldn't get any worse following 2 years of a pandemic, 2022 was filled with government scandals, corruption, lies, reality tv and a 'do as I say not as I do' mentality!

And whilst the fat cats got richer the poorer in society were once again taking a hit with the ongoing cost of living crisis.

It is no wonder that members of many unions are making a stand and taking industrial action to highlight their concerns.

We can only hope that a general election will come sooner rather than later and that our members get a political party in office that truly understands the needs of the working classes.

On a more personal note, 2022 was a defining year for me as I left a local authority where I had worked for 37 years and found a far less stressful job with another council. The upshot being that I have not had the same opportunity to attend certain meetings such as regional council and committee although I have still been active at branch level ones.

Looking forward to the future I am hoping that after the local government reorganisation I will become an employee of North Yorkshire Council where facility time and annual leave will be more accessible.

Recruitment has been remarkable this year, but we still have to keep pushing in 2023 so that we have a strong voice especially with what challenges the local government reorganisation may bring.

And finally, I would like to take this opportunity to say a massive thank you to all the branch officers, staff, Unison reps and all the members who have continued to rise to the occasion over the last 12 months.

SERVICE CONDITIONS OFFICER'S REPORT – SARAH CARTER

I have been with the branch since 2018 and I can't believe how fast the time is going by! I have greatly valued working with our members and all of the dedicated people at the North Yorkshire branch. This year has felt different to previous years which have been overshadowed by the pandemic. We have faced a different crisis of local government in terms of chronic issues with recruitment and retention. We have seen the results of 12 years of neglect and poor funding running services to the ground.

We have also seen how the issue of low pay has been brought to everyone's attention through the Cost of Living Crisis and how the trade union movement has been taking a stand against low pay. Throughout this year I have continued to represent our region on the National Joint Council (NJC) committee, which focusses on pay in local government. I have been honoured to represent the region in these meetings, I have kept my focus on representing our members and highlighting the valuable work that is carried out in local government and the need for decent pay.

Local Government continues to be at the forefront of supporting our communities, we saw our members step up in the face of the pandemic and this year we have seen the same resilience and dedication during the cost of living crisis. Many families are struggling to support their loved ones and essential services are facing an unprecedented level of need.

In addition to the NJC Committee, I have continued to lead on Children and Young Peoples services and schools. I have supported members with addressing health and safety issues in their workplaces and we have been delighted to welcome some new Health and Safety representatives into our branch. We have continued to speak up for our members during the current staffing crisis and we have worked well with all parties involved to try and resolve issues as they arise.

I have also continued to attend regular meetings on behalf of our members in schools and I have continued to work closely with the teaching unions over the past year. In addition to Local Authority Schools, I have worked with various Multi Academy Trusts and attended Joint Negotiating Committees meetings for Dales Academy Trust. The situation in schools have continued to be incredibly challenging for our members, following supporting our children during the pandemic schools are now faced with increasing financial challenges.

Part of the work we have been doing in our branch has also been focussed on increasing face to face contact with our members and visiting workplaces, which was very challenging during the pandemic. We have all enjoyed getting out there and meeting our members and building up our presence across various workplaces.

It is becoming increasingly clear that local government is in desperate need for increased funding from central government and there are constant reminders of how services have been cut and

neglected over the past 12 years. The trade union movement has a vital part to play in speaking out against the destruction of our public services and the essential part that our members play in supporting their communities.

In 2023 we will be entering into the final stage of Local Government review and we will continue to work together to ensure that our members terms and conditions are protected. It is essential that we continue to work together to protect services and improve terms and conditions for everyone.

As always, I would like to thank all of our UNISON representatives and all of my colleagues at the North Yorkshire Local Government branch for their continued dedication and support. There is also our amazing admin team, without them we wouldn't be able to do what we do – a big thank you needs to go out to them. Last but not least, I would also like to thank all of you for the support you have shown your union over the past year. Together we can continue to grow and face the challenges that the next year may bring.

SERVICE CONDITIONS OFFICER'S REPORT – DANIEL MAGUIRE

The primary focus of my work for the branch during 2022 was on Local Government Reorganisation affecting the district and county councils. My update this year focuses on that work, but I am very mindful that more than a third of our members do not work for any of those employers. We were lucky to secure additional facility time which meant I have not picked up any new casework during 2022, which has meant I have been free to concentrate on LGR. Although I have missed representing members in individual cases, I would not have been able to concentrate on LGR to the degree that has been needed. I am grateful to Wendy and all my colleagues for giving me the time to dedicate to LGR.

I think the most positive thing to come out of LGR so far has been the coming together of the five UNISON local government branches in North Yorkshire. Four of the councils (Craven, Harrogate, Ryedale and Scarborough) have their own branches, each with their own branch officers and activists. The five branch secretaries (four from the district branches, plus our own Wendy Nichols) along with our Regional Organiser (Dean Harper) and I have been meeting regularly throughout the year to keep on top of all developments, and to make sure the voice of members from all the councils are represented in our negotiations. We started the year with a monthly meeting, but it soon became clear that there was so much to discuss that we needed to meet every three weeks.

We had some robust negotiations with NYCC about the terms and conditions. Our starting point was to take the best of what all the existing councils offer and 'level-up'. We knew that this would be difficult as some of the district councils currently offer more generous terms in specific areas such as mileage rates, weekend/overtime allowances and redundancy pay. Given the new council will employ around 15,000 staff it was clear that management were never going to accept the more generous elements from the districts. Given those constraints it was important that we negotiated to get the best possible

terms and to make sure that existing terms and conditions are protected for those that want to keep them. It was challenging at times, and we only secured agreement at the eleventh hour, but I am pleased to say we were able to negotiate a package that will be a significant improvement for most staff working for the new North Yorkshire Council. Those for whom the new terms and conditions will be detrimental, are protected under TUPE legislation and will be able to remain on their current district council terms. Our members working for NYCC had to be balloted on the new package (as they are not able to keep their existing terms and conditions) and I was delighted that 98% of our members at NYCC voted to accept. This means we have a new, improved set of terms and conditions for the new council.

Job evaluation has also taken up a significant amount of my time this year. There are over 1,200 individual job roles coming into the new council from the district councils, and each job needs to be evaluated using the North Yorkshire Council scheme to ensure consistency. There have been at least two, or three, job evaluation panels each week as well as at least two QA panels. We have had additional facility time from NYCC which means Simon Purcell has returned to his old role as a job evaluation officer. This has been a big help as it has meant I have only had to cover the QA panels. We will need to keep a careful watch on job evaluation, as the work we have done on district council jobs has only been 'light touch' and all members coming in from the districts will need to seek advice and support from us if they feel their job has not been scored correctly or fairly. In the longer-term we will commence a joint review of the job evaluation scheme from 1 April to conclude within the first year of the new council. This follows our dispute with NYCC earlier this year about continuing to use the Hay scheme for some roles. We believe this scheme values frontline roles (predominantly filled by women) less favourably than managerial and technical roles (more likely to be filled by men). We will be working to try and get the Hay scheme withdraw, or at least restricted only to senior manager grades.

The coming year will be even busier. There is likely to be significant restructures and reorganisations as the councils come together. This will include a lot of job evaluation work. We will also commence a two-year programme to review all HR polices for the new council from 1 April. Moreover, there will continue to be a significant cost of living crisis, which will only get worse in 2023, and more funding cuts from the government. It is concerning that the new council is already developing a narrative around a £30million 'black hole' in the finances. We need to be alert to this, but also not allow the council to create a false narrative. This is a prediction, and predictions are always pessimistic. Even if the prediction is correct, the shortfall is equivalent to just 2% of the council's budget, and in any event the new council will have sable reserves of well over £200million. This narrative must not be used to cut services and jobs.

We need to make sure we are in the best possible position to resist job cuts and to fight for better pay. To do that we need everyone to be in the union, and to have more workplace reps and activists. I encourage everyone to recruit a friend, and to think about becoming a workplace rep.

As always, I could not do my job on your behalf without the help and support from our branch office staff, Anne, Matthew and Ruth. It has been a difficult year for them too and we are all very sad to see Anne retire after so long with us. I would like to put on record my thanks to them and my best wishes to Anne for a happy retirement.

SERVICE CONDITIONS OFFICER'S REPORT - PAUL MCPHERSON

I would like to start by wishing you all a very happy new year, it has to be said most people are pleased to see the back of 2022.

Covid 19 seems to be hanging around more than we would like but people are learning to live with it better than in the past. Unfortunately, all the key workers are still dealing with it daily and still doing a great job. Daniel is still keeping the branch website updated with all the relevant information as it changes.

As a branch we continue to support members both individually and collectively with all sorts of issues from day-to-day issues through to disciplinaries, we have also seen the number of TUPE transfers in schools increase and continue to support members through this process.

Vesting day for the Unitary Authority is closing in fast, workload has increased with road shows, firstly about the changes and then the roadshows about the North Yorkshire Council's new Terms and Conditions, we have endeavoured to have someone at each meeting which has not always been easy. We are having meetings on a regular basis with lead officers to continue the work required to be able to move forward with the least impact to our members.

Colleagues and I continue to attend monthly and Bi-monthly meeting within the directorates, Private Providers, Academy chains and Dales and Moors authorises, with a view of continuing to build relationships that improve working conditions of our members.

Work in Academy chains and NYCC schools is on-going as work is on-going to move all schools to Academies, there have been lots of changes with private company's coming into take over cleaning and catering contracts which we continue to support members with.

Unfortunately, I am unable to continue my role as International Officer due to other commitments, so if anyone would be interested in taking this role up, please contact the branch office for more information.

It goes without saying that as Officers we would be unable to do our jobs with the support of our office team. I would like to wish Anne a very happy retirement and thank her for the support she has given me personally over the years and secondly to Mathew and Ruth for their on-going support that is very appreciated.

SERVICE CONDITIONS OFFICER'S REPORT – HELEN GRAY

As we approach the end of 2022 it is a time to look back over the last year and also to consider the challenges in front of us in 2023. 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 to the most vulnerable people in our communities. As we head into the new year we continue to face huge increases in the cost of living, a climate of industrial unrest and workers facing difficult financial decisions and struggling to make ends meet.

Alongside my colleague, Sarah Carter, I have continued to be a representative on the National Joint Council committee (NJC) from the Yorkshire and Humberside region. The role is to link between the region 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 and terms and conditions. UNISON, GMB and Unite make up the trade union side of the NJC. The unions met on 1st November and agreed to accept the pay offer of £1,925 and it was backdated to 1st April 2022. The award was the highest offered to NJC workers in over a decade as local government workers have lost over 25% from the value of their pay since 2010. The pay award averaged out to around 7% across the pay spine. The lowest paid received a 10.5% increase and those at the top just over 4%. It also included a 4% increase to allowances and an increase of one day's annual leave from 1st April 2023. At the time of writing this report, work is underway on the proposed NJC pay claim for 2023 which will be submitted in January. The aim is to have a pay claim agreed by the employers and unions and delivered for the 1st April.

Over the last year I have continued to attend quarterly joint consultative staff forums, along with UNISON stewards, with each of the following employers: Broadacres Housing Association; Hambleton District Council; Hull Collaborative Academy Trust, North Yorkshire Moors National Park, Richmondshire District Council, and STAR Multi Academy Trust. 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 the employer and our members and although we may not always agree, it is an opportunity to work through any differences and provides us with a positive industrial relation 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.

Work has continued on the local government reorganisation and the development of a new council, North Yorkshire Council, commences from April 2023. The agreed priorities for UNISON local government branches, on behalf of members, were to protect jobs, avoid compulsory redundancies, level up terms and conditions and minimise disruption to staff and services. Intense negotiations between UNISON local government branches and NYCC resulted in new terms and conditions for the new council and these were accepted by the majority of members employed by NYCC following a period of consultation and a ballot. Staff transferring from the district and borough councils to NYC will remain on their existing terms and conditions of employment or can opt to move onto the new terms.

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.

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 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 business support staff for their help to me over the last 12 months.

I wish you all the very best for 2023.

SERVICE CONDITIONS OFFICER'S REPORT – MICHELE JONES

I have the responsibility for Recruitment within the Branch two days a week and do case work the other 3 days. This year has been a better year for getting out and about.

Workplaces have been open to visits and staff have been happy to see a UNISON presence.

I have visited some of the NY Highway's depots, Health and Adult Services, Yorwaste and Selby Cemetery to name a few this year, and as you can see the work is very varied. My main focus has been on schools since September. I have visited over 34 schools, dropped off or sent out over 10 recruitment packs and have visits booked into February 2023.

There has been interest from some members to become more active and this has led to some beginning their journeys in becoming reps!

We have all been involved the LGR and as part of the team I have been to as many of the roadshow events as possible to recruit new members. Any change can be unsettling but being able to reassure affected staff and members about how the change will affect them is an important part of what we do. It is also an opportunity to have lots of people in one room and talk about the many benefits of UNISON membership!

I have been handing over NY Highways to my colleague, Neil Morrish, this year and taken over Hope Sentamu Learning Trust. I am also the lead for Coast and Vale Learning Trust (CVLT) – formerly Scalby Learning Trust.

Duty calls are still busy in the main. Members, as you can imagine, are very anxious about how they are going to pay their bills and this after the pandemic is impacting on their health in a variety of ways. There For You (Unison Welfare) continues to be vital lifeline for many.

As the world has opened up, I have been able to attend some face-to-face training at the regional office in Leeds. It was great to be in the room with likeminded people and increase my knowledge. I have also refreshed my ERA accredited rep training this year.

I would like to thank the whole team at North Yorkshire LG Branch for all of the support I have received from them in the past year. I would also like to thank all of our regional staff for their continued support.

SERVICE CONDITIONS OFFICER'S REPORT – RACHEL HORSMAN

To start off my report, I would like to thank my colleagues, our branch admin team and our regional staff for their support this year. My first full year in the North Yorkshire branch has been insightful, learning more about the services you, our members, provide.

Over the past year, I have had the opportunity to attend national conferences, such as the Local Government Conference and the National Delegate's Conference. NDC is the decision making body where members vote and take decisions on campaigning and policies for the coming year. In addition to this, I have attended numerous training courses which have allowed me to improve my skills to better support our members. I would encourage activists and members to engage in our regional and national training opportunities. The courses are facilitated by brilliant tutors and the contents of the courses are really interesting.

I have also had the privilege of attending the regions' Policy Weekend. Workshops were held on a number of different topics including how we organise and recruit effectively. Working together to increase membership means we can continue to represent our members on local, regional and national issues. If you know anyone who is interested in what we do as a union, who would like to be involved, please put them in touch with the branch. And don't forget about our recruit a friend incentive - current members receive a shopping vouchers and are entered into a prize draw if they recruit a new member!

The main proportion of my workload is case work, supporting members with a variety of day to day issues such as disciplinary matters, changes to working practices, TUPE transfers, restructures and an abundance of other employment issues. Local Government Reorganisation has been a reoccurring theme and will continue to be over the coming months. Members at the County Council, along with all our members from the District and Borough Councils, will be all too familiar with the process and how it's progressing. I have attended a number of the TUPE roadshow sessions and the T's & C's sessions that followed.

2022 has been a challenging year for the majority of the country. The cost of living crisis, soaring energy prices and global events such as the unsolicited war in Ukraine have put our members under immense pressure. Public services continue to be squeezed by the government. Given strike action taking place in other sectors, I hope that the pay offer for 2023/24 is one that reflects the hard work and dedication that our members deliver.

One thing that you can be sure of is that as a branch, we will be there to support all of our members with whatever comes your way.

All the best for 2023.

ANNUAL REPORT FROM THE RETIRED MEMBERS' SECRETARY OF THE NORTH YORKSHIRE BRANCH FOR THE YEAR ENDING SEPTEMBER 30th 2022

At the time of writing the Retired Members in the branch number this is made up as follows:

Hambleton & Richmond	575
Scarborough	440
Craven	154
South	158
West	190
Out of area	199
No specified area	5

As “lockdown” eased we were able to hold two face to face meetings in the Unison Office. That was indeed fortunate because a number of the retired members do not wish, or are unable to “Zoom”.

Most correspondence during the year has gone out via e-mail.
This is not convenience for everyone so if you have anything that I can help you with please contact me on my landline 01325 487050. I have an answer machine and I will contact you but please speak slowly and leave your name and phone number. Thank you.

During the past 2-3 years most organisations have been using Teams or Zoom. As Retired Members we have representatives on quite a lot of outside organisations i.e., Age UK, War Vets Over 50’s, Healthwatch, School Appeals to name but a few.

Our representatives on the Regional Retired Members’ Committee 2021/2 were
Craven - Gill Fox and David Gooch.
Scarborough - Paul Marr
Hambleton & Richmond - Phillip Turner & Sheila Crosby

Sheila Crosby also represented us on the Regional Committee on the National Committee and the Regional Committee and Council and the Regional Welfare.

Paul Marr is to represent the Branch at the Retired Members’ Conference which is to held in Telford in October 2022

A survey of retired Members in the Scarborough and District Area has been carried out. If the trawl proves to be successful it will be used in other areas to increase awareness.

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 R.M. officials in Craven and Scarborough, for the work that they do for the Retired Members in this branch.

Sheila C Crosby
Retired Member’ Secretary
August 2022

Unison North Yorkshire Branch 13323	
General Fund Income and Expenditure Account for the year ended 31 December 2022	
	£
Income	
Branch Funding	242,420.98
Investment Income Received	949.07
Retired Members Subscriptions	566.12
Income total	**243,936.17**
Expenditure	
Staff Salaries	103,336.89
Other administration	21,629.99
Honoraria	14,083.57
Conferences and group meetings	7,035.80
Branch Committee	864.10
Other Meetings	10,623.83
Publicity	27,092.21
Education	1,934.43
Donations	54,900.00
Affiliations	453.00
Local Activities	2,390.09
Expenditure total	**244,343.91**
Deficit for the year	**-407.74**

Unison North Yorkshire Branch 13323	
Consolidated Balance Sheet for the year ended 31 December 2022	
	£
Fixed Assets	
Equipment, Fixtures & Fittings	16,794.69
Total Fixed Assets	**16,794.69**
Current Assets	
Bank Deposit	152,282.38
Current Account	52,311.53
Third Party Debtors	765.00
Total Assets	**205,358.91**
Current Liabilities	
Third Party Creditors	8,774.16
Locally Collected Subscriptions	145.72
Total Liabilities	**8,919.88**
Net Current Assets	**196,439.03**
Total Assets	**213,233.72**
Accumulates Funds	
Accumulated General Fund	
Accumulated General Fund at year beginning	47,544.87
Surplus/Deficit	-407.74
Accumulated General Fund at year end	47,137.13
Accumulated Industrial Action Fund	
Accumulated Industrial Action Fund at year beginning	6,136.59
Surplus/Deficit	0.00
Accumulated Industrial Action Fund at year end	6,136.59
Accumulated Dedicated Fund	
Accumulated Dedicated Fund at year beginning	159,960.00
Surplus/Deficit	0.00
Accumulated Dedicated Fund at year end	159,960.00
Total Funds at End of the Year	**213,233.72**

UNISON North Yorkshire Branch

Affiliations & Honoraria Information

Branch members voted to affiliate to the following charities and organisations for 2022/23. 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.

UNISON
North Yorkshire LG Branch

Harrogate Representatives 2023

Stewards

Sasha Johnson	Starbeck Primary School
Caroline Grieveson Smith	Springwater School
Clare Axtell	St Roberts Primary School

Stewards ratified from 01.10.2023

Jake Sweeney	Nidderdale High School

Health & Safety Reps

Sasha Johnson	Starbeck Primary Academy
Nicola Pollard	St John Fisher School
Caroline Grieveson-Smith	Springwater School
Helen Rogers	Rossett School
Charlie Colquhoun	Dovedale

Contacts

Diane Baker	Ripon Cathedral CE Primary School
Samantha Blackwood	Saltergate Infant School
Garry Frost	Grove Road CP School
Sheran Margaret Groves	Richard Taylor CE Primary School
Barbara Leachman	Station View Residential Home
Helen Mcbride	Haywra Crescent
Lorraine Moore	Bilton Grange Primary School
Victoria Pigg	Summerbridge Primary School
Nicola Pollard	St John Fisher Catholic Academy
Jacqueline Povey	Rossett Acre Primary School
Catharine Rowe	Hookstone Chase Primary School
Elaine Teasdale	Masham CE Primary School