

We made it!

We made it! April 1st came and went, and we are all now working for the new North Yorkshire Council. UNISON has been with you throughout, and we will continue to be your voice at the new Council.

It is easy to forget what we have achieved over the last 18 months or so on behalf of our members, so we thought it would be good to look back to see how we got to where we are.

- Annual leave increased for everyone, after 5 years' service
- Protection for former district and borough council staff, including guarantees about continuing to receive the national pay award even if staying on old terms and conditions
- Removal of illness/sickness as a reason to have increments withdrawn or withheld
- Removal of Compulsory Unpaid Leave
- Maternity pay increased for lower earners
- All leave, flexi and TOIL carried over to the new Council will be honoured
- Apprentice pay rates increased and Real Living Wage to be paid from 1 April 2023
- Flexi leave allows up to 24 days per year
- Commitment to a joint review of the Hay scheme used for job evaluation, to happen in the first year of the new council
- Loans and other support put in place to help people affected by the changes to pay dates
- Commitment to continue issuing paper payslips to those who currently get them
- Professional registration fees will be paid by the Council

Of course, we didn't get everything we wanted, but all of the above was only possible because your union negotiated it. We now start work to secure further improvements, and to progress on the things we did not achieve. You can help us by making sure all your colleagues are members of UNISON.

Which branch?

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Action needed: check your payslip from Monday, see page 2.

A job for this week...

If you only do one thing next week please make sure you check your payslip!

The first new pay date for us all will be Friday 28 April, this being the last weekday of the month.

We have been advised by North Yorkshire Council that your payslip will be available on MyView on Monday 24 April. This gives you a few days to check it before pay day.

Make sure you check your payslip for the following:

- Does the amount look right? Maybe check your last payslip, and so long as you haven't changed jobs or changed your hours, then the amount you are paid this month should be similar.
- Pension deductions. If you pay in to the pension, make sure your deductions are still being made. If you have pension deductions showing, but were not expecting them, this might be because you have been 'auto-enrolled' by the new council, and you will need to opt-out.
- If you pay your UNISON subscriptions from your wage, please make sure this is still being deducted. If your payments stop being collected then your membership will lapse and we might not be able to support you at work.
- Is your tax code correct? In most cases it should be the same as last month.

You can also compare your tax and national insurance with last month. Unless your job has changed, or your hours have changed, then your tax and national insurance should be similar.

- If you previously worked for NYCC, then you should not have CUP leave deducted any more.

If anything looks wrong please contact Employment Support Services:

employmentsupportservice@

northyorks.gov.uk

If you have any issues that cannot be resolved by Employment Support Services please contact your UNISON branch.

In brief...

Selby bridging loans

Members at Selby highlighted some issues about incorrect and late payments. We were able to highlight these to North Yorkshire Council and payments were corrected straight away.

Access to MyView

We have received feedback from members across the council who are unable to access MyView. In some cases this is because they do not have access to a council device, and in other cases it

is because people do not want to (or are not able) to access the internet and emails.

We have had assurances from North Yorkshire Council that anyone who previously received a paper copy of their payslip will continue to do so.

The law requires the council to provide you with a payslip 'on or before' your pay date (i.e. not after the pay date). Although the law does not say this must be a paper

copy, if you cannot access the electronic version then the council might not be meeting its legal obligations.

People who cannot, or don't want to, access things online should not be at a disadvantage whether it is payslips, annual leave or anything else. Please contact your UNISON branch if you have problems accessing these important functions.

On your side for Health & Safety

The joint branches have agreed a plan to put Health & Safety firmly on the agenda for both UNISON and North Yorkshire Council.

15 Health & Safety representatives met together for the first time on 20 April at the UNISON office in Northallerton. It was an opportunity to meet each other, refresh training and discuss ideas about how we make sure Health & Safety is high on the agenda for both the union and the new Council.

With the coming together of the councils we now have 19 UNISON Health & Safety Reps across the new Council. But, with over 300 workplaces we are a long way off having a Rep at every workplace!

The five UNISON branches have agreed a plan for Health & Safety, which is realistic but also ambitious about what we can achieve in the first year of the new council.

We have identified about 25 key workplaces that are a priority to have at least one UNISON Health & Safety Rep. These are the refuse depots and key council buildings with the largest number of staff.

That does not mean that we don't want members to come forward from other workplaces, but we will be actively focussing



on those 25 key workplaces in the first year.

Currently we have 19 Health & Safety reps across the Council covering the following workplaces:

- County Hall
- Harrogate Civic Centre
- Selby Civic Centre
- Selby Vivars
- Scarborough Library
- Ryedale House, Malton
- Stepney Road, Scarborough
- Dovedale, Harrogate
- Northallerton Civic Centre
- Northallerton Leisure Centre
- Northallerton refuse depot
- Springwater School
- Selby Bridges
- Scarborough, Town Hall
- Scarborough Crematorium
- Malton depot

Our branch Health & Safety Officer, Daniel Maguire and Service Conditions Officer, Rachel Horsman also cover all workplaces.

Our priority locations for new Health & Safety reps are:

- Craven refuse depot
- Harrogate refuse depot
- Whitby refuse depot
- Richmondshire depot
- Scarborough refuse depot
- Jesmond House, Harrogate
- Knaresborough Family Hub
- North Yorkshire House, Castle House, Scarborough
- White Rose House
- Mercury House, Richmond

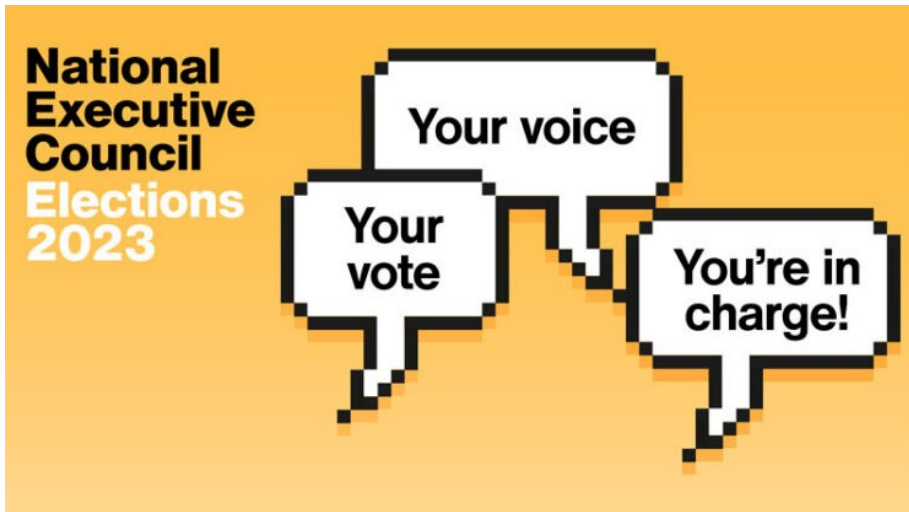
Wherever you work, but especially if you work at any of our priority workplaces, please think about being a Health & Safety Rep.

Put yourself forward to be a Health & Safety rep where you work. Email the North Yorkshire branch now!

unison@northyorks.gov.uk



Have your say about who represents you to help run our union



Ballot papers are landing for important internal UNISON elections. It is really important that you have your say and return your ballot paper.

Why is this happening?

The National Executive Council is elected by our members every two years. The election timetable and procedures were agreed and published by the NEC at the end of last year.

Who is eligible to vote?

All full members who were on the union's membership register as of 17 January 2023, will be entitled to vote in this election. As this is a statutory ballot, governed by the law, voting can only be done by a ballot paper sent to the members' home addresses.

Why is this election important?

UNISON is run for and by its

members through its democratic and lay structures.

All of our elections are important, as they allow the union to function in the best interests of our members. The NEC is the senior governing body of the union, elected by members to represent their interests in how the union is run.

Does it matter how many people vote?

Yes! The NEC that members elect will make decisions about the future of our union and these decisions will directly affect our members.

So it's important that as many members as possible have their say, so that the group that guides the work of the union is as representative of the whole union membership as possible and does not overly represent the views or interests of some members over those of others.

Pensions Update

If you are in the Local Government Pension Scheme (LGPS) then you might need to make a decision about whether to 'merge' your district council pot in to your new North Yorkshire Council pot.

Firstly, this only matters if you were paying into the pension before 2014 when the final salary element was closed.

Unfortunately we can't advise members individually about this, as the decision to merge or not merge depends on your own personal circumstances.

Generally, if you expect to be earning more when you retire than you do today, then you should consider merging your pots.

The pension fund has produced a helpful guide about this, which you can download from the North Yorkshire UNISON website. We have been told that a letter will be sent out to staff in the coming weeks to explain your options.

You do not need to worry about this, as you have a year to make a decision about what you want to do.

Finally, if you were not paying in to the pension you will be 'auto-enrolled' from 1 April. If you haven't opted-out you will have pension contributions deducted from your salary this month so please check and contact Employment Support Services if anything looks wrong.