

**News and updates for UNISON members at the new North Yorkshire Council**

## Ironing things out

*It's been a few weeks since our last update, but we haven't been sat back! There has been a range of issues that you have brought to our attention, and we have been working with NYC management to iron things out. We thought it would be helpful to focus in this update on the issues we have been dealing with since 1 April.*

### Moving on to the new terms and conditions

Members who transferred from the district and borough councils were told by NYC that they would be offered the opportunity to transfer on to the new terms and conditions that we negotiated with the council by the end of June, with the exception of about 300 roles that NYC call 'multi-faceted'. We got an agreement that those who move across before the end of June would have any additional benefits (such as pay, annual leave, etc.) back-dated to 1 April.

So far, with only a month to go until the end of June, we are concerned that very few members have been offered the opportunity to move across. We are in discussions with NYC about this. It remains our view that everyone should be offered equal opportunity to move on to the new terms and conditions.

### Annual leave in hours rather than days

We never agreed to this change, which has been applied to all staff from 1 April. We are open-minded, but our concerns remain. We continue to discuss this with NYC and our discussions have highlighted further issues about how annual leave and bank holidays are applied.

### P60s

After initially being unable to issue P60s to some district and borough council staff, following pressure from UNISON these were then issued to all staff. We are aware that some P60s are still not showing the correct information and we have raised this with NYC.

## Which branch?

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**Have a great bank holiday weekend! Thank you to all our members who will be working over the weekend providing essential public services to the people of North Yorkshire.**

# Ironing things out...

## *Continued from front page*

### **Payslips**

We continue to highlight to NYC that not all staff can access (or want to access) everything online, and that printed payslips should be made available to those staff who cannot (or don't want to) access MyView.

We asked NYC to commit that anyone who previously got a paper copy of their payslip would continue to do so, and they have agreed to this. However, we are aware that this doesn't always happen on time. The law requires that you are provided with a payslip 'on, or before' your wages are paid.

### **Scarborough BC Flexi-hours**

We have negotiated a settlement for a group of our members who transferred from Scarborough Borough Council will significant flexi-time balances. NYC had proposed a settlement which was well below our member's expectations and we have successfully negotiated an increase to the offer. We are currently consulting relevant members about the offer, and are recommending that they accept.

### **Craven bin workers**

We are supporting our members who worked for Craven District Council on the bins, who are facing the prospect of a significant cut in their pay. We are awaiting further proposals from NYC and will consult our members once we have firm proposals.

### **Heads of Service / Managers**

Directorates are now starting consultations about changes to Heads of Service and manager roles in various services. We are supporting members involved in these consultations.

We have raised concerns with NYC about the number of consultations starting and that this can

impact the integrity of the process and can really stretch the ability for UNISON reps to attend all meetings. We think it is really important that we are able to send union reps or officers to all consultation meetings, and we shouldn't have to prioritise one consultation over another. Unfortunately NYC are pushing ahead with their timetable.

We have also raised concerns about what the impact of the restructures will have on TUPE-protected terms and conditions. We maintain that former district and borough council staff should be able to remain on their TUPE-protected terms and conditions if they want to, even if they are moved into a different role as a consequence of a restructure.

If you are impacted please make sure you speak to the UNISON officer who has been assigned to your consultation. If you don't know who this is, please contact the North Yorkshire branch office on 01609 532317 or email to [unison@northyorks.gov.uk](mailto:unison@northyorks.gov.uk).

So, as you can see we are picking up a lot of issues from members and are working with NYC to try and iron these out. Change does not happen on its own, and only through having a strong trade union can we make change happen. It is really important that everyone at NYC is in a union and it makes sense to be in UNISON as we are the only recognised trade union for non-school staff.

Don't forget that we are running our popular 'recruit a friend' promotion. See the flyer on the back page of this newsletter for full details. To enter all you need to do is get a work colleague to join UNISON and then let us know.

# General Secretary comes to North Yorkshire

*We were proud to welcome our General Secretary, Christina McAnea, to the North Yorkshire branch office earlier this month.*

Christina McAnea has made visiting branches across the country a key feature of her role since was elected by members to be our first woman General Secretary in 2021.

Earlier this month she came to North Yorkshire and met with branch officers and members.

She listened to members talking about the challenges they face at work including workload, staff shortages and pay.

Branch officers also updated Christina on the work we have done to win for our members during Local Government Reorganisation.

Christina was clearly impressed with the impact that we have had in North Yorkshire, and the improvements to pay, terms and conditions we have been able to negotiate and secure.

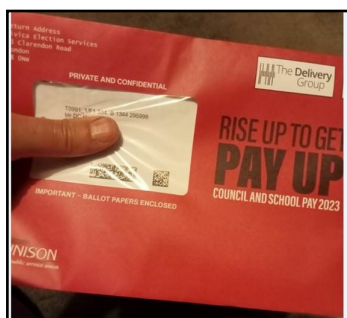


She saw first-hand that our branches across North Yorkshire are well-organised and are ready to face the oncoming challenges and to keep winning for our members.

## Vote now on pay!

It is time for UNISON members to decide on whether to accept or reject the employers pay offer.

Ballot papers should be landing on your doormats this week in big red envelopes (see picture).



UNISON's position is to vote YES but whatever you decide **PLEASE VOTE!**



UNISON has been campaigning for a decent pay rise for council and school workers, who receive little recognition for their hard work.

Over the past 12 years, council and school staff have lost on average 25% from the value of their pay when measured against the Retail Price Index (RPI).

UNISON has called for a pay increase of inflation plus 2%, but employers are only offering a flat-rate increase. In a cost-of-living crisis, it's not good enough.



**£500, £250, £125 prize draw**

**£20 shopping voucher**

**£100 monthly prize draw**

The joint North Yorkshire local government branches have come together to run a 'recruit a friend' campaign to encourage as many colleagues as possible to join UNISON in the year that the new council begins.

For every new member you recruit we will send you a £20 shopping voucher and add your name to the prize draws. Each month there will be a prize draw for £100 for those recruiters that month, and at the end of the year everyone will enter the big draw with prizes of £500, £250 and £125.

Your colleagues can join online now: **[join.unison.org.uk](https://join.unison.org.uk)**

To enter, all you need to do is encourage your colleagues to join UNISON. Just email the North Yorkshire branch office to let us know who you have recruited, we will check that they have joined and send you your voucher and enter your name into the prize draws.

If you need application forms where you work please contact us or your local rep.