NORTH YORKSHIRE BRANCH

2025 ANNUAL GENERAL MEETING

Selby and York

to be held on Wednesday 29th January 2025

At

Selby Town Hall, York Street, Selby YO8 4AJ

6:30pm

Agenda and related papers are attached.

The raffle will be drawn at the close of the meeting

OFFICIAL

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 2024 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	Rachel Horsman
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 Representatives:	
- Selby/York (5)	Rachel Horsman, Andrew Vaughan, Andy Argyle, Sophie King
- Hambleton/Richmondshire (7)	Simon Purcell
- Scarborough/Ryedale/Whitby (8)	Vacant
- Craven (3)	Vacant
- Harrogate (5)	David Kirk
- Independent/Voluntary/Commercial Employers (one per area)	Vacant
Executive & Finance Area Representatives:	
- Selby/York (2)	Wendy Nichols, Andy Argyle
- Hambleton/Richmondshire (2)	Simon Purcell
- Scarborough/Ryedale/Whitby (2)	Vacant
- Craven (2)	Vacant
- Harrogate (2)	Helen Gray
Labour Link Officer[1]	Wendy Nichols
Health & Safety Officer	Simon Purcell
Equality Officer	Vacant
Welfare Officer	Vacant
Communications Officer	Rachel Horsman
Education Co-ordinator	Michele Jones
Membership Officer	Michele Jones
Life Long Learning Co-ordinator	Andrew Vaughan
International Officer	Vacant
Young Persons' Officer	Vacant
LGBT+ Officer	Vicky Darbyshire
Women's Officer	Sasha Johnson
Black Members' Officer	Vacant
Senior Service Conditions Officer[2]	Wendy Nichols

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Service Conditions Officers[2]:	Paul McPherson, Vicky Darbyshire, Helen Gray, David Houlgate, Andy Adamson, Rachel Horsman
Service Conditions Officer with responsibility for recruitment[3]	Michele Jones

[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 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 can be nominated for this post and must have experience and enhanced training for recruitment

To note the appointment of the Retired Members' Secretary
Annie Thompson was elected at the Retired Members' AGM in September 2024

9. Motions for Discussion **Enc 5**

Recommendations from the Executive and Finance Committee regarding:

i) **Payment of Honoraria 2024**

As in previous years the recommendation is for honoraria payments across all roles to increase in accordance with the NJC pay award for 2024.

North Yorkshire Branch

Branch Secretary	£5,178
Treasurer	£3,515
Service Conditions Officer	£921 pro rota as appropriate
Health and Safety Officer	£638
Communications Officer	£921
Welfare Officer	£638
Retired Members' Secretary	£295 pro rota as appropriate
Auditors	£478
Branch Chair	£638

Craven

Branch Secretary	£500
Treasurer	£250

Harrogate

Branch Secretary	£1,716
Treasurer	£480
Health & Safety Officer 1	£172
Health & Safety Officer 2	£172
Welfare Officer	£100
Retired Members Secretary	£194

Auditor	£356
Branch Chair	£572
Social Secretary	£229
Minutes Secretary 1	£286
Young Persons Officer	£100
Disabilities Officer	£100
Environmental Officer	£100
Women's Officer	£100

Scarborough

Branch Secretary	£667
Treasurer	£220
Service Conditions Officer	£1,284
Health & Safety Officer	£181
Auditor	£73
Branch Chair	£257
Social Secretary	£334
Minutes Secretary / Secretarial	£87

ii) **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 (SELBY AREA) OF THE NORTH YORKSHIRE LOCAL GOVERNMENT BRANCH OF UNISON HELD ON THURSDAY 22nd FEBRUARY 2024 AT THE CUNCLIFFE CENTRE

PRESENT: 30 members

1. Welcome to the meeting

Andy Argyle, Chairperson, welcomed everyone to the meeting and thanked people for their attendance. Andy introduced Wendy Nichols – Branch Secretary. Sandra Langthorne – Branch Treasurer. Sarah Carter, Rachel Horsman, Michele Jones – Service Conditions Officers. Dean Harper Regional Organiser. Andy explained there will also be a 6th virtual AGM 28th February 24.

2. Apologies for Absence

Joanne Doy, Zoey Langhorn , Dave Firth, Stuart Smith, Luke Liversley, cassie Clarke, liz Frankish, susan atkinson, alison tutill, grahmam herrington, gillian brown, Katherine pierce, dawn broadhead, kate Boocock, alison rawson, Malgorzata szumicka, emma maguire, Robert Gaynor wendy Stephenson-quayle, jill truby

3. Minutes of the 2023 Annual General Meeting

Enclosure 1. Agreed

4. Report of Decisions of 2022 Aggregate Annual General Meeting

Enclosure 2. Received and noted.

5. Matters Arising

No matters arising and no questions.

6. Annual report of the Branch Committee

Enclosure 3.

Wendy explained that the NJC pay agreement will cover Local Government and other workplaces such as schools and academies. Wendy Nichols reported UNISON has been consulting on what they would want to see the trade union side demanding regarding the pay offer. The outcome being:

- A pay increase of £3,000 or 10%, whichever is the greater.
- A clear plan to move to a £15 an hour minimum within two years.
- Work on gender and ethnicity pay gaps.

UNISON will now take this to the meeting with Unite and GMB with the aim of pushing it through. The trade union side are due to meet at the end of February. The employers

side have not presented their initial pay offer to date. To date this claim hasn't been submitted but discussions are ongoing with GMB and Unite. Wendy reported that we need to coordinate with other unions this year to prevent issues that we have seen previously with delays in getting the pay situation resolved.

Wendy explained what had happened with last years pay award and explained the current ballot thresholds that have to be met as 50%. In relation to the 2023/2024 pay award again UNISON tried to push it through, after the outcome of the industrial action vote, to be made as soon as possible. In North Yorkshire the local authority, along with other associated employers, approached the North Yorkshire branch to enter into a local agreement and as a result the pay award was implemented much earlier than it was nationally. Some employees, nationally, did not receive the pay award, and associated back pay until December 2023. The implications for people on benefits such as Universal Credit, when receiving back pay, is massive as it can knock them off benefits for a short time resulting in people having to reapply.

We have sought advice about this issue and people and approach the employer to get this resolved individually if they need they back pay in instalments.

Wendy confirmed the pay award, once settled, is back dated to 1st April in the year it is due. The NJC Committee is due to meet so we will find out more about the outcome of this shortly.

A question was asked about the NY Highways pay claim, Wendy explained this is due to be discussed at management board and the same claim has gone in.

7. Annual Statement of Accounts

Enclosure 4

Sandra Langthorne introduced the accounts and they have been audited.

Sandra applauded the success of membership recruitment and as a consequence branch funding has increased to £36k.

Sandra explained the retirement of a branch employed member of the administration team led to an opportunity to re-organise. Vicky was recruited to 3 days per week and we now have 3 members in our administration team. The re-organisation led to savings for the branch.

There has also been an increase in cost in Service Conditions Officer roles due to increased demand costing 36k. the branch also covers the cost of mileage for representing members etc. we are also still running our 'Recruit a Friend Campaign'.

Office administration is made up of costs such as stationery, mobile phones, scanning, postage and photocopying. The conference heading covers Womens, National Delegate and Retired member conferences. Other meetings covers expenses for annual general meetings for example. The publicity heading covers Recruit a Friend and printing of the

newsletters. A decision has also been made to e mail newsletter to members, apart from those where we have no e mail address.

This year the branch donated £5k to There for You (UNISON welfare), £20k to food banks within North Yorkshire and £20k to the Gambia Appeal. This year the branch will also make a contribution to replacement PVC windows to the branch office which will expel draughts and they will be maintenance free for sometime.

There is a planned deficit of reserves to help us to stay withing the financial limits this year and this means we won't lose funding when the branches merge.

There have been 2 satisfactory audits this year, one from central UNISON and one from an external auditor. This is positive given the way the branch is growing in strength.

If members are aware of any projects that would benefit from funding, in line with the ethos of UNISON, please let us know. The branch did support Dales Pride last year and a girls football team a few years ago..

8. Elections of Branch Officers

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 Representatives	
- Selby/York (5)	- Sophie King, Rachel Horsman, Andrew Vaughan, Andy Argyle
- Hambleton/Richmondshire (7)	- Simon Purcell, Helen Gray
- Scarborough/Whitby/Ryedale (8)	- 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
- 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	- Simon Purcell
Welfare Officer	- Vacant

Learning Representative	- Andrew Vaughan
Communications Officer	- Rachel Horsman
International Officer	- Vacant
Senior Service Conditions Officer (2)	- Wendy Nichols
Service Conditions Officer	
- 4 full-time positions**	- Rachel Horsman, Paul McPherson, Sarah Carter, Helen Gray
- 1 half-time position (NY Highways Ltd) ***	- Neil Morrish
- 1 full-time position with responsibility for recruitment ****	- Michele Jones
Young Persons' Officer	- Vacant
Lesbian, Gay, Bisexual & LGBT+ Officer	- Vicky Darbyshire
Women's Officer	- Sasha Johnson
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 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 can be nominated for this post and must have experience and enhanced training for recruitment.

Approved unanimously.

Andy Argyle reminded members that we have nomination forms should anyone be interested in vacant roles.

To note the appointment of the Retired Members' Secretary

Sheila Crosby was elected at the Retired Members' AGM in September 2023.

9. Motions for Discussion:

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

i) **Payment of Honoraria 2023**

As in previous years the recommendation is that honoraria payments across all roles to increase in accordance with the NJC pay award for 2023, which was an average 6.4%.

Branch Secretary	£4,978

Treasurer	£3,379
Service Conditions Officers	£885 (pro rata as appropriate)
Welfare Officer	£613
Retired Members' Secretary	£283
Auditors	£459
Branch Chair	£613
Health & Safety Officer	£613
Communications Officer	£885

Agreed unanimously

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

CND 100.00 – Agreed. 30 for, 0 against, 0 abstention

Water Aid 100.00 – Agreed. 30 for, 0 against, 0 abstention

War on Want 100.00 – Agreed. 30 for, 0 against, 0 abstention

iii) **Motion to cease the operation of the current District and Borough branches until such time as they merge with the North Yorkshire Branch (likely date being 1st July, 2024)**

Wendy explained that as a result of LGR branches will have to merge and will significantly grow as a result, we are also the best performing branch in the region for recruitment. In the LGR process North Yorkshire was the continuing authority and there have been numerous restructures as a result. She reported UNISON nationally enables branches to merge 3 times per year, 1st January, 1st July and 1st October. This motion would allow us to carry on until the AGM's in 2025. The Regional Secretary has agreed to this motion coming to all AGM's for consideration.

The affected branches are listed below

1. Scarborough
2. Ryedale
3. Harrogate
4. Craven

This AGM endorses the branches decision to close the branch effective from 1st April 2024 to the point it merges with the North Yorkshire branch on 1st July, 2024. Which means if necessary the branch committee can continue to meet until the new branch committee is formed.

The AGM also endorses the branches decision to allow the newly elected officers to remain in post until such time as the new North Yorkshire branch holds its AGM's which will take place in the first quarter of 2025.

In the absence of any District and Borough branch meetings the North Yorkshire branch have indicated they are happy for members to attend their hybrid meetings so then can remain informed and play an active part in the continuing success of the North Yorkshire branch.

Agreed unanimously

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 question would be raised regarding the future AGM's, Wendy explained that we will continue coming to areas due to the size of the area. We will also continue offering an online option. We may also look at separating areas further to make it easier for people to travel.

Andy thanked everyone for attending the meeting this evening.

12. Raffle

The winners were:

	Prize
Marion Duffin	£150 – voucher
Rachel Waldock	£75 – voucher
Susan Cooley	£50 – voucher
Francine Wells	£25 – voucher
Carol Wigmore	£25 - voucher
Jeanine Ledger	£20 – voucher
Barbara Scargill	Bottle of wine
Iain Russell	Bottle of wine
Andy Argyle	Bottle of wine

UNISON

NORTH YORKSHIRE LG BRANCH

REPORT OF DECISIONS OF 2024 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 2023

Proposed Figures:

Branch Secretary	£4,978
Branch Treasurer	£3,379
SCOs	£885 (pro rata as appropriate)
Welfare Officer	£613
Retired Members' Secretary	£283
Auditors	£459
Branch Chair	£613
Health & Safety officer	£613
Communications Officer	£885

Agreed Unanimously

ii) To consider affiliation to the following:

	£	For	Against	Abstentions
CND	100.00	159	2	0
War on Want	100.00	161	0	0
Water Aid	100.00	161	0	0

Agreed

3. WORKPLACE STEWARDS/CONTACTS

All nominations for Workplace Stewards and Contacts were endorsed unanimously.

4. In total 161 members attended the aggregate meetings.

OFFICIAL

North Yorkshire LG Branch

AGM 2025 – BRANCH OFFICER REPORTS

Branch Secretary 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. 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. Investment is needed for good quality Public Services.

The pay award for 2024/25 was finally agreed in November, £1,290 for all full time staff and pro rata'd for part time staff. This has been a very difficult and protracted pay claim.

The Branch Committee agreed to donate to the food banks in Harrogate, Hambleton, Scarborough, Skipton, Selby, Thirsk, Ryedale and Whitby 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 living accommodation for staff members and new fencing at the Nursery School.

The Branch continues to support members from over 200 employers. The bulk of the membership are employed by NYC. We continue to represent the Branch both Regionally and Nationally. We recently consulted you on the 2025/2026 pay claim, Unison have not submitted to the employers as yet as we are waiting for other unions to finish their consultation. You have received information on this.

A number of compensation claims for our members have been successfully concluded this year by Thompsons Solicitors. The compensation total for this year is £43,650. All the former Unison LG Branches have now merged as of 1st January, we will continue to have five areas each with a AGM and a virtual AGM for those not able to attend in person.

OFFICIAL - SENSITIVE

Branch Chair's Report – Andy Argyle

2024 has been a big year with regards to the political make-up of the land with a change of government for the first time in fourteen years. We can only hope that this change will bring better benefits for our members and the working class as a whole.

On a personal level I have now joined the ranks of the North Yorkshire Council having been TUPE'd across in April this year, but unfortunately the transition wasn't as smooth as I would have envisaged.

My Branch Chair activities have included attending all the Committee meetings, most of the Executive & Finance, as well as Regional Council and Labour Link.

I am also grateful to Branch for allowing me to attend the regional policy weekend in November which was the first time since 2019. This was a beneficial experience after a long absence.

I am pleased the mergers of former district and borough council Unison members in January 2025, has been completed. As Branch Chair I would like to welcome them with open arms and their contribution to making this branch attain the highest recorded membership numbers since it was established.

And finally, I would like to take this opportunity to thank the officers, staff and all of our members who have made this Branch what is today.

Retired Members Secretary Report – Sheila Crosby

ANNUAL REPORT FROM THE RETIRED MEMBERS' SECRETARY OF THE NORTH YORKSHIRE BRANCH FOR THE YEAR ENDING SEPTEMBER 30th 2024

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

Hambleton & Richmond
Scarborough
Craven
South
West
Out of area
No specified area

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 you1[lame and phone number. Thank you.

This year our representatives to the regional R.M. Committee have been Craven Gill Fox and David Gooch, Scarborough, Paul Marr and Anni e Thompson, Hambleton & Richmond Philip Turner and Sheila Crosby. After the AGMs there will no doubt be changes to the representation.

Our Retired representative on the NYCC Pension Board is now Simon Purcell. Mr Gressley has retired. Any Pension questions direct to Simon please. He works in the Unison Office on a part time basis so can be contacted there if need be.

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 2024

Report submitted by:
Sheila C. Crosby.
North Yorks Branch Retired Members' Secretary

OFFICIAL - SENSITIVE

SERVICE CONDITIONS OFFICER'S REPORT - PAUL MCPHERSON

This year I would like to start my report by hoping that you had a great Christmas and that you have a prosperous new year.

This last year it seems the restructures have been never ending. In my role as lead in the Environment Directorate there have been many of the services complete several phases of restructure and all the stress and anxiety that brings, we have tried very hard to work closely with all our members involved and will continue to do so moving into 2025.

All the Branch Officers continue to work with members with individual cases, be that disciplinaries, long term sickness reviews, resolving issues at work or just giving general advice. The largest workloads this year has been supporting staff in restructures.

Although LGR seems to be something of the past we are still dealing with the issues it has caused and will continue to do so going forwards and feel sure it will still be a topic of conversation this time next year. It remains very important that members contact us at the earliest point so that we can support you from the start.

A great deal of work has been done in CYPS directorate. The work within schools moving to academy trusts continues, and we are working with them all to try and improve working conditions. We are also involved in work looking at pay within schools and trying to reduce the number of redundancies as school continue to struggle with school funding or lack of it.

Colleagues and I continue to attend monthly and bi-monthly meeting within directorates, private providers, academy chains, and the Moors and Dales authorities, with a view to continue to build relationships that improve working conditions of you, our members.

It goes without saying that all the Officers would be unable to do our jobs without the support of our team in the office, Matt, Ruth, and Vicky, your ongoing support is very much appreciated.

Unfortunately, this will be my last Branch Officer report as my time has come (22nd May) to hang up my Unison Jacket and seek solace on the river bank, I would just like to take this opportunity to thank the members that I have worked with for their support of Unison and some for their patience when things take a little longer then they would have hoped. I am sure that I leave you in good hands.

To the colleagues that I have worked with thank you again for your wisdom and patience I'm sure at times I am not the easiest person to work with, but it has been a great place to work. A special thank you to Wendy (The Boss) for having put up with me for the last 15 years.

SERVICE CONDITIONS OFFICER'S REPORT – HELEN GRAY

As I write this report we are approaching the end of 2024. North Yorkshire Council was launched in 2023 and restructuring of service areas continues with some working through post implementation reviews. Our members have continued to keep our communities safe, clean and accessible whilst working through these challenging changes. A number of our members in schools have been involved in TUPE resulting in their jobs transferring to an academy trust. I have been privileged to support Unison members during these processes.

Local government employees work tirelessly to provide excellent public services to people in our communities and continue to experience a significant cost of living crisis with food and heating costs continuing to increase. RPI is currently at 3.4% and is forecast to be at an average of 3.6% over 2025. Alongside my colleague, Sarah Carter, we have continued to be representatives on UNISON's National Joint Council Committee (NJC) for the Yorkshire and Humberside region. The role is a 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, terms and conditions. UNISON, GMB and Unite make up the trade union side of the NJC. Following the results of ballots during the later summer Unison's NJC Committee made the decision not to pursue industrial action on pay. Unison met with GMB and Unite in October and agreed to accept the pay offer, it was backdated to 1st April 2024. The NJC Committee has started preparations for the 2025 pay campaign. Our Branch is currently consulting with members, to find out their views on the proposed headline pay claim for 2025/26, which is for an increase of £3,000 on all pay points. The aim is to submit the pay claim to the employers in January and have it delivered for the 1st April. Sarah left the Branch in October and Rachel Horsman was elected onto the committee for Yorkshire and Humberside region – congratulations Rachel.

Over the last year I have continued to attend quarterly joint consultative and negotiations committees, along with UNISON stewards, with each of the following employers: Broadacres Housing Association; Health and Adult Services, North Yorkshire Council; Hull Collaborative Academy Trust, North York Moors National Park, STAR Multi Academy Trust and Yorwaste. 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 committees 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 committees for their hard work, contributions and invaluable support. If any members within the above employers would like to know more about the work of the forums or become involved by sharing their experiences or attending the quarterly meetings, please don't hesitate to contact me.

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, and collectively, with the aim of achieving the best possible outcomes.

I would like to use this opportunity to pay tribute to our 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 contact me for further information. I also wish to thank our support team, Matthew, Ruth and Vicky for their invaluable help to me over the last 12 months, you are fabulous.

SERVICE CONDITIONS OFFICER'S REPORT – MICHELE JONES

In October 2024 I was given the responsibility for the Children's and Young Persons Directorate after Sarah Carter left our Branch. I attended my first JCNC in October, Local Authority Schools JCC and Schools Forum in November.

I have been part of the Teaching Assistants (TA) Review alongside Sarah Carter and Simon Purcell. We have been liaising with our colleagues at NYC on behalf of out school's support staff members reviewing their job descriptions. This work has been challenging given the budget restrictions that all Local Government Authorities face currently, but we have managed to get a better outcome for members, recognising some of the amazing work that they do within maintained schools. We have removed the bar that sat between the C and D grades for TA's and Advanced Teaching Assistants (ATA's) will be on an E grade from 1st April 2025.

November 2024, we had a better response from schools when we approached them to get involved in the Star in Our Schools Campaign. This campaign is a joint union innovative to highlight the amazing work our members do within schools, often the backbone of the workplace! Hopefully you will have seen some of the events on our social media. A special thank you for Rachel Horsman, our comms officer and admin team for keeping our socials up to date and producing the newsletter!

Recruitment

As some of you may be aware, I am the lead for recruitment in the branch and have continued to visit various workplaces, eg. waste depots, schools, early years team meetings, extra care settings and County Hall Canteen. I have attended larger events within Multi Academy Trusts (MAT). Many of the MAT's now have large yearly events for all their staff. I have set up a regular stall in the County Hall Canteen, every 2nd Thursday between 11.30-14.00 and now Vicky Bradley, one of our admin officers accompanies me. As time has gone on more and more staff members come to see us for advice or to join. I am planning to extend these regular stalls to Harrogate Civic Centre and Ryedale House in 2025, working with Facilities Management and Property Services. As I have already said Vicky Bradley has been coming to recruitment visits/events with me. I would like to thank Vicky for all her enthusiasm and support since taking on this role with me. Myself and Vicky attended the Provider Services (EDI) Forum in October at the Galtres Centre in Easingwold. It was a great opportunity to meet with a large group of NYC staff, a lot of whom were managers. It was also the first large event Vicky had attended with me. It was a busy event, lots of questions and interaction. On the back of this event, we have been asked to attend team meetings to raise awareness and recruit within this service. As Vicky becomes more confident with recruitment, she will be able to run some events and arrange visits that she can attend alone.

Don't forget that if you would like either Vicky or I to visit your workplace, please contact the Branch Office!

Vicky Bradley and I attended Yorkshire Dales National Parks Authority (YDNPA) All staff meeting in November. We were made very welcome and were asked to contribute to the email sent to new recruits to YDNPA, which we have done. I would like to thank our rep, Tony Serjeant for all his support, maintaining a UNISON presence at YDNPA and helping to arrange the event.

Like other colleagues I have been involved in numerous restructures since Local Government Reorganisation, guiding members through the sometimes-complicated process.

Our Duty system has been upgraded and we now have a very smooth e-filing system. Many thanks to our amazing admin team, Ruth, Matt, and Vicky B for all the work they have done to make this happen. I have seen an uplift in cases work and the complexity of many of those cases has increased too. Many of our members reporting workplace stresses as the trigger for absence for example. There For You (Unison Welfare) continues to be vital lifeline. I now have a seat on the Regional Welfare Committee.

I would like to take this opportunity to thank our amazing admin team, Ruth, Matt, and Vicky B. We really couldn't do our jobs without them. Thanks to all of my other colleagues for their support throughout this last year, it has been invaluable!

SERVICE CONDITIONS OFFICER'S REPORT – RACHEL HORSMAN

Looking back at 2024, it's clear that the demand for support within the workplace is ever growing and myself and colleagues alike have provided support to over 860 members throughout the year from our duty system alone. We have also supported members through 72 restructures, some of which are still ongoing. With this in mind, I want to begin by thanking my colleagues, the branch admin team, and our regional staff for their dedication and hard work this year.

As always, a large portion of my time is dedicated to casework. The nature of the issues we're dealing with continues to evolve, but the workload has remained substantial, compounded by the large number of restructures and consultations that we've supported throughout the year. I have also supported members in a number of TUPE transfers. In 2025, casework will undoubtedly continue to be a significant focus. If you are facing any challenges in the workplace, please don't hesitate to contact the branch – we are here to help on any employment related matters.

This year I have continued my involvement in the JCNC meetings for North Yorkshire Council. I also attend the EBOR Academy Trust and Dales Academy Trust JCNC meetings and have responsibility for Elevate Multi Academy Trust and Yorkshire Collaborative Academy Trust. These meetings are critical for raising issues on behalf of our members and ensuring that we are consulted on any upcoming policy changes, restructures, and decisions that affect our members.

I had the privilege of attending Women's Conference in February, a Branch Officer training weekend in May and the Regional Policy Weekend in November. At the Branch Officer training weekend, I completed the Communications Officer training and have used this in my role creating the branch newsletter and updating our social media channels. Due to the turn in which X (formerly known as twitter) has taken, the Branch has decided to stop using the platform and have moved to BlueSky. Please follow us on social media as we try and post content regularly that may be of interest. The Regional Policy Weekend updated delegates on priorities for the Region over the next 12 months and is a useful event for the Branch to network with other Branches and Service Groups.

Working alongside Health and Safety Reps and our Branch H&S Officer, Simon Purcell, I have carried out a number of workplace inspections, bringing issues and concerns to the attention of employers, resulting in safer workplaces. As a Health and Safety Representative, you have a legal right to inspect your workplace and can do so with support from the Branch. If this is something you want to get involved in, please let us know.

I have also started to attend the Regional Local Government Service Group and in December, I was elected to sit on the National Joint Committee. This is the body that negotiates on pay within local government and represents over 1.5 million local government and school workers in England, Wales and Northern Ireland and is an extremely important negotiating body.

Finally, I want to encourage all members who are interested in becoming more involved in the union to reach out. Whether you're considering becoming a workplace rep or simply want to learn more about how the union operates, there are many ways to contribute. As a member led union, an engaged and involved membership will ensure that we remain strong and united as we face the challenges ahead. Together, we can ensure that our union remains a powerful force for good, both for our members and the communities we serve. Thank you for your continued trust and support. Here's to a strong and successful 2025.

Service Conditions Officers Report – Vicky Darbyshire

Firstly, thank you to everyone who attends the AGM each year. It's a valuable opportunity to meet branch members and colleagues, put names to faces, and review the North Yorkshire Branch's activities over the past year.

I write this report with some trepidation, as I only started in October and am still undergoing extensive training and shadowing to familiarize myself with the busy referrals and daily activities.

In my short time as Service Conditions Officer, I have observed the diverse caseloads my colleagues handle across the county, spanning various sectors under local government. The impacts of the Local Government Reorganization (LGR) and the formation of the new North Yorkshire Council in April 2023 are still being felt, with ongoing restructures and changes. I anticipate this cycle of change will continue for a few years until the new council fully settles in.

I have also had the pleasure of representing the branch as the LGBT+ Officer over the past year. This year has been particularly significant with Unison celebrating the Year of the LGBT+ Worker. Attending the conference this year, where this was a key theme, was a personal highlight. It was inspiring to see and hear so much positivity, especially given the UK's drop from first (in 2015) to 15th in the ILGA Europe rankings for LGBT+-friendly countries. Unfortunately, hate and discrimination remain prevalent, and the rise of far-right politics and its amplification on social media, coupled with AI, is a real concern.

These are challenging times for many, and the support the branch provides to colleagues across North Yorkshire is invaluable. Finally, I want to give a special thanks to the Branch Admin team for their hard work in keeping everything running smoothly and assisting officers throughout the year.

Unison North Yorkshire Branch 13323 Final Copy	
General Fund Income and Expenditure Account for the year ended 31 December 2024	
	£
Income	
Branch Funding	312,295.35
Investment Income Received	4,323.59
Retired Members Subscriptions	39.00
Other Branch Income	3,341.96
Income total	**319,999.90**
Expenditure	
Admin Staff Salaries	107,021.01
Service Condition Officer Additional Hours Employed by Unison not NYC	6,993.00
Service Condition Officer Additional Hours NYC	60,205.85
Other administration	31,585.96
Honoraria	17,493.97
Conferences and group meetings	11,249.36
Branch Committee	992.75
Other Meetings	10,456.52
Publicity	33,067.73
Education	5,029.29
Donations	21,110.00
Affiliations	956.58
Local Activities	3,047.14
Other Expenditure H&S	219.48
To correct branch funding - Unison	-3,580.04
Expenditure total	**305,848.60**
Surplus for the year	**14,151.30**

Unison North Yorkshire Branch 13323	
Consolidated Balance Sheet for the year ended 31 December 2024	
	£
Fixed Assets	
Equipment, Fixtures & Fittings	19,960.60
Total Fixed Assets	**19,960.60**
Current Assets	
Bank Deposit	160,316.45
Current Account	34,735.96
Third Party Debtors	1,193.40
Total Assets	**196,245.81**
Current Liabilities	
Branch Funding Liability	6.51
Third Party Creditors	10,496.82
Total Liabilities	**10,503.33**
Net Current Assets	**185,742.48**
Total Assets	**205,703.08**
Accumulates Funds	
Accumulated General Fund	
Accumulated General Fund at year beginning	14,707.21
Funds transferred in from Ryedale Branch	13,533.71
Surplus 2024	**14,151.30**
Accumulated General Fund at year end	**42,392.22**
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 Premises Fund	
Accumulated Dedicated Fund at year beginning	159,960.00
Surplus/Deficit	-2,785.73
Accumulated Dedicated Fund at year end	**157,174.27**
Total Funds at End of the Year	**205,703.08**

This report has been produced before the 2024 Audit.

UNISON North Yorkshire Branch

Affiliations & Honoraria Information

Branch members voted to affiliate to the following charities and organisations for 2024/25. 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.

North Yorkshire LG Branch

Selby/York Representatives 2025

Stewards

Sophie King	Selby Civic Centre
Andrew Vaughan	NYC Property Services Selby

Health & Safety Reps

Sophie King	Selby Civic Centre
Andrew Vaughan	NYC Property Services Selby
Rachel Horsman	UNISON Branch Office

Contacts

Andy Argyle	NYC Prospect Way Depot
Carina Costa	Athelstan CP School
Sophie King	Civic Centre
Joanne Broom	Whitley & Eggborough CP School
Simon Cahill	Sandpiper House
Nicola Fox	Kellington Primary School
Mike Hinks	Selby Abbey CE Primary School
Yvonne Lawrance	Selby College
Jacqueline Lynn	Kirk Fenton CE Primary School
Valerie Joy Male	Hemingbrough CP School
Samantha Morton	Selby Office & Highways Depot
Joe Murphy	West Offices
Brian Towse	Tadcaster Grammar School
Jeannette Wain	Selby Civic Centre
Margaret Whittles	Kirk Smeaton CE Primary School