

Branch Secretary's report May 2009

Restructures

Executive Director Review Housing & Local Communities – Meeting with Chief officers scheduled for Monday 1st June. Matching proposals to be confirmed by HR at the meeting.

Social Work – Met with members across Fife report being compiled for officers and management. Various meetings undertaken with Team Leaders, numerous concerns raised e.g. contract positions, early retirement, risk assessments, service delivery. Waiting on final proposals from management. More meetings to be arranged.

Finance – Debtors Structure issues meeting arranged with Lead Officer Thursday 28th May to receive paperwork and proposal re matching.

Accounting Services – Corporate finance & Performance- Support to Services Meeting with TU's arranged for Tuesday 2nd June all staff meetings arranged for 3rd June, structure paperwork with staff for comments, formal papers to be issued to TU's 2nd June.

Sheltered Housing Staffing Structure outstanding for 6 months, Service now have a dedicated T Leader to take the issue forward. Also a review of voids and how this impacts on Housing Wardens has commenced in the Kirkcaldy area. This will reduce the substantial workload on at least one employee.

Reviews

Housing Homelessness Officers. What appeared to be a straight forward transfer of assistants to officer posts has developed into a complex issue which will require some dedicated time from an officer and convenor to compile a report to management, numerous work issues to be resolved. Ian Dawson Convenor assisting.

Social Work Senior Practitioners- Met with Senior SW Manager to discuss paperwork. Have sought input from members on the paperwork provided. Will report findings back to management and members when concluded.

Para Professional post – There is a job description which has been evaluated at FC6 same as SW Assistant. I have questioned the grade and have asked for feedback on the factor levels attributed to the post as I am concerned about the new job versus the grade.

Education - Technician review Terms of reference have been broadly accepted, however the secondary rector has requested that a review of all support staff be undertaken. Meeting with Senior manager resources to take this forward, TBC.

Early Years Concordat – As a result of the Scottish Executive education concordat there will be changes to staffing levels in nurseries. It is intended to remove teachers from staffing ratios. The concordat has implications on how the

nursery day will be configured. Have agreed with management there will be a working group of shop stewards to take this forward. Possibility of a pilot commencing in Autumn. Meeting arranged 2nd June with Education Officer responsible.

Devolved School Management- Views are being sought by the Education team on the draft paperwork by 20th June. Specifically in relation to support staff.

Transfer of Catering Staff – Social Work – Joint TU's meetings with Management scheduled. Work not developing at the moment as there are significant changes in social work and there needs to be buy in from the service to take this forward

Mobile & Flexible Working group – Last meeting BT presentation. Business case being worked on. Some live project being undertaken at this time in Building Services, Environmental Services. Significant work requires to be undertaken in terms of diagnostics, costs, savings, benefits, equipment and staff communication to allow this to be rolled out across Fife Council.

Joint Trade Union Issues

Career Pathways these are being developed for all services, discussed and debated for approval at the JNCF. Peter Duff Lead Officer for these schemes.

Competency framework – Joint Trade Union position now agreed to respond to JNCF

Disciplinary / capability Policy – Final position submitted to POS for feedback.

Linda Erskine 27th May 2009