

## REPORT TO BRANCH EXECUTIVE – 29<sup>th</sup> May 2009

### **Residential Child Care Review (SW)**

Management are currently working on proposals for revised shift rota's, UNISON met earlier this month with the Service who now seem to have accepted the employee's right to 20 minutes of paid breaks spread throughout the shift. Once these proposals are finalised the Branch will seek advice from the RO to make sure they comply with the WTD prior to consulting the membership.

### **Building Services**

The Branch will be contacting members in this Service to try and recruit local Stewards and establish if any member has suggestions to improve communications.

### **Property Services**

The Branch have met recently with the Service, raising concerns from members relating to the amount of work that is being outsourced to consultants. It was agreed that this would be a regular item for discussion at the Service forum. Members are asked to highlight any difficulties they have with the standard of work produced via feedback forms.

### **Housing Services**

Tenancy Management Services: - Members have all found suitable alternative employment, this issue has now been closed.

### **Education – EYO changes to LGPS**

UNISON met with managers from Fife Councils Pensions & Payroll at the end of March 2009 and were advised that the employers were proposing to alter the way members on some term time contracts were paying their contributions.

We were advised that because of the new pension scheme rules from 1 April there were changes to the way in which contributions are assessed for term time workers. Also the way in which pension service builds up in the scheme for some term time workers would change. The Councils explanation is given below in italics.

*“Currently some term-time workers pay contributions on their gross pay before the deduction for annualised hours is made. Others pay contributions on the net pay after the deduction for annualised hours (this shows up on employee's pay lines as PUL 1 – Permanent Unpaid Leave).*

*From 1 April, all term-time workers will pay contributions on their net pay. There is obviously no change to those who are currently paying contributions on this basis. For the others, there will be an increase in their take home pay but pension service in future will no longer build up as if full-time, it will be treated as part-time. This change does not affect the service they have built up in the scheme to date. It will remain as full time and as all benefits, including those of part timers, are calculated on full time equivalent pay, there is no detriment to those who have been classed as full time in the past.”*

At the meeting and after explanation from Pensions & Payroll the branch noted that the position above could not be supported and that we would be seeking guidance

from our Regional Officer. The Council then issued a letter to all affected workers at the beginning of April and the Branch started receiving Duty calls on the issue.

The Branch has therefore referred the matter through the CASE system to the Regional Officer for further advice. One member supplied the Branch with copies of the ACAS resolution which stated that their pensions would not suffer in any way, this information has also been passed to the RO.

### **Transportation Service**

UNISON has responded to the service on their proposals for Flexible Working. On behalf of members and after consultation the Branch was not able to endorse the proposals, particularly the section that precluded section of our membership from applying because of the tier that they worked in the organisation.

The Service have also put forward a pilot for discussion to allow road workers to migrate from FC4 to FC5 (Career Pathway)

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BRANCH OFFICER