

QUARRIERS UNISON UPDATE



MAY 2018

Welcome

Thank you for taking the time to read this important newsletter where you will find out what UNISON is doing to protect and improve your pay, terms and conditions with your employer. UNISON is also looking to develop our method of communication with members and given the fact that social media is being used by more and more of our members, we'd ask that you follow UNISON on Twitter and Facebook to get the very latest updates. The social media links for UNISON in the Community Sector and the Inverclyde Branch which represents members within Quarriers are listed below:



<https://www.facebook.com/groups/unisonscotcommunitysec>

<https://www.facebook.com/unisoninverclydebranch>



@UNISONCommVol @unisoninver

The main focus for this newsletter is to inform members of the pay claim we are making on your behalf to your employer. The section below on pay is an extract of the pay claim we have already sent to your employer.

Pay Claim 2018/19

Building on the constructive pay negotiations in 2017 Inverclyde UNISON Branch is now submitting our pay claim for 2018/19. Pay continues to be the main impediment to recruitment and retention across the care sector. As such we believe that this pay claim is reasonable and progressive as it reflects the demands on the work force and insures that Quarrier's pay a competitive pay rate in the sector. As you know our lowest paid staff are suffering the most under current austerity measures which is why this pay claim prioritises low paid workers.

Our 2018 pay claim is as follows;

- All staff currently earning SLW at £8.45 to be uplifted to £8.75 from 1st April
- Sleepovers to be paid at SLW per hour
 - 8 = £70
 - 9 = £78.75
 - 10 = £87.50
- Waking nights allowance of £20
- All frontline care workers including Support Workers currently being paid the SLW to be paid £10.00 per hour from 1st April
- Minimum 3% pay increase for all other workers earning less than £36,500
- 2% increase for those working workers between £36,500 and below £80,000
- Limit pay increase for those earning £80,000 or more to £1600.00

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- Reintroduce increments – If applicable

Additional Elements

- Ensure all annual leave to be covered by Holiday Pay
- Reintroduction of 6 months full /6 months half pay for sickness plus all days paid for new starts.
- Essential Car User Allowance over and above car mileage for staff expected to use their own car on a regular basis,
- Scottish Living Wage accreditation
- Implement Job Evaluation scheme

Next Steps

We await a formal response from your employer and we will be engaging in negotiations as soon as possible. Your UNISON negotiators will try to negotiate the best deal possible with the employer. Once we have achieved the best deal possible available through negotiations, we will write out to you again giving you the opportunity to vote on the offer.

UNISON is a member led organisation and although the pay offer will cover all staff working for your employer, only UNISON members will have an influence on the final outcome. If you know of anyone not already a member, please encourage them to join UNISON

SSSC Registration

Members who are not already registered by the SSSC will be expected to register in the near future. Your employer will advise you of your registration requirement when necessary. It is crucial that members familiarise themselves with the updated SSSC Codes of Practice that outline the obligations placed on both employers and employees, should they wish to work in care.

The SSSC will be recommending that all SSSC registrants be members of a professional body. UNISON is the professional body for staff working at Quarriers and it so it is crucial that if you are employed by Quarriers, and are not yet a member of UNISON, that you join today! Professional representation is provided for UNISON members that are called to a SSSC fitness to practice hearing however you need to have been a UNISON member for 4 weeks prior to the incident that is being investigated.

UNISON supports many members who are subject to registration reviews. If you get asked to provide a statement by telephone or in writing or are subject to investigation by the SSSC, it is vital that you inform UNISON as soon as possible and DO NOT respond to SSSC without seeking support from a UNISON steward. Your steward will ensure that members are represented appropriately by an official with experience in dealing with professional registration cases.

UNISON Representation

While collective bargaining around big issues such as pay is a staple of UNISON membership, one of the most valuable aspects of UNISON membership is the support provided through 1-2-1 representation. Often such support is required in disciplinary and grievance procedures but also is crucial during restructuring and TUPE transfers.

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UNISON has been busy supporting members successfully across Quarriers and we are able to do so for our members who have been paid up UNISON members for at least 4 weeks. Unfortunately, we have been fielding a significant number of calls from Quarriers staff who require UNISON support but are not yet members or have just recently joined.

Please discuss UNISON membership with any colleagues who are not yet members of UNISON. An application form is overleaf. Increasing our union membership not only helps to protect those new members in a time of need but it also helps us all to secure better pay and conditions as our voice is stronger at the negotiation table. It is no coincidence that the employers where we have high membership density, pay terms and conditions are better.

Please do what you can to help build YOUR union and recruit a colleague TODAY!

UNISON Contact Numbers

UNISON Direct (Open 6am – Midnight) Tel: 08000 857857

UNISON Quarriers Stewards

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Jamie Cooper	jamie.cooperunison@outlook.com	07454354968
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