

Unison Inverclyde Branch Newsletter October 2018

# Bread & Roses

Solidarity is Our Strength

Old Library, 30 Bawhirley Road, Greenock, PA15 2BH

## Local Government **ONE team**

**Online Pay ballot now OPEN**

*Closes 7 November*



**Vote REJECT**  
**join UNISON**  
fight for fairness

**UNISON**

Use your  
**VOTE**  
for  
**FAIRNESS**

## Local Government **ONE team**

**Vote REJECT in pay ballot**



The pay ballot opens on  
**16 October** and closes  
**7 November.**

We are all local government workers and all deliver for local communities. We all deserve fair pay. Yet teachers were offered more and we don't think that's fair. You deserve to be valued equally and be paid fairly. **It's ONE team.**  
**Vote reject, join UNISON's fight for fairness.**

Not a member? Join today: [joinunison.org](http://joinunison.org)

A fair and decent pay rise for all local government workers



## Local Government Pay 2018/19 Ballot

Local Government Members will be able to vote on this year's pay offer in a consultative pay ballot from Tuesday 16th October. You should receive an email giving details of how to vote.



The ballot is online and the Branch Office and Workplace Stewards will be able to answer any questions that you may have and full details are available on the Branch Website.

Over the course of this summer thousands of Unison members participated in UNISON's ONE Team campaign to improve the 2018 pay offer and smash the pay cap in local government. And we did.

However, the revised offer that the employer's organisation has come back with falls short of the pay claim submitted by the Joint Trades Unions in January and UNISON's Scottish Local Government Committee is recommending that you REJECT this revised offer.

The offer the employer has put forward is for:

- A one year deal covering the period 1 April 2018 to 31 March 2019, with the award being back dated to the 1 April 2018 application date.
- A 3% pay increase for all employees earning up to £80,000 and a flat rate of £1600 for employees earning more than £80,000.
- An uprating of the Scottish Local Government Living Wage (SLGLW) from £8.51 to £8.77 and for this to continue to be the minimum rate of pay in Scottish

local government, paid on the same terms as agreed in the 2017-18 pay award.

UNISON's Scottish Local Government Committee is recommending rejection of this offer because:

- The employer has not engaged in meaningful negotiations with the Trade Unions. Had they done so we would have had the opportunity to shape the offer to help those most in need.
- Fairness - A key element of our claim was to be treated equally with other local government workers. However, we have now found out that the Scottish Government plan to give even more money to improve teachers' pay.
- Our argument is simple - if additional money can be found to improve teachers' pay then it is only fair that more money should be found to improve your pay.
- The pay offer is below the current rate of inflation.
- Restoration – the offer does not address the fact that you have lost around 15% of your salary in real terms over the past decade through below inflation increases caused by austerity.
- Low Pay – the offer does not address the significant issues of low pay that exist in local government and more needs to be done for those on the lowest pay.

The only way to get the employer back round the negotiating table is for you to use your vote, reject this offer and demonstrate your willingness to take industrial action up to and including strike action in pursuit of our full pay claim.



## Revised Pay Structure Proposal

Council officers have developed a revised pay and grading model, the details of which they will announce over the next few days. The proposed new model will achieve two outcomes which have been priorities for UNISON during negotiations on a revised pay structure. Firstly it restores differentials at the lower end of the pay scale. These differentials effectively disappeared as a consequence of the Scottish living wage increasing at a much faster rate than national pay awards. This has led to all employees on grades A, B, C and the 1st point of grade D being paid the same hourly rate. Secondly, it reduces the size of all of the incremental scales which will allow employees to progress through their incremental scale much quicker. UNISON has been calling for these changes for some time.

### What will change?

The existing pay structure comprises 15 grades (A – O). This will be replaced by a new structure comprising 12 grades (1 – 12). Grade 1 will be a single increment grade with an hourly rate of £8.75 which is equivalent to the current Scottish living wage. Grade 2 will be a two increment grade with hourly rates of £8.87 and £9.15 and grade 3 will also be a two increment grade with hourly rates of £9.42 and £9.69. Each of the grades above, 4 – 12, will be shortened with the first point, and in some cases the first two points, removed. UNISON have put forward a strong case for all employees transferring to grade 2 to be placed on the higher point - £9.15 per hour. This is due to these employees being the most disadvantaged in the past as a result of the removal of differentials. We are hopeful that this will be agreed.

### How will this work?

All employees currently on grade A and some employees currently on grade B will transfer onto the new grade 1. The remainder of employees on grade B (primarily those with supervisory responsibilities) and those employees on grade C will transfer to the new grade 2. All employees on grade D will transfer to the new grade 3. Thereafter grades 4 – 12 will replace existing grades E – O.

### What happens next?

The council will issue further details on ICON including the new pay charts. UNISON will over the next two weeks be issuing information booklets for members and we will distribute paper copies to schools and other council buildings. The branch will then be conducting a postal ballot for all members with a recommendation that you accept this proposal. It is likely that this ballot will take place during November. It is also important to stress that UNISON Scotland will be conducting a different consultative ballot in relation to the national pay offer of 3%. Although the two processes and ballots relate to pay, they are separate from one another. The national pay ballot will be conducted electronically and members should ensure they vote in both ballots.

If UNISON members return a positive ballot we will be seeking an implementation date as soon as is practical. We hope that this will be no later than the 1st April 2019.

These proposals are still subject to full council approval.

## Christmas Cinema Treat Returns

Unison Inverclyde's popular Free Christmas Cinema Treat for members returns again in December and will be on Saturday 1st and Sunday 2nd December 2018 at the Waterfront Cinema in Greenock.



As usual there will be morning shows on Saturday and Sunday as well as an evening show. This year we have also added a matinee show on the Sunday afternoon.

Full details regarding the times, films and how to get your tickets will be confirmed shortly, keep an eye on the Branch Facebook and Twitter pages.



**Investing in early years workers is essential to maintain the high quality pre-school education and care our children deserve**

*Carol Ball, chair of UNISON's education issues group*

**Read our early learning and childcare report at [unison-scotland.org](http://unison-scotland.org)**

**UNISON'S Child Care Charter outlines the following priorities;**

**For Children**

**High quality childcare, Free childcare delivered in the public sector**

**For Parents**

**Extension of paid parental leave, Improved flexible working rights**

**Research care parents want and children need**

**For Staff**

**Fair pay Training, Preparation Time, Study Leave, Career Paths**

**The extension to 1140 hours should not hinder any of these!**

**To download the charter visit [www.unison-scotland.org/library](http://www.unison-scotland.org/library) **UNISONScotland-ChildcareCharter\_Mar2015.pdf****

**UNISON has always campaigned for free at the point of use public childcare service and therefore welcomes the proposal to increase the current "free hours" to 1140 a year.**

**There is widespread agreement that poverty and inequality in Scotland are too high and reducing the cost of child care can make life easier for working families. UNISON agrees that the delivery of 1140 hours of free at the point of use Early Learning and Childcare (ELC) could make a huge difference to families in the short term and to children's attainment. That said UNISON have major concerns that the expansion plans could widen the attainment gap and benefit those on higher incomes more than those on middle and lower incomes.**

**Funding following the child model is likely to widening the attainment gap**

**UNISON's primary concern is around the early years expansion funding model with details of "Funding Follows the Child". This could lead to an expansion of the lower paid private and voluntary sector nurseries with a serious impact on funding available for public sector nurseries. While "funding follows the child" sounds quite innocuous demand led schemes like this tend to lead to a two tier system where those that cannot afford to top up the voucher end up in much poorer settings than those who are better off.**

## Early Years Expansion Continued

The service must be delivered by qualified staff not those “working towards” qualifications. It is the skills and experiences of staff that determines the quality of a service and that requires appropriate pay not the Living Wage.

**Early years and childcare is best delivered by Local Authorities**

To be fully effective the 1140 hrs expansion will also require investment in a range of public services highlighting the importance of why early years must be embedded in local authorities where links to social work, libraries, youth work, leisure and cultural services as well as social work, welfare rights, educational psychologists and housing can be best co-ordinated.

**Early years workers are worth a lot more than the living wage**

Recruiting and retaining highly qualified staff requires attractive pay and terms and conditions. Currently there are far too many private and voluntary employers who do not currently pay staff a living wage which is already too low for work done of highly skilled early years workers. The difference in average pay for early years workers in Scotland is stark across sectors is stark: Public £28,000; Private £15,000, Voluntary £16,000. The public sector already has far higher rates on qualified staff: it is this sector the government should focus on expanding.

A practitioner moving from the private to the public sector is looking at an average wage rise of £13,000 per year plus a final salary pension. A recent report from the National Day Nurseries Association (Scotland7) states that private nurseries currently lose 3 staff per year to the public sector.

**High quality childcare means highly qualified staff**

A system that is child centred requires highly qualified staff. UNISON believes that all practitioners should be qualified to HNC level and managers to degree level. This does not mean that we do not support work based routes to achieving that level just that only those who are fully qualified should count towards the staff/child ratio in a setting. This way guarantees that children are being supported by qualified staff. It is vital that all those working in the sector have a qualification that includes child development. This must include childminders otherwise children in this type of setting will not be getting the same quality of experience as others.

The list of concerns goes on

UNISON continues to be vigilant to a wide range of concerns regarding expansion which includes: Quality of service; Physical space for children to learn; Transitions to outdoor learning, Varying charges for additional hours; Expansion of free lunches; Staff ratios and support for ASN; Degrees of flexibility parent expect; changes to shift patterns; training, recruiting and retaining staff for 2020. You can get more in depth information on the early years expansion via [www.unison-scotland.org](http://www.unison-scotland.org) website under education issues group.

Time to get active

There is no better time to get active in UNISON. Every early years establishment should elect a Unison Representative. Paid time off, training and support is given to anyone interested.

Contact the Branch Office on 01475 715900 or your Workplace Steward for more information.

