

Unison Inverclyde Branch Newsletter November 2018

Bread & Roses

Solidarity is Our Strength

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

Local Government
ONE team



**79% vote to
reject pay offer**

The result of Unison's Scotland's consultative ballot was:

79% of those voting voted to reject the offer.

67% of those voting voted to take industrial action, up to and including strike action in pursuit of the Joint Trade Unions pay claim.

Unison have informed the employer of these results and invited them to get back around the negotiating table.

Unison will discuss the possibility of co-ordination of activity with our sister trade unions and start to put in place the process for moving towards holding a statutory industrial action ballot.

Full details of the next steps will be available on the Branch Website, Facebook & Twitter pages once available.

Members Cinema Tickets Available

Unison Inverclyde's FREE Members Christmas Cinema treat returns in December for the fifth year and members have been snapping up the tickets since the start of the month.

There are still a limited number of tickets available for the morning and evening shows. Don't miss out if you haven't got your tickets yet! .



All your Questions should be answered below but should you need further information please contact your Workplace Steward.

When are the showings?

Saturday 1st December 2018.

Wreck it Ralph and The Grinch, 11.30 am, Doors will open at 10.45am

Creed 2, 7.30pm, Doors will open at 7pm, **

**** (Provisionally rated 15, to be confirmed)**

Sunday 2nd December 2018.

Wreck it Ralph, 11.30 am, Doors will open at 10.45am

The Grinch, Sunday afternoon, 2.30pm, Doors will open at 2pm. (Please note that this show is now sold out!)

How many tickets can I get?

Each member can now get three tickets for all showings.

How can I book my free tickets?

Please note that tickets cannot be ordered online or over the phone from the Cinema. Members must visit the Waterfront Cinema to book tickets. Tickets are available daily from Monday 5th November, 12.30pm to 7pm.

You will be asked to confirm your name, employer, Unison Membership number and a Contact number, please also bring employee identification.

How do I find out my membership number?

It is available through Unison Direct, 08000857857 and on any Unison correspondence that is sent to you through the post.

Extra information :

Children will be given popcorn and a drink upon their arrival for both morning and the matinee shows. There is a licensed Bar for the Saturday evening show, only those aged 15 or older can attend the Saturday evening show **. Under 18s must be accompanied by a member.



Branch Officials Veronica Rasmussen and Joe Pearce are pictured with David Shaw, John Cunningham and Carys Knox from the Waterfront Cinema launching the Members Cinema Christmas Treat.

UNISON INVERCLYDE SUPPORTS NEW PAY MODEL

VOTE YES TO SUPPORT IT

INVERCLYDE COUNCIL OFFICERS HAVE PROPOSED A NEW PAY AND GRADING MODEL. UNISON WILL BE BALLOTING MEMBERS SEEKING AGREEMENT TO HAVE THIS MODEL IMPLEMENTED NEXT YEAR. FULL DETAILS BELOW AND ON THE BRANCH WEBSITE.

Following on from our article in the October newsletter we have detailed below further information regarding the new Pay model and Unison Inverclyde's recommendations and details regarding the ballot. Further details are available on the Branch Website.

UNISON Inverclyde believes that this new pay model is long overdue, that it restores previous pay differentials at the lower end of the scales and it delivers faster incremental progression across all of the pay grades. It is for these reasons that we are encouraging members to support the proposals.

All members working for Inverclyde Council will receive a consultative ballot paper this month. You will be asked whether you agree or disagree to the changes. It is important to understand that UNISON cannot agree to a change in the pay and grading model unless members vote to do so in this ballot.

As this will be a postal ballot then you should make sure that the details we hold for you are correct. The easiest way to do this is to register with <https://my.unison.org.uk/>

The process takes a few minutes and will allow you to keep your membership record up to date including any changes to your home address. In order to register you will need your membership number. If you have received an e-mail from UNISON then your membership number will be included in the e-mail. Alternatively you can call UNISON Direct on 0800 0 857857.

If you are not a member of UNISON then you should join. If you do so before the ballot papers are issued in early November then you will be included in the ballot. You can join by completing the attached application form and either giving it to a UNISON steward or by sending it to the branch office below. Or you can join online by visiting the branch website <http://unisoninverclyde.org.uk/>

Background

- Over the past few years Inverclyde Council workers' pay has become stagnated. This was due in the main to a freezing of public sector pay and a below inflation pay award of 1% in April 2017. During the same period, and in an attempt to address in work poverty, Inverclyde Council adopted the Scottish living wage (SLW) and continued to do so as the SLW rate increased.
- By November 2017 the SLW had increased to £8.75 per hour, higher than all of the hourly rates in grades A, B, C and the first point in grade D. Given the range of posts within these grades and the different levels of responsibilities, it was not an acceptable position. UNISON therefore sought a solution to restore previous pay differentials.

The New Model

- Going forward there was a collective commitment to retain the SLW as the minimum base rate of pay. The new grade 1 is a single increment grade of £8.75 (the attach grade chart is based on rates of pay as at 1st April 2017. The SLW was £8.51 in April 2017 but increased to £8.75 in November 2017 and the increased rate was adopted by the Council).
- Grade 2 is the new grade that existing employees on grade C will be transferred to. We expect the Council to agree to UNISON's request to match all existing employees to the higher point of £9.15 per hour which is an increase of £0.40 per hour. This is due to these employees being the most disadvantaged in the past due to the removal of pay differentials.
- All existing employees currently in grade D will transfer to the new grade 3. This will result in an increase in the hourly rates for all existing grade D employees.
- All other grades have changed so as to ensure that no grade has more than four increments. This will reduce the period of time it takes for employees to progress through the incremental scales.

Future Pay Awards

- All rates on the grading chart are based on the applicable rates as at 1st April 2017. UNISON is currently balloting all members working for local government in Scotland on whether to accept the pay offer from CoSLA for 2018/19. Whenever a pay award for 2018/2019 is agreed, these rates will increase accordingly.

A POSTAL BALLOT OF MEMBERS ON THIS NEW PAY MODEL WILL TAKE PLACE IN NOVEMBER 2018. IF YOU ARE NOT A MEMBER THEN PLEASE CALL 0800 0857 857 OR VISIT OUR WEBSITE: WWW..UNISONINVERCLYDE.ORG.UK ITS IMPORTANT EVERY MEMBER USES THEIR VOTE. THE BRANCH RECOMMEND YOU VOTE "YES" TO ACCEPT THIS NEW PAY STRUCTURE.

New Pay & Grading Model

Grade 1 (A & B)	living wage			
Annual Salary	£16,417			
Hourly Rate	£8.51*			
Grade 2 (B & C)	SCP 21	SCP 23		
Annual Salary	£17,112	£17,652		
Hourly Rate	£8.87	£9.15		
Grade 3 (D)	SCP 25	SCP 27		
Annual Salary	£18,173	£18,694		
Hourly Rate	£9.42	£9.69		
Grade 4 (E)	SCP 30	SCP 32	SCP 34	SCP 36
Annual Salary	£19,562	£20,063	£20,700	£21,337
Hourly Rate	£10.14	£10.40	£10.73	£11.06
Grade 5 (F)	SCP 40	SCP 42	SCP 44	SCP 46
Annual Salary	£22,610	£23,247	£23,980	£24,674
Hourly Rate	£11.72	£12.05	£12.43	£12.79
Grade 6 (G)	SCP 50	SCP 52	SCP 54	SCP 56
Annual Salary	£26,198	£26,970	£27,780	£28,610
Hourly Rate	£13.58	£13.98	£14.40	£14.83
Grade 7 (H)	SCP 58	SCP 60	SCP 62	SCP 64
Annual Salary	£29,459	£30,346	£31,195	£32,179
Hourly Rate	£15.27	£15.73	£16.17	£16.68
Grade 8 (I)	SCP 66	SCP 68	SCP 70	
Annual Salary	£33,124	£34,146	£35,150	
Hourly Rate	£17.17	£17.70	£18.22	
Grade 9 (J)	SCP 72	SCP 74	SCP 76	
Annual Salary	£36,211	£37,330	£38,429	
Hourly Rate	£18.77	£19.35	£19.92	
Grade 10 (K)	SCP 78	SCP 80	SCP 82	
Annual Salary	£39,625	£40,821	£42,018	
Hourly Rate	£20.54	£21.16	£21.78	
Grade 11 (L/M)	SCP 84	SCP 86	SCP 88	
Annual Salary	£43,329	£44,603	£46,011	
Hourly Rate	£22.46	£23.12	£23.85	
Grade 12 (N/O)	SCP 96	SCP 98	SCP 100	
Annual Salary	£51,779	£53,303	£54,904	
Hourly Rate	£26.84	£27.63	£28.46	

Occupation of Groups most affected.

Grade 1

Breakfast Club Assistant

Bus Escort

Catering Assistant

Facilities Assistant

Let Officer

School Crossing Patroller

Grade 2

ASN Auxiliary

Bus Driver

Classroom Assistant

Clerical Assistant

Customer Service Rep

Early Years Support Assistant

Facilities Supervisor

Janitor

Support Worker (Learn Dis)

Grade 3

Admin Assistant

Catering Manager

Gravedigger

Home Support Worker

Learning Assistant

Library Assistant

Mobile Alarm Attendant

Refuse Labourer

Revenue & Benefits Advisor

Senior Clerical Assistant

Street Sweeper



**KEEP
CALM
AND
USE YOUR
VOTE**

UNISON

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