

## **Message from the Branch Secretary**

There is no denying that this past year has been one of the most challenging that the Branch has ever experienced. Mainly because of Job Evaluation/Single Status.

As you are aware UNISON members returned a yes vote in the ballot, to accept the Council's proposals, along with GMB, and UNITE. This will mean that an implementation date of April 1st will go ahead.

There have been many queries to our helpdesk, in relation to JE/SS. We are now in the process of calling members who logged a query, or a potential appeal. Each member who called the helpline, and recorded a request to appeal, will now be given a one to one slot with a representative, to look at their evaluation, and the area's which they believe need to be reviewed.

Within the newsletter, we have included the appeals process. (See page 3). UNISON helplines remain open on 029 2087 3154 or 029 2087 3628, so if you have any queries please call, so that we may offer you assistance.

You will shortly be receiving dates to attend a COT3 sign off session, this in simple language will mean that you will be required to sign an agreement to accept either your pay protection if you are in detriment, to accept the back pay if you are a green, or the one off payment if you are a white. I would like to again stress that those who are in detriment will have protection for a year, and all appeals will deal with those in detriment first, White next, and lastly Green, who are gainers.

*(Continued on page 2)*

## **Annual General Meeting 2012**

**Will take place on:**

**Thursday 8<sup>th</sup> March 2012**

**For members' convenience, there will be two meetings:**

**12.45pm Council Chamber, County Hall**

**6.30pm Council Chamber, County Hall**

## Message from the Branch Secretary *(continued)*

UNISON is acutely aware of how JE/SS, will impact on the membership, and in recognising this, we have teamed up with our financial partners Britannia (part of the co-operative bank), who may be able to offer some assistance. Many of you may not be aware, that UNISON and Britannia have been partners, for many years, indeed our partnership is coming up to its 50th anniversary. This means UNISON members are offered exclusive savings and special deals on mortgage and other financial products. Within the newsletter, is some useful information, about exclusive benefits for UNISON members, which we hope you take advantage of, moving on from JE/Single Status.

This Branch has a retired members section, which is active, and we would encourage anyone who knows a retired member, to tell them to contact the branch for details. We believe that our retired members should play a crucial role; members in this section of the branch offer a wealth of experience, which is extremely beneficial. Details of the next retired members AGM are enclosed and I would urge anyone who meets the criteria to attend, and become involved.

Lastly as many of you may be aware, Paul O`Shea, UNISON Cymru Regional Secretary has retired, and we send our warmest thanks to Paul for all of his support to this branch over the years. UNISON has appointed, Margaret Thomas as Paul`s successor, and I am sure you will join me, in extending a warm welcome to Margaret from Cardiff County Branch. Those of you who will be attending the forthcoming AGM on March 8<sup>th</sup> will get an opportunity to meet Margaret, as she has kindly agreed to be our guest speaker.

Again, I understand that this is a very difficult time for all, and we as a branch are trying to be as proactive as we can, in trying to support the membership. If you need our assistance, please do not sit worrying, contact us, so that we can offer you support.

**Angie Shiels, Branch Secretary**

## Need a computer for your Lifelong Learning?

**Now you can own a computer from as little as £99!**

To bring you this incredible offer UNISON Cardiff County Branch have teamed up with Computer Recyclers UK Ltd, the PC refurbishment expert.

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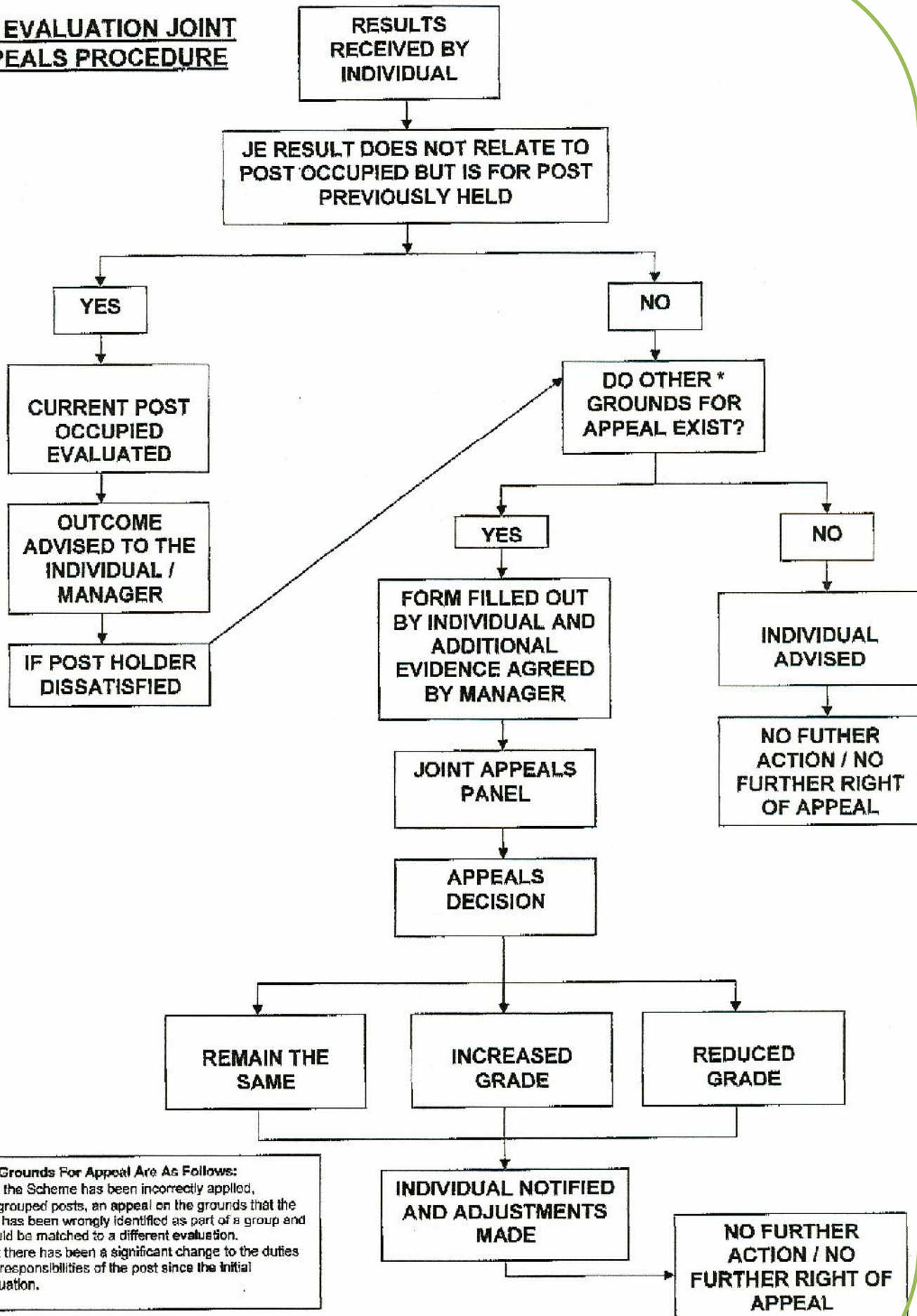


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Laptops are Internet ready; PC's tailored to suit *your* needs.

**JOB EVALUATION JOINT  
APPEALS PROCEDURE**



**\* Other Grounds For Appeal Are As Follows:**

- That the Scheme has been incorrectly applied,
- For grouped posts, an appeal on the grounds that the post has been wrongly identified as part of a group and should be matched to a different evaluation.
- That there has been a significant change to the duties and responsibilities of the post since the initial evaluation.

## JE/Single Status – Appeals Process

Officers have been working behind the scenes on your behalf to agree the content of the Collective Agreement. That has now been signed by all three Trade Unions, so we are ready for the next steps.

If you wish to appeal against your JE outcome, please contact the UNISON JE Help-line on **029 2087 3154 or 029 2087 3628**. We will then contact you to arrange a meeting on a one to one basis to give you any support you need. An appeal form can be obtained by calling 029 2087 2222 or if you have access to the intranet, you will be able to download one. Included with this newsletter is a flowchart, outlining the appeals process on page 3. Alternatively, log on to [www.cardiffunison.co.uk](http://www.cardiffunison.co.uk) and download and print from there. Appeals should be returned to the employer by the 31<sup>st</sup> March.

## School Support Staff

We are currently organising ‘surgeries’ in high schools around Cardiff. UNISON members from primary schools will also be invited to call us to arrange a slot at their nearest high school to come along and meet with a representative and get advice and support with their appeal. We aim to be with you throughout March.

The ‘signing off’ of COT 3 agreements will take place throughout February and March at County Hall. You will receive a letter from the employer about this.

### Farewell to a colleague



It is with great sadness that we say goodbye to Kathryn Bartlett, a long serving UNISON steward, who worked at City Hall.

In a family statement, Kathryn was described as somebody who “would help anyone and everyone, she was always smiling and there is a Kathryn shaped hole in our hearts without her.”

**RIP Kathryn**

**NO REP IN YOUR  
WORKPLACE?  
GET INVOLVED !  
JOIN US NOW!  
CALL FOR MORE  
INFORMATION  
WITHOUT  
ANY OBLIGATION!  
029 2087 2580**

# PENSIONS JUSTICE



The Day of Action saw a great turnout, both on picket lines across Cardiff and at the TUC Pensions Justice Rally.

Around 170,000 workers across Wales went on strike, joining more than 2 million workers around the UK., putting paid to Cameron's statement that "It looks like something of a damp squib,"

Labour Assembly Members in Wales did not cross picket lines, and sent a message of support to the Pensions Justice Rally at the Swalec Stadium in Cardiff.

On the picket lines, members, stewards and officers enjoyed a great deal of support from passing motorists, helping to cheer them on in the face of the wind and rain.

After a well supported march through the city centre, attended by workers from various unions representing cleaners, librarians, physiotherapists, teachers, teaching assistants and many, many more, listened to a variety of speakers; including lay-activists and members who were first time speakers, passionate about protecting their pensions.

The picketing and rally were peaceful; sadly though, some staff were so determined to cross the picket lines that there were several near collisions between cars and pickets and a disaster at Llandough Hospital, where several pickets were mown down by a car, one quite badly injured.

All in all however, it was a great day for our branch.

**Well done to all who took part in this historic day!**

**HANDSOFF  
OUR PENSIONS!**

**Britannia**  
part of The **co-operative** bank

**See how Britannia can help UNISON members with savings & mortgages -**

To find out more call

**0800 778888**

Or visit [www.britannia.co.uk/unison](http://www.britannia.co.uk/unison)

## The Academy



The Academy will soon celebrate its first year, and is going from strength to strength.

The Academy was an idea of a Cardiff Council employee, and from its conception, over a year ago, is now delivering training and development opportunities for Council employees at all levels. It will now be taking its place at the core of the Council, offering support for all Council staff as we move through the next year implementing Job Evaluation/Single Status.

The Academy, offers all levels of entry, be it professional development to basic skills e.g. IT. What has been most impressive is the Service Improvement stream, which has been available to all Council employees, should they wish to apply, which many have. It set out to try and encourage staff who are not at management level to come forward, and several hundred have. What is evident is that there is a fantastic amount of untapped (raw) talent, bringing forward ideas which, when developed, will have tremendous positive impacts, and as I have mentioned previously, the majority of staff who have accessed the Service Improvement course are staff members who have previously had little say in how the Council operates. We are keen to see this stream of the Academy grow. It has become very clear from this training and development via the Academy that we do have extremely skilled and forward thinking staff, who are eager to put forward new ideas on how the Council can develop, and meet the challenges ahead.

The Academy as everyone is aware has received financial support from the Trade Unions, who work in partnership with the Council on this initiative. The Trade Unions collectively believe that we have internal staff who are able to bring forward, fabulous ideas, which can enrich other employees working lives, and this can only impact in a positive way on their private lives. Over the next few months, it will be interesting to see more of these ideas brought forward from Service Improvement taking shape.

The Academy Board includes service area members and Trade Union representatives, to ensure that all requests for financial support from the Academy are fair and equitable. I think many would agree that, in the past the majority of funds, have gone to a select few in the Council. The vision of the Academy was to offer opportunities to all and this is happening, and being monitored by the board.



## The Academy

### Mark Cooper of Facilities Management, gives us his story.

I have worked for CCC for several years, and had asked on many occasions for the opportunity to go on some training to help me develop in my role, which was offering little opportunities of advancement. I had heard from some of my work colleagues that they had been on the first steps programme, which the Academy was running, and how much they had gained from it.

I contacted Bev Hassell, who leads the Academy, who quickly sourced a course which was exactly what I was looking for. I was able to have time off to attend, and I gained two further qualifications which will enhance my future prospects in the field I am interested in following.

I was a little apprehensive at first, as I had been out of a classroom setting for a long time, however I was made to feel welcome, and soon got into the swing of it all. I would recommend to anyone who is thinking of approaching the Academy to ask for support to do so. I shall be asking to attend one of the future Service Improvement courses, when they next become available, as I have heard they are excellent as well, giving a greater understanding of the Council, which can only be beneficial to the council and myself.



### WINNERS OF THE RECRUITMENT PRIZE DRAW

Congratulations to the winners of  
our 3 month recruitment prize  
draw, who each won £50!

Naomi Watt	Education
Dave Parker	Finance
Vicky Horne	Education



Act now to take advantage of this BIG  
offer and get a quote before 24th  
April 2012

## Retired Members Annual General Meeting

Wednesday 14<sup>th</sup> March 2012

10.30am Council Chamber, County Hall  
For more info call: 029 2087 2580

## Health & Safety



### I Chose To Look The Other Way

**I could have saved a life that day,  
But I chose to look the other way.**

**It wasn't that I didn't care;  
I had the time, and I was there.**

**But I didn't want to seem a fool,  
Or argue over a safety rule.**

**I knew he'd done the job before;  
If I spoke up he might get sore.**

**The chances didn't seem that bad;  
I'd done the same, he knew I had.  
So I shook my head and walked by;  
He knew the risks as well as I.**

**He took the chance, I closed an eye;  
And with that act, I let him die.  
I could have saved a life that day,  
But I chose to look the other way.**

**Now every time I see his wife,  
I know I should have saved his life.  
That guilt is something I must bear;  
But isn't' something you need to share.**

**If you see a risk that others take  
That puts their health or life at stake,  
The question asked or thing you say;  
Could help them live another day.**

**If you see a risk and walk away,  
Then hope you never have to say,  
"I could have saved a life that day,  
But I chose to look the other way."**

**by: Don Merrill**

**If you come across something that you can see is a danger to yourself or others please let your manager know about it and if they take no action contact your local UNISON representative.**

**Fill in near miss sheets and incident sheets - for all our sakes!**

**Christmas Lottery Prize  
Congratulations to  
Phyllis Atkins of  
Wilcox House  
who won £1,000!**



If you are struggling through an unexpected crisis, or if the pressures of every day life are getting to you, There for You can help.

We offer a unique confidential advice and support service just for members of UNISON and their dependants.

Whether it's just a chat and a sympathetic ear, or more concrete help you need, we may be able to help.

there  
for you

Call us on  
**029 2087 2580**

### **IMPORTANT MESSAGE!**

**Should any of your details change (Name/Address etc.) you MUST inform the branch office directly.**

**We do not get automatic updates from People Services or Pay Roll.**

**Contact the office on  
029 2087 2580**