

UNISON Continues to battle Fire and Rehire

UNISON members at Portway Lifestyle Centre and Tipton Leisure Centre are set to be balloted on continuing to fight against Sandwell Leisure Trust's firing and rehire of staff to remove them from national NJC pay, terms and conditions.

The dispute has already lasted 12 months and the third six-month ballot missed the 50% threshold by just 1 vote. Those who voted did so by 80% for further action.

UNISON continues to lobby local Labour politicians. Labour Leader Keir Starmer described fire and rehire as a 'despicable' practice, whilst Deputy Leader Angela Raynor described it as a 'scandalous' practice.

Labour MP Barry Gardiner tabled a motion in Parliament on 22 October to restrict fire and rehire. Conservative MP's defeated the motion. So, despite the Tories claiming to want to see higher wages, they all voted to allow bad bosses to continue to fire and rehire at will to reduce wages!

Strikes Rock Serco

Serco have offered to pay the NJC 1.75% pay offer before Xmas, promising to pay more if the national settlement is higher. They have also offered a 1% one-off lump sum before Xmas, as well as addressing the bullying style of management.

UNISON members will decide whether these circa £400 payments before Xmas are acceptable or not.

Children's Trust Rocked by On-Line Allegations?

UNISON requested an independent investigation into the allegations of bullying, racism and harassment contained within numerous on-line publications.

For years UNISON has been highlighting significant management failings at the Trust, evidenced by two UNISON surveys in 2018 and 2019. When concerns raised by trade unions are ignored it shouldn't be a shock that eventually staff find other means to get their voices heard.

The Trust has appointed an independent person within their investigations and included questions about bullying and harassment within their staff survey.

Change is needed at Sandwell Children's Trust for it to stop losing staff and become a place of choice to work. Currently 1 in 5 workers leave the Trust each year.

Vaccinations

The Government has passed law requiring staff working in, or attending care settings to be fully vaccinated. UNISON will support staff who choose not to be vaccinated but our ability to resolve matters will need to be inside the law. Should you have any issues or called to any meetings with management about your vaccination status please get in touch.

Homeworking Allowance

The Sandwell Joint Trade Unions at Sandwell Council requested an allowance of £500 for staff working from home. Senior Management have rejected this so the Joint Trade Unions will make the request to Councillors

Did You Know?

Councillors in Sandwell each receive an annual allowance of £180 for Broadband.

Keeping Safe

UNISON has joined other trade unions in Sandwell to call for more COVID safety measures to be applied in schools.

With infection rates increasing several Local Authorities have already increased safety measures above Government guidelines.

UNISON has also requested CO2 monitors be placed in other indoor workplaces in addition to those being placed in schools.

CO2 monitors give an objective measurement on whether there is sufficient ventilation. A reading of 600 particles per million means ventilation is good. A reading of 1500 particles per million means ventilation needs to be improved.

Monitors will enable you to assess how good the ventilation is in your workplace.

The pandemic is not over. Good ventilation is vital to keep you safe.



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