

Repositioning

Some might say here we go again . . . but we are getting the chance to be involved from the ground up. Unlike previous attempts to do away with the Property function, we are getting active **now**.

Management recently put forward a number of options in the March Newsletter, which we have done some research into. We are looking at what could happen to Devon Property if we go down these routes

Option	What if
Trading Status within DCC	We stay where we are but cannot grow.
Arms length wholly owned company	If the company is not set up properly, we have no control. Still part of DCC but can be sold off at any time.
Arms length company owned by a number of councils	We bear the brunt of any disagreements between the parties. Different political agendas will have major implications for us.
An independent company	We sink or swim, no financial back-up from DCC
Partnering with one partner or partners	If the partner has overall control we lose terms and conditions. If the partner goes into liquidation, we could lose EVERYTHING.

With most of these options proposed by SMT, our pensions may be under **more risk** than they are now.

We have requested a place on the Property steering group (which will be chaired by Phil Norrey) but have no reply as of yet . . . We'll keep you posted.

UNISON is currently running the **Positively Public** campaign which promotes the idea that public services should not be privatised. The message is "**keep public services public**"

It should be noted **Social Services will lose more than 3,000 staff** - the question is **who is next?**

From Lesley, David and Peter

We want your help in getting active as there are never enough reps to cover the bases. Come and talk to us to find out more. You don't have to be a rep, just doing things like distributing information is a **BIG HELP!**

T.U.P.E.

It might be a bit soon to think about this, but you can sign you rights away in one fell swoop under the TUPE arrangements. Recently, a group of employees in another Local Authority Partnership, agreed to sign away their rights to full sick pay and have a bonus scheme instead. A couple of weeks ago, they received 3 months notice from their employer that the bonus scheme was being scrapped

REMEMBER DON'T SIGN ANYTHING!!!



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For advice when we're not here

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Who Does What?

It's the 3 people above!

Quite obviously that will not work. We need your help and support. We are proposing a 'think tank' on Repositioning, similar to the one associated with the SSDP.

Please come forward and speak to us now!!!

Branch Contacts

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The views expressed may not reflect the views of Devon County UNISON Branch

Mileage Rates

You may recall that the nationally agreed mileage allowances were frozen by our employer at the 2003/2004 rates. UNISON therefore instigated a collective grievance against our employer as the result of this. The good news is that after extensive negotiations with the employer, by the Staff Side group of UNISON, the employer has now agreed that from the 1st April 2006 to pay the current nationally agreed mileage rates. However the employer has yet to agree that the monies owed to staff as the result of the freeze will be paid. For the time being the collective grievance has been suspended whilst further discussions are ongoing with the employer about this specific issue. We will keep you appraised of further progress in this matter & would like to thank everyone who supported the stewards in this cause.

Essential Users	451-999cc	1000-1199cc	1200-1450cc
Lump sum per annum	£690	£771	£990
per mile first 8,500 miles	30.6 p	32.9 p	41.1 p
per mile after 8,500 miles	11.7 p	11.8 p	13.9 p
Casual Users	451-999cc	1000-1199cc	1200-1450cc
per mile first 8,500 miles	38.7 p	42.0 p	52.7 p
per mile after 8,500 miles	11.7 p	11.8 p	13.9 p



BANK HOLIDAYS

UNISON has also reached an agreement with the employer which will equalise working arrangements regarding bank holidays. Previously, part time staff who never worked on a Monday or Friday were disadvantaged. But as the result of this agreement those who were in this situation are now entitled to take a pro rata amount of time off for those days that they have not worked.

Please refer to the GAP Pages for further information. There will however be gainers and losers in this.

There is of course a downside to this in that those who for example would have worked from Monday through to Wednesday for 20 hours will also be required to work for 4/5 of their time & may therefore be worse off.

However as UNISON supports the principle of equality for all it was important that we came to this agreement.