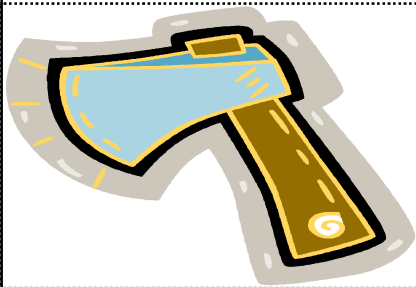


UNITY



Devon County Branch
May 2008



THE AXE FALLS ON ADULT COMMUNITY SERVICES

The biggest and most complex re-structure Adult and Community Services has seen is well underway – with the potential for up to 50 redundancies (full time equivalents).

This time around, there is no option for voluntary redundancy – unlike in the management re-structure last year.

Affected staff are going through a formal recruitment process, followed by redeployment if they do not secure a post in the new structure.

The reduction in numbers totals 50 fte's – no social workers will be affected.

UNISON has been involved and consulted with on the Principles paper, ring fence arrangements and recruitment process. However, UNISON cannot agree to the document in its current form as we believe there are still several issues outstanding.

UNISON is also seeking answers to various questions –eg: Where is the evidence/data for the low staffing level of Occupational Therapists in the clusters which seems to mean that there would be an average of ONE fte or part time OT in each Complex Care Team – a figure UNISON believes to be dangerously low and would not meet client need.

UNISON recognizes that this is a complex process and accepts that not all staff will be happy with the outcome – but UNISON is doing the best it can to get the best possible outcome for members.

If you have concerns, contact your UNISON workplace steward or contact the ACS Convenor, Pauline Roberts, via the Branch Office 01392 382530 or branchoffice@devoncountyunison.org.uk

The views expressed in UNITY are those of the contributors and not necessarily the views of UNISON



STRESSED?

MAKE A CALL

With the massive amount of upheaval going on throughout the authority at the moment, it is no wonder that more and more people are becoming stressed.

The ongoing uncertainty caused by Job Evaluation, restructurings, outsourcing et al are major causes of anxiety and stress for thousands of members.

Remember, every individual has the right to self refer to the stress service – to be found on the DCC website where you can download the PD35 stress risk assessment form. When this is completed, ask for a stress risk assessment with your line manager.

With regard to the Adult Community Services directorate, there is a risk of redundancy for some members of staff. According to the Corporate Redundancy Policy section 5.2, **“...consideration must be given as to how staff will cope with the process of change and it is important that the availability of the staff counselling service is made available to everyone.”**

The telephone number for the DCC Counselling service is : **01392 383277**

PAY CLAIM UPDATE £££ PAY CLAIM UPDATE

As UNITY went to press, members were still voting on the local government pay award of 2.45% - an offer which UNISON recommends we reject.

If members reject the offer, then we must be prepared to take sustained and escalating action, starting with a two day strike and escalating to more than two days of action – to force the employers back to the negotiating table to reconsider their derisory offer. UNISON's NJC Committee meets on 12th May to consider the outcome from this

In memory of George Barnes 1923—2008

It is with sadness that we remember Archibald George Barnes, known as George, who died recently in his 80's leaving Doreen his widow and his many friends who will all miss him. George, always a perfectionist, was accompanied by Branch representatives, both active and retired at his funeral, which took place on St George's day the 23 April 2008. George, a genuine Exonian, worked for DCC rising through the ranks to become Assistant County Education Officer until he retired in November 1983. He had a key role as staff Side Leader in Nalگو and as well as being Branch Chair he also held other key responsibilities in the union. Since becoming a pensioner he was Retired Members Secretary and also carried out the valuable role of "observer" for beneficiaries on the Devon County Pension and Investment Committee till ill health made it difficult for him to continue.

I have known and respected him for his many talents since I joined Nalگو in Devon in 1974, where he appeared to be part of the establishment with another character of the time the equally well known Bill Copp.

I was aware of his latest illness when waking up from surgery at the RD&E last October and hearing the person in the next bed utter mellifluous Devon tones in response to the nurse's bold "Archibald!". He and Doreen made it pleasant company indeed for that week! George was genuinely loved by all who knew him.

Roberto Franceschini