

UNISON
members in
local schools
and services
– keeping our
neighbourhoods
together

UNISON Local Government Service
Group Executive
Annual Report

2016/17



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1. Introduction

Just when we all thought that things couldn't get any worse for the sectors within the Local Government Service Group, they did! Over the last year, the Conservatives' continued ideological attack on councils, schools and other public services has given rise to yet more redundancies, yet more cuts in services and yet more outsourcing, as employers seek to find badly-needed cash by raiding our members' pay and conditions. Those facing the future on Universal Credit and disability benefits will find themselves even poorer, while the housing crisis deepens. Plans to limit 'exit payments' across the public sector appear to have been put on hold – presumably as a consequence of the recently-called General Election and pressures on the civil service generated by the Brexit vote.

Across the UK, local government continues to be at the sharp end of the cuts. The Scottish Government has ordained that Council Tax be frozen for the ninth consecutive year, with a reduction of almost £1bn in the government grant to councils between 2010 and 2016. In Wales, council funding dropped by £0.274bn between 2013/14 and 2016/1, with Council Tax increasing by 3.7% on average to compensate. England saw a loss of £2.3bn in Revenue Support grant in the last year as a further move towards a £9bn reduction by 2020. This is in addition to the 37% of central government funding for councils since 2010. A 6% cut in social care funding in England since 2010 has resulted in a 51% increase in delayed discharges from hospital since August 2015 and a rising number of those in need of care unable to access it. In Northern Ireland, there is a £50m shortfall in education funding, with services and working conditions cut.

These huge cuts to budgets have led to further redundancies, leaving a total since 2010 of 760,000 – 30,000 of those in the last year. In contrast, employment in the private sector, central government and the NHS continues to rise. Reorganisations combine with job losses to create insecurity and turmoil for our members, with two thirds having been through a reorganisation in 2015/16. This has had an impact on our activist base in local government, as well as our membership. Despite tremendous recruitment efforts by branches, activists and paid officials which added over 63,000 new members in the last year, redundancies and reorganisations resulted in a loss of almost 90,000 and hence a net decline of over 16,000 members.

Our Save Our Local Services (SOS) campaign and Public Works campaign in Scotland have continued to highlight the damage caused by cuts and mobilise the union against them. We continued to build on our SOS social media presence and focussed on social care in the second half of 2016. We produced a campaigning toolkit, with an allied training course and a Damage report on 'Care in Crisis', which was launched at an event in Westminster, well attended by MP's. This year, the SOS campaign will focus on library cuts. In Scotland, branches lobbied the Scottish parliament for fair funding and some successfully defeated cuts proposals. Our Cymru/ Wales Region produced an 'Audit of Austerity', held a mass protest outside the Senedd, lobbied the Welsh Local Government Association and ran a letter-writing campaign for decent funding. In Northern Ireland, the need for fair funding was highlighted in UNISON's 2017 Election Manifesto.

Our Ethical Care Charter (ECC) and campaign for the Living Wage in social care continue to provide a focus for UNISON's campaigning and will be followed by the launch of our Residential Care Charter in the near future. The ECC has now been adopted by twenty five councils and two arms length companies and our research and campaigning on homecare has met with widespread publicity and real success. A report by Professor Sian Moore of Greenwich University on the positive impact of the ECC on employment and care will be released soon. Further research with the Alzheimer's Society on the lack of training available to homecare workers dealing with dementia helped maintain UNISON's position as the leading union on social care issues.

The Westminster Government is on a mission to 'reform' social work in England. We successfully campaigned to oppose proposals for regulation by central government and have been able to use the damning results of a member survey to campaign against a National Assessment and Accreditation System for children and family social workers. Over 2000 UNISON social workers participated in our 'Social Work Watch' day and the report drew attention to the many challenges social workers still face. In Scotland, the Social Work Issues Group continues to grow and tackle the issues raised the outcomes of the major review of the Scottish Social Services Council.

Inadequate funding of schools, further education and early years saw increased cuts to services and loss of jobs across the UK. In England, a proposed new National Funding Formula would redistribute existing funds between schools, robbing many of precious funding. We have responded robustly to two consultations on the formula. In late 2016 the Government backed down on proposals to force all schools to become academies in England, although the number of academies continued to increase, along with restructuring and outsourcing. In Scotland UNISON's large school support staff survey highlighted cuts to council budgets, job losses and increased workload. UNISON Cymru Wales continued their successful project to recruit and organise support staff facing registration. Funding cuts in Northern Ireland saw UNISON resisting cuts, outsourcing and centralising of services.

Pay continues to be a critical issue for UNISON members across local government and other sectors in the Service Group, as the government's 1% pay policy eats further into inadequate pay. More and more councils are paying market supplements as low pay and poor conditions lead to a growing recruitment and retention crisis. At the time of writing, UNISON Scotland is carrying out a consultative ballot of members over a one-year offer of £350 for those earning up to £35,000 and 1% for those earning more, underpinned by the Scottish Living Wage. The NJC Committee is shortly to meet to agree a proposed claim for 2018/19, while work continues with the Local Government Association (LGA) on the review of the pay spine and term-time working. The process has provided UNISON with the opportunity of obtaining comprehensive workforce and paybill data through Freedom of Information questions, which will inform all our work on pay-related issues.

The Local Government Service Group continues to support branches and paid officials involved in pay and grading reviews and equality impact assessments of cuts packages to ensure equal pay and equality. Working with branches and Regions, we have had some success in preventing some of the worst excesses of the cuts to pay and conditions. Nonetheless, more councils are moving school staff onto term-time only contracts, resulting in some huge losses in pay and conditions. Disputes in Derby City and Durham over the year have highlighted the poor treatment of school support staff, with Derby City's magnificent action resulting in an agreement accepted by members.

The Service Group works beyond local authorities and education, and we have campaigned hard to prevent further privatisation in the Food Standards Agency over the last year within the UK and as part of a pan-European campaign to stop changes within

Europe. An event at Westminster to engage MP's in our campaign also drew support from peers. In the Care Quality Commission, 87% of members accepted a 1% progression pay award, with a new minimum rate of £8.25 pence an hour, while in OFSTED we were pleased that early years inspection has been brought back in-house.

Recruiting and organising are as vital as ever, with the Trade Union Act now in place and regulations on DOCAS charges and facility time placing pressure on the union to have new arrangements to pay for DOCAS in place by early 2018. UNISON's branches and Regions are to be congratulated on their fantastic efforts over the last year, despite the huge challenges and pressure on them. A 10% recruitment rate is certainly grounds for applause, despite the net loss of members. The number of stewards has dropped by 7% in the last year, with an equivalent 10% fall in health and safety reps and 13% of workplace contacts. The SGE's Recruitment and Organising sub group continues to work hard to link our recruitment and organising work more closely to our core SOS campaign and better, fairer and more equal pay in local government.

Privatisation and other forms of outsourcing continue apace and represent a major threat to our members' work, public services and to pay and conditions. There was a 19% rise over the last year in the value of outsourced contracts in local government. No service is protected from outsourcing pressures. Youth mutuals, arms length trading companies in social care, children's social care trusts and community interest companies are among the new forms of service delivery being generated by cuts. We have continued to provide support and guidance to Regions and branches resisting these developments. We have continued to advise and support branches and Regions, and guidance on the European Union procurement changes and alternative service delivery models like co-ops and mutuals is available on the specially established website www.aizlewood.org/login.

The SGE has strived to maintain a strategic overview of the issues facing its sectors and membership and SGE reps participated in leadership training during the year to enhance their effectiveness in meetings and within their Regions. We continue to endeavour to be relevant, active and fit for purpose, providing real support, guidance and leadership to those within the Local Government Service Group. A huge 'thank you' is owed to all of you who work so hard for UNISON, in a hostile environment which is unprecedented. The calling of a general election to be held in June heralds the frightening prospect of another Conservative government in Westminster. Hopefully, by the time of Local Government Conference, our worst fears will

have been allayed by our campaigning efforts.

We will continue to support all your campaigns and struggles on behalf of our members and the vital services they provide across the UK. The future of our members' livelihoods, public services and the entire welfare state is under threat, and we must rise to the challenge to ensure that UNISON remains a well organised, active union, at the forefront of a fight that makes a real difference to people's lives.

Glen Williams
Heather Wakefield
Jon Richards

2. Local Government Service Group Executive

2.1 Local Government Finance

In 2016/17 UNISON branches faced the sixth year of the largest programme of cuts to local government budgets in living memory.

Scotland

General Resource (Revenue) Grants provided by the Scottish Government to local councils stood at £8.149bn in 2010/11 and at £6.834bn in 2016/17. Part of the reduction is due to the Police and Fire Service being reclassified from Local to Central Government expenditure.

In Scotland, councils continued to face an annual ultimatum from the Scottish Government to freeze Council Tax and to agree to other financial commitments or face the loss of even more resources. Council Tax was frozen for the ninth consecutive year.

Wales

In Wales, the money councils receive from Business Rates and the main Revenue Support Grant (this is known as Aggregate External Finance or AEF) was reduced to £4.099bn in 2016/17. This is £0.274bn below the £4.373bn set in 2013/14. Many local authorities decided to increase Council Tax levels to offset financial pressures and on average Council Tax rose by 3.7%.

England

Following a reduction of 37% in central government funding between 2010/11 and 2015/16, the government announced that over £9bn in revenue support grant would disappear by 2020/21. As a first step, councils in England lost a further £2.3bn in revenue support grant in 2016/17. Central government abandoned the policy of promoting Council Tax freeze but retained the 2% threshold for triggering a referendum. In the face of a growing funding crisis in social care, councils were told they could apply a 2% Council Tax precept on local taxpayers to raise more money for social care. The availability of limited extra resources bore no relationship to need.

Northern Ireland

The 11 District councils in Northern Ireland continue

to levy domestic rates and non-domestic rates, as well as receiving government grants and income from fees and charges. Councils are legally required to set the district rates (the domestic rate and the non-domestic district rate) no later than 15 February each year. The level of rates will be estimated in order to adequately meet the financial needs in the next financial year.

Support for Regions and Branches

The Service Group has continued to work with branches and Regions to develop and extend the ability of branches and Regional staff to 'engage' with councils' finances in order to be able to reduce the impact of cuts and bargain more effectively. Regions have been offered training and support for branch officials and regional staff tailored to meet their needs. Regional Heads continue to have access to and use a 'financial commentary' service on individual council finances.

Examples of success

UNISON's mitigation strategy continues to make progress, releasing resources into local authority budgets that either protect local services and members' jobs and services or enable branches to resist proposed changes to terms and conditions.

The strategy of encouraging local authorities to amend their Minimum Revenue Provision (MRP) policies has now released in excess of £83m into the budgets of local authorities in Wales in the period 2015/16 to 2019/20. Initiatives in the London, South West, Northern and East Midlands Regions are also producing results.

2.2 Save Our Local Services (SOS) Campaign – including redundancies

Cuts to local government funding have continued at an alarming rate in the past year, with a brief respite when a £2bn boost to social care funding was recently announced in the 2017 Spring Budget.

Overall, funding cuts continue to have a significantly negatively impact on local government workers. Figures from the Office of National Statistics show that in the year up to December 2016, local government employment in the UK has fallen by roughly 30,000 workers, while both NHS and private sector employment continue to rise.

In 2016, UNISON continued to build on the SOS campaign's online and social media presence, co-ordinating contributions to the SOS blog on the UNISON website and regularly engaging with members, activists and the public on Facebook and Twitter.

The SOS campaign developed a programme of work for the latter half of 2016 that focussed on highlighting the impact of cuts on social care services for older people and encouraging members to take action across the UK. The campaign successfully organised a number of activities throughout the year that led up to a day of action – SOS Day – on 16th November. These activities included:

- The publication of an online SOS toolkit on campaigning against cuts in local government, covering all aspects of campaigning, including planning, lobbying and using social media
- A pilot one-day Introduction to Campaigning training course, with a focus on campaigning against cuts and the impact of spending cuts on social care services for older people. We received very positive feedback on the training and will consider possibilities for adapting the training for other anti-cuts campaigning in future
- A panel debate at Retired Members Conference on the funding crisis in social care, including speakers from UNISON and the National Pensioners Convention
- A video encouraging activists to get involved on SOS Day and support the campaign on social media. The video was widely shared on Facebook with over 1.2k views on the main UNISON Facebook page
- The publication of 'The Damage: Care in crisis', a report into the funding crisis in adult social care and the impact this has had on workers, service users and other public services such as the NHS.

On the campaign's SOS Day, action took place across the UK, on social media and in parliament to support the campaign, including:

- Public stalls, meetings and events held across Eastern, South East, South West and West Midlands regions
- Heavy promotion of the campaign on Facebook and Twitter, significantly increasing the campaign's profile on social media. The campaign hashtag for SOS Day (#socialcaresos) was included in 500 posts and used by 238 people. Social media posts on the day reached almost 390,000 people
- 30 MPs and one member of the House of Lords attended a 'drop-in' parliamentary event to launch the Damage report and support SOS Day.

Attendees pledged their support for the campaign and spoke to UNISON members working in homecare from London and East Midlands.

As a result of the event, Shadow Minister for Social Care and Mental Health, Barbara Keeley MP, discussed the Damage report 'Care in Crisis' and spoke extensively about the experiences of our members in a parliamentary debate on social care. Several MPs also supported the campaign at the debate by wearing campaign badges and raising the report, SOS campaign and experiences of UNISON members working in homecare during the debate, including Derek Twigg MP, Liz McInnes MP, Helen Hayes MP and Melanie Onn MP. The debate can be viewed at: <http://parliamentlive.tv/event/index/901c530b-41f7-4327-8a51-e58db2ccd89f?in=16:18:59>

In 2017, the SOS campaign will focus on libraries, continue its work to highlight the scale of cuts across local government and support UNISON members and activists to campaign against further cuts.

2.3 Anti-Privatisation and Service Delivery

It has been a busy year. Outsourcing continues in its many forms, from privatisation to mutuals, social enterprises, co-ops and local authority owned companies as well as the private sector. Lewisham has privatised its youth service to a mutual called Youth First. This follows existing youth mutuals such as EPIC CIC in Kensington and Chelsea, Knowsley Youth Mutual and the Young Lambeth Co-operative. On 11 February 2017, DYS Space Limited, trading as Space, took over Devon County Council's youth services.

UNISON continues to provide support and guidance on alternative forms of service delivery and work to support branches and Regions in fighting privatisation in all forms. We have had some successes, slowed down other forms of outsourcing and we begin 2017 in a strong position as a union. We will support employers to find other solutions to outsourcing, even if it is seconding staff to a separate company while they remain employed by the council.

However, the value of outsourcing contracts signed by UK local authorities increased in the first half of 2016 i by 84% to £684.9m, with IT representing the largest proportion of outsourcing deals (61%). Overall, UK outsourcing contracts worth £3.91bn were signed in the first quarter of 2016, despite a dip in the value of overall public sector spend of £1.6bn. This represents a 19% year-on-year rise.

There has also been a growth in children's social care trusts. Birmingham and Sandwell are establishing a

wholly owned company for children’s social care, prompted and encouraged by the Government. This is preferable to a private trust, but UNISON has advocated the secondment of staff, rather than TUPE.

Sandwell has conducted a ballot rejecting TUPE transfer to the new company. Sunderland has launched its children’s social care trust. The London boroughs of Kingston and Richmond moved their children’s services to a community interest company – social enterprise - back in 2014. This company is called ‘Achieving for Children’. It has its own commercial consultancy offering struggling councils its services. It is worth noting that these trusts are expensive to setup, with Doncaster’s costing £2.9m and Slough’s £3.3m. At the time of writing they are still both judged as inadequate by OFSTED. Doncaster and Slough’s trusts are not wholly owned council companies, but separate private companies limited by guarantee.

Five councils have agreed new outsourcing procurement deals. Hart District Council, Havant Borough Council, Mendip District Council, South Oxfordshire and the Vale of White Horse District Council will work together to collectively purchase a range of corporate and facilities management services. Capita has been awarded a contract to deliver HR, IT and finance services to these councils. Vinci was awarded the contract to provide facilities management and property services. This agreement is considered to be the first of its kind in the UK. We are very concerned that services will be co-located to reduce costs and mean members forced to relocate or worse.

In Scotland, Scottish Borders councils awarded a thirteen year £92.5m contract for digital services to CGI. Glasgow City Council - along with Edinburgh - is also handing over the IT services to the same company.

In Wales, it is a better picture, though there is a lot of work being done by some outsourcers to persuade Welsh local government to promote co-ops and mutuals. We will continue to fight ‘spinning-out’ to these delivery models as they are private companies and the assets and staff will be lost to the council. The erosion of members’ terms and conditions is usually the first item on the agenda, alongside creating a two-tier workforce. However, UNISON at Pembrokeshire County Council successfully campaigned to stop the council privatising its leisure services to a charitable trust. We are currently working on the outsourcing picture across local government in Northern Ireland.

Finally, we launched a website to bring together people from the co-op movement who are concerned

about ‘spin-outs’ of public services to co-ops, mutuals and social enterprises, called the Aizlewood website. An added bonus is that it has an online knowledge library where the most up-to-date information on alternative delivery models can be found. To access follow www.aizlewood.org/login. Contact p.bell@unison.co.uk for the password.

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2.4 Recruitment and Organisation

There were around 606 thousand members in the Local Government Service Group across the UK in February 2017.

UNISON recruited 63,172 new members in the Local Government Service Group in 2016 – an increase on the previous year. But as in recent years, the Government’s devastating cuts in local government funding have hit our membership, and last year we lost 89,613 members.

While the leavers figure is disappointing, our membership has been kept above 600,000 by the dedication of local government branches and Regions. The 10% recruitment rate is a significant achievement, and it is a tribute to your work recruiting organising, training, representing and negotiating on behalf of workers in local government, schools and the private sector.

Of the Local Government members who joined in 2016, 36% are schools members, and 20% work in the private sector. Of the members who left the union in 2016, 33% were from schools and 13% were private sector members.

At the time of writing, UNISON had just under 9,000 stewards in the Local Government Service Group, a 7% drop compared to 12 months earlier. We had 2,330 health and safety reps , a drop of 10%, and 4,950 workplace contacts, a drop of 13%. 42% of our health and safety reps, 54% of stewards, and 80% of workplace contacts are women. The role of the workplace contact is clearly crucial as a first step in trade union activism for women members, and the Service Group Executive has for some time produced materials which support members in becoming contacts.

The SGE’s Recruitment and Organising Working Group met regularly in 2016. It received reports on work across the union, including the new member organising tool and activist education. The Working Group held extensive discussions about ensuring we use the Save Our Local Services (SOS) campaign as an organising tool, bringing in new members and getting members mobilised and active in our campaigning against the cuts. In early 2017 the Working Group began a process of regularly surveying branches, Regions and Self-Organised

Groups for their views on the recruitment and organising support we provide – what works, what doesn't, what else the Service Group should be doing. This process is being led by SGE members, who will be consulting members and activists in their Regions and sectors.

Attacks on facility time continue to be a huge threat to Local Government branches' ability to organise. The SGE continues to receive reports of local authorities cutting overall facility time and, in particular, reducing the number of full-time secondments for branch officials. In addition, very few authorities will allow branches any flexibility to conduct trade union duties in associated employers, such as private contractors providing council services.

The SGE has continued to promote the union's facility time guidance and model agreement, and in England we have also worked with the Labour Group of the Local Government Association (LGA) to promote the value and benefits of facility time among Labour councillors. We also have plans to work with LGA Labour to highlight the issue of facility time as the new requirements within the Trade Union Act become clearer and are implemented.

In Cymru/Wales, both the Wales Government and the Welsh Local Government Association through the Joint Council for Wales have overtly expressed support for facility time and the benefit that it contributes to public sector organisations.

In March 2017 the Westminster Government tabled regulations on the facility time and DOCAS (check-off) elements of the Trade Union Act. On facility time, employers will have to provide figures on total spending as a proportion of budget/payroll. The reporting requirement would start in the 2017/18 financial year, and public bodies must post the figures on their website by 31 July 2018.

On DOCAS, the one year transition period was triggered in March, and fees (paid by trade unions to their employers in return for use of DOCAS) will need to be in place by 10 March 2018.

UNISON was in discussions with sector employer bodies, and producing guidance on the facility time and DOCAS regulations, at the time of writing.

The SGE has continued to monitor and raise the issue of the resources available to branches whose facility time has been cut. In line with the motion carried at Local Government Conference 2016, the SGE wrote to the NEC urging it to note the Conference motion and speed up the implementation of the provision of support measures to branches by remedying current resource streams. The SGE also offered our support for and input into that work.

The NEC has updated the SGE on the progress of

the work on how best to address the various resourcing issues at branches. At the time of writing the NEC was working with around 200 branches identified as having immediate financial difficulties, to provide additional financial support through their budgeting exercise and work plans, which hopefully will have identified facility time amongst all the other issues and gaps in resources. Financial support payments for these branches were imminent, and engagement between branches, Regions and the centre had been very positive. The plan is to repeat the process for branches which may be approaching the same situation in due course but were not immediate priorities.

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2.5 Equalities

The Local Government Service Group continues to work with the Self Organised Groups and National Young Members Forum to gather information on the impact and extent of cuts to jobs, pay and conditions in local government in order to publicise and monitor the impact cuts are having on protected groups.

As part of this work, the Service Group has continued to assist branches in using equality legislation and principles to challenge cuts to jobs, pay, terms and conditions, and proposals to change how services are delivered. We continue to advise them that employers should carry out Equality Impact Assessments (EIAs) to demonstrate that they have shown "due regard" under the General Equality Duty and to assist them in doing so.

We also remind branches that NJC guidance advises authorities to have regard to equality standards and use the Equality Framework for Local Government (England) and the Equality Improvement Framework (Wales), both of which promote EIAs. It is the experience of the Service Group that most authorities are conducting EIAs on changes to terms and conditions of employment, thanks to the efforts of the Local Government team, branches and Regions.

In August 2016 we launched our research report on Black workers' employment, pay and working hours in upper tier councils and community schools, carried out jointly with Labour Research. It highlights that there is a long way to go before councils and community schools can comply with the Public Sector Equality Duties and throws light on some councils which have a long way to go to comply with race equality legislation. The research report was sent to MP's, councillors, the LGA and other relevant organisations and the Service Group gave a detailed presentation on the research findings to members of the National Black Members Committee meeting in November 2016. We are working with the Black Members Committee to develop an action plan for

branches in the poorly performing councils and to deal with race discrimination across local government.

The Local Government and Self Organised Groups Liaison group continues to meet twice a year, so that the Service Group Executive and Self-Organised Groups can discuss developments relating to equalities in local government, and practical measures to improve the way we represent, organise and campaign on equality issues.

3. Local Government Pension Scheme (LGPS)

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England and Wales

By April 2017 all funds in England and Wales will have published their valuation results (LGPS Scotland's valuation is a year later). The Valuations set how much employers pay. UNISON worked hard to promote less pessimistic assumptions on the costs. The picture is mixed but we expect in many cases the funding position to improve and deficits to go down. At the same time the Valuation of the LGPS is being completed to determine whether future pension costs have increased and whether this could change future member benefits or contribution rates. It is possible that member benefits earned in the future contributions may need to change as there are cost pressures mainly caused by underuse of the 50:50 option.

Employers have continued to try to get around LGPS regulations, to exclude new starters from the LGPS. UNISON has pressed hard for regulations bringing in the right for transferred staff to remain in the LGPS as soon as possible and discussions continue.

UNISON has pushed for fair treatment of staff made redundant over age 55 who are entitled to pensions, after the introduction of the £95,000 cap on severance payments. At the time of writing we await a government consultation. We also secured the go ahead to restart the review of ill health retirement to remove the lowest tier. UNISON will be involved in a working group looking at this issue.

UNISON has been looking at the impact on those who were denied an unmarried partners pension where a nomination form was not completed prior to the member's death in the light of the Brewster judgement. We are also working to review the way actuarial factors are calculated and changed, as they operate unfairly especially for those who work after their normal retirement date.

New governance structures for the LGPS began to function last year, although local engagement with union members' representatives varied significantly between LGPS funds and UNISON has had to challenge attempts to exclude us.

UNISON led a major campaign to oppose parts of the government's new investment regulations, as they did not make it clear that investments must be made in the best interests of members. Despite opposition by over 23,000 respondents, the government gave itself

unprecedented powers to intervene in the investment process, by demanding that investments must not breach UK foreign or defence policy. UNISON organised two debates in parliament one through a petition that got over 100,000 signatures, the other through the Labour front bench. Despite this the legislation was put into law, but has been subject to legal challenge.

Reorganisation of LGPS funds continued with the setting up 8 Common Investment Vehicles, which form asset pools in England and Wales. These new structures should ensure more efficient investment costs. However we have concerns over their transparency and governance so have been campaigning for union seats on the governance structures, in the face of resistance from some employers.

We continued to support UNISON representatives on the fund boards and the UK Scheme Advisory Boards (SAB). The SABs have begun to adopt a code of cost transparency and to ensure that costs of investing are made transparent in the coming years. This is a major campaigning breakthrough for UNISON, as hidden costs in the investment process eat into the investment returns that are used to pay LGPS pensions.

The England and Wales SAB began a project looking at the impact on funds of increasing numbers of school academies, working with relevant government departments.

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Scotland

Membership of the separate Scottish Local Government Pension Scheme has grown to 217,644 contributors; with more 'hard to reach' groups joining, in part due to auto-enrolment. The eleven funds manage more than £35bn in assets and returns had been strong until the recent volatility. The recent valuation confirmed that the assumptions made when negotiating the 2015 scheme have proved largely accurate. The Scottish Government has agreed to relax the investments regulations to allow greater investment in infrastructure and UNISON Scotland has been campaigning to divest investments from fossil fuels. New guidance has been agreed by the Scheme Advisory Board on the interpretation of fiduciary duty.

The Scheme Advisory Board is undertaking a

structure review of funds in Scotland. It is considering reforms ranging from greater cooperation between funds to pooling and merger. UNISON Scotland holds an annual pensions conference and organises a network of pension board representatives, which in Scotland all come from the trade unions. There is a regular newsletter and a dedicated pensions website www.pensionsscotland.org .

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Northern Ireland

In compliance with legislation reviewing and amending public sector pension schemes, NILGOSC has now established a new SAB Board which UNISON has a seat on. Training for union reps on pension governance bodies is being provided by ICTU. We are currently seeking revision of the scheme to take account of the Brewster Judgement which provides pension entitlements for the partners of scheme members.

4. Education and Children's Services

The fallout from the EU referendum and national elections in 2016 led to significant education policy changes by government across the UK. Sadly these changes did not address the main problem: inadequate funding, which led to cuts across the UK.

The NUT and ATL voted to merge to become the National Education Union. The new union intends to recruit education support staff. The three NJC support staff unions called on the TUC to extend to the new union the current agreement that states that ATL should not 'openly recruit' support staff. We have developed professional training courses, strengthened our websites and produced new recruitment materials to demonstrate why support staff should join UNISON. Relevant committees will continue to review the potential impact and further actions necessary.

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Cymru/ Wales

The new Wales Labour led government appointed a Liberal democrat to the post of Education secretary. A list of nine government priorities included a pledge to limit infant class sizes to 25.

The second year of UNISON's professional registration recruitment and organising project began. The project, supported by the fighting fund, covers 18 local government branches across Wales. Building on the recruitment success of year one, the focus has been to support the creation of branch based schools networks, aided through the delivery of a bespoke organising steward for schools course. To ensure continued access to schools, Local Fighting Fund Organisers delivered hundreds of Education Workforce Council code of conduct workshops to registered staff groups during the school day.

The Wales professional learning offer for support staff continued to be well received with over 350 UNISON members attending courses. As part of the wider schools work plan, guidance on the deployment of schools support staff specific to the Welsh policy agenda was being developed and will be launched by the summer 2017.

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England

The re-structured post EU-exit government abandoned a range of previous policies. In the autumn of 2016 the Government backed down from proposals to force all schools to become academies,

following a campaign by unions and others. Instead the government stated it would focus on converting failing schools and building system capacity. It also issued a consultation on grammar schools and selection in academies. UNISON responded to the consultation highlighting overwhelming evidence against the policy.

The government u-turn on academies meant that in line with other school unions, the NJC and schools committee agreed to hold off from proceeding with joint union industrial action on this issue. Work was done on identifying potential grounds for a potential dispute around pay and conditions and this remains a live issue with proposed changes to funding arrangements.

UNISON responded strongly to two consultations on a new national funding formula (NFF). The NFF would re-distribute funds between schools, but not add new money. As basic school funding has been frozen and additional costs such as increased national insurance contributions, pensions and the new apprentice levy would add additional costs; even schools that would gain under the new formula would lose overall (the National Audit Office estimated an 8% real terms per pupil cut). This caused a huge outcry, even from many Tory MPs. At the time of writing the second consultation had just closed. UNISON campaigned for an across the board funding increase to offset proposed losses. We set up a school cuts section on our website <https://www.unison.org.uk/our-campaigns/protect-our-childrens-education/> and produced briefings and campaign materials for members and the general public. A joint union cuts website was launched in January: www.schoolcuts.org.uk, with further joint work planned.

School support staff in Derby and Durham took a series of strikes over their councils' decisions to slash their pay as part of moves to term time contracts. At the time of writing an offer had been accepted by members in Derby and negotiations were taking place in Durham. The campaigns and strikes showed great solidarity and some very innovative campaigning, which forced the employers onto the back foot.

Academies and multi academy trusts (MATs) have increasingly proposed shared service models and outsourcing for finance, administration and facilities. These have led to job cuts, taken resources and budgets away from schools, and undermined school leaders' ability to run schools. We are campaigning to

defend jobs and services and have shined the political spotlight on a number of errant MATs. For instance we referred Bright Tribe to the National Audit Office for financial irregularities. This received coverage in The Observer and on Channel 4.

Northern Ireland

The new government elected in the summer of 2016 saw the DUP take both Education ministerial positions. The government proposed to give more money directly to schools, so principals would have more control over their budget. The government also favoured the wider return of an 11+ type model. However the education budget was cut once again for 2016 leaving a funding shortfall of £50m and the government searching for cuts to services, such as merging administrative functions into a new Education Authority. UNISON met with the Minister for Education and emphasised the importance of championing education and securing sufficient resources.

After a constitutional crisis further elections were held in Northern Ireland in the Spring. A group of education unions produced a manifesto for Education aimed at ensuring that politicians committee to a series of pledges including a properly funded education service, action on class sizes special education needs and retaining staff.

UNISON demanded, through the regional bargaining structure, that all four directorates in the new education authority fully complied with the statutory duty to promote equality of opportunity. A new Special Educational Needs and Disability Act (NI) was passed in 2016.

Scotland

The new minority SNP government announced that education would be ‘front and centre’ of their new administration. Their Manifesto proposed to reduce the role of local authorities in education, creating new educational regions to provide management and support, and give more money directly to schools. UNISON and other organisations expressed concern at increasing centralisation and erosion of democratic accountability.

Council budget cuts (£300 million in education over the last five years) continue to have an impact. In January UNISON released the results of the largest survey of school support staff in Scotland. This noted that whilst there were 6,707 more pupils than in 2010 there were 1,841 fewer support staff and 1,389 fewer teachers. Staff reported heavier workloads, jobs cuts, lack of educational supplies and dirtier schools. In the survey 54 per cent of support staff said budgets have been cut, 40 per cent carry out unpaid work, 60

per cent said morale was low and 80 per cent said workloads are heavier. Members reported stress from the lack of training and support for providing services such as administering medicines or caring for pupils with challenging behaviour. The report received considerable media coverage.

Early Years (UK)

In England the government published a consultation on funding reform for the free entitlement for 3&4 year olds. Although funding should increase, there are concerns as new regulations will bar LAs from funding maintained nurseries at a higher rate than private nurseries, which could threaten some nurseries’ viability. We have worked with NAHT and other unions to oppose this.

UNISON was part of a successful campaign to remove the requirement that newly qualified level 3 staff must have Grade C or above GCSE English and Maths. This was only introduced two years ago and had created a recruitment crisis in many early years settings. We also responded to a government against ‘disqualification by association’ for early years staff; backing the option to discontinue the regulation for non-domestic settings, in line with our long running campaign.

The government revised funding rates for early implementers of the extended free entitlement to childcare, following protests from providers and unions, as the funding rate was inadequate. UNISON also opposed calls from some head teachers to change the rules that prevent nursery schools from becoming academies.

In Scotland UNISON expressed concerns about the new undergraduate route to childcare qualifications and their role in EY settings, and the proposed role for the second graduate in nurseries and their salary/ hours. The Scottish Government also published a consultation on early years funding reform that would lead to funding following the child, which could impact on maintained provision.

UNISON Scotland received funding from the GPF to commission independent research into the contribution of UNISON early years members in providing high quality childcare and development. Funded hours in Scotland will increase to 1140 per child by 2020 and UNISON Scotland has been working hard to convince policy makers that our members are essential to the provision of a high quality service funded by general taxation and free at the point of use.

FE and Skills (UK)

UK governments continued to chop and change FE and skills policy. Some additional funding was made available, although nowhere near enough to amend for previous cuts.

The Westminster government announced a new industrial strategy for England including establishing “Institutes of Technology” and creating a vocational alternative to universities, linked into regional devolution. The government also introduced a bill to ‘streamline technical education to ensure clear routes into skilled employment’. This would mean the Institute for Apprenticeships would cover technical education; there would be a new insolvency regime and a measure to require colleges and local authorities to share information. UNISON held discussions with the minister responsible and with the Labour opposition.

All area reviews were due to be completed by the end of March 2017. The DfE finally produced guidance on: implementation; due diligence; restructuring grants; and academy conversion for sixth form colleges. UNISON aimed to provide guidance on the implementation plans when they are published. A significant number of college mergers have taken place.

UNISON Scotland achieved an improved pay settlement following a well run campaign and strike action. They also submitted evidence to the Scottish Government’s ‘Call for Evidence on Enterprise and Skills Services’. Key points in our analysis included: concerns around inclusion; structural disadvantages, coherent governance and leadership; and problems unions be able to influence priorities. The government’s initial response proposed a new Scotland wide board to co-ordinate the main agencies covering HE and FE.

Despite proposed small increase in FE funding in Wales the employers stuck to a 1% pay offer, with a commitment to the living wage. As with schools members are now covered by professional registration and first references are beginning to be received.

Northern Ireland FE members continued to face threats of privatisation which branches have been resisting. Direct employees remain on NJC pay terms and conditions and the employers confirmed that they accepted the NJC pay spine as binding on support staff. A review of the first aid allowance was begun.

5. Sector Committee Reports

5.1 Service Group Pay Consultation Procedures

Newly-revised Pay Consultation Procedures for the Local Government Service Group were published in November 2016, having been agreed by the Service Group Executive (SGE).

Emergency Composite A carried at Local Government Conference 2016 instructed the SGE “to amend the Service Group pay consultation procedures to clarify that pay offers rejected by members in a consultation exercise may not be accepted without either further consultation, a delegate meeting of all branches with members covered by the relevant offer, or a decision of this Conference.”

The SGE duly amended the Pay Consultation Procedures as required, with the insertion of a new clause, 7. k.

While revising the procedures, the SGE also made a few other amendments to tidy up and update the document. These changes:

- Make the document clearer that it applies to all sectors within the Service Group
- Explain that the document was revised by agreement of the 2015 Special Local Government Conference and the 2016 Local Government Conference
- Improve the wording around use of UNISON’s membership data
- Reinforce the need to operate within UNISON’s devolution protocol
- Correct a small number of typographical errors.

All sectors, Regions and branches are asked to ensure that the Service Group’s pay consultation procedures are adhered to in full.

The newly-revised Pay Consultation Procedures were circulated to all branches in November 2016. Copies can be obtained from your Regional Head of Local Government, or by emailing localgovernment@unison.co.uk.

5.2 NJC Committee

In August, the NJC Committee consulted members on an additional pay claim for 2017-2018, proposing a flat rate increase of £1 an hour. The consultation arose from Emergency Composite A, carried at 2016 Local Government Conference. GMB and Unite did not support the submission of an additional claim. The Local Government Association said it would not consider a claim received from one NJC union only.

The NJC Committee considered the consultation results in October. 73% of respondents supported the NJC Committee’s proposal for the claim and 26% rejected it – a much higher proportion than in previous years.

The UNISON claim was submitted immediately to the Local Government Association. The following day the LGA rejected the claim on the basis that “The Employers are very clearly of the view that the NJC reached, in good faith, an agreement on pay on 16 May 2016 that covers the period to 31 March 2018” In light of this, it was agreed to focus our energies on campaigning for a positive outcome from the review of the NJC pay spine and a decent pay offer in 2018.

As part of the 2016-18 pay settlement, the NJC had agreed to conduct reviews of the NJC pay spine and term time working. During the summer and autumn, work began on drawing up terms of reference and collecting accurate workforce and pay data to inform both reviews.

The first meeting of the NJC Pay Spine Working Group was held in January. UNISON’s NJC Executive members and an NJC Committee low paid member represent UNISON on the working group. The working group agreed, on a without prejudice basis, to proceed according to three principles:

- A revised pay spine should look similar to the existing one: i.e. individual pay points linked to a specific salary figure
- The differentials between each of the pay points should be consistent
- A revised pay spine should be extended beyond the existing maximum pay point 49

At the time of writing, the pay data to be used to model alternatives has been finalised and jointly agreed with the LGA. This will be the first time that accurate pay data has been available for many years,

as a result of UNISON's painstaking analysis of data provided in response to our Freedom of Information request. Negotiations on a revised pay spine are about to begin.

The NJC Committee also agreed to make our pay aspirations clear to the LGA while the negotiations on the pay spine take place and to lodge the 2018 claim in June. This has been agreed with GMB and Unite.

The NJC Term Time Working Group has surveyed authorities on their term time working practices and at the time of writing is meeting to consider the results.

During the year, the NJC Job Evaluation Technical Working Group has continued to meet. It has produced a new Technical Note on Role Profiles and developed new NJC job profiles. These new profiles complete the suite of social care job profiles to include para-professional and support roles and add training and health improvement roles to public health profiles.

The Service Group updated the 2005 Trade Union Side guide to local government grading and pay to reflect developments in local government, equality law and key learning points. The 2005 edition of the NJC Green Book was also updated to reflect statutory changes and new equalities legislation.

5.3 Scottish Joint Council

SJC PAY 2017/18

At the time of writing we are balloting our members in a consultative ballot on acceptance or rejection of the employers' final offer on pay. The Scottish Local Government Committee are recommending that the offer be REJECTED. The offer is;

- £350 flat rate for those earning up to £35,000 (based on a 37 hour working week)
- 1% for those earning over £35,000
- All councils will commit to using the Scottish Local Government Living Wage as the minimum pay level for all pay and allowances including additional hours worked, contractual overtime and other allowances/premia and it will be pensionable
- Commitment to participate in a joint working group with the trade unions to seek to develop a future pay strategy acceptable to both sides
- The offer covers the period 1 April 2017 – 31 March 2018

This is the first national consultative ballot being undertaken since the new trade union laws came into being. It is being run as a digital exercise to try and ensure the 50% participation threshold is met, in order to allow us the opportunity to move to a full

industrial action ballot if necessary.

Job Evaluation

The SJC has now agreed the 3rd edition of the SJC Job Evaluation Scheme, which is effective from 1 April 2016. This edition is accompanied by agreed transitional guidance and discussions and negotiations are ongoing in all local authorities to move towards implementation on an agreed basis. Training for analysts and panel members is now taking place across all local authorities and at SJC level consideration is being given to developing an online training programme.

HR Strategic Forum

The Forum continues to meet three times per year to discuss strategic issues not necessarily covered by the Scottish Joint Council and it is where we can explore joint working on issues of mutual concern. Areas covered include integration of adult health and social care, the Trade Union Act, Fair Work Convention and employee wellbeing.

5.4 Chief Officers & Senior Managers Committee

Pay and conditions

In 2016, UNISON members voted to accept a two year pay offer, giving Chief Officers covered by the Joint Negotiating Committee (JNC) a 1% increase each year. This agreement runs until 31 March 2018.

As part of the settlement, the Employers' Side also pledged to work with the trade unions on joint guidance on workloads and stress. The unions have made a detailed submission on this issue, and we hope to agree joint guidance soon.

The unions also worked with the employers on revisions to the JNC handbook, to reflect changes made to the way the most senior officers are disciplined. At the time of writing, the changes were still being negotiated.

Recruitment and organising

The Local Government Service Group Executive recognises that chief officers and senior managers are an important potential growth area for UNISON, and we have been active in this group over the last year. A recruitment email was sent to chief officers across England and Wales, along with a recruitment video featuring a retired member talking about the benefits of UNISON membership for senior officials.

We also launched our latest survey of chief officers, asking them about their pay, grading and training, and a report on the findings is expected imminently.

The Chief Officers and Senior Managers Committee also submitted a paper to the Organising Membership Sub Committee, which reports to the NEC's Development and Organisation Committee. It is hoped that we can work with the NEC on ways to modernise our approaches to organising this group, while ensuring the representation that members often need is available.

Black Members' Conference

In early 2017, we held a workshop at Black Members' Conference on the lack of Black workers in senior roles. It was extremely well attended, and there was clear agreement that UNISON should engage in this area, campaigning and negotiating for equality while exploring what help we can give with members' development.

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5.5 Youth & Community Workers Committee

Pay, conditions and the Joint Negotiating Committee (JNC)

In 2016 the Youth and Community Workers Joint Negotiating Committee (JNC) for England and Wales agreed a two year pay settlement, taking us up to 31 August 2018. The deal is worth 1% a year for two years for most workers, though there were higher increases for those at the bottom end.

The pay settlement also contained a commitment by the Employers' Side to work with the Trade Union Side on joint guidance for local authorities on work-life balance – ensuring that councils and other employers recognise the nature of youth work, with lots of irregular, out of hours and residential shifts required. This guidance was agreed and circulated in January, and branches are urged to ensure employers follow it.

While the Employers are still determined to wind up the JNC, they have – at the unions' urging – accepted that serious thought needs to be given to what would happen to the joint professional qualifications framework which the JNC provides. At the time of writing, the Employers' Side were surveying employers for their thoughts on this issue, and no firm proposals to get rid of the JNC have been made in the meantime.

Recruitment and organising

Recruitment materials designed for use among student youth workers, who only have to pay £10 a year to join, have been produced, and it is important we recruit and organise more among student youth workers.

Cuts and service delivery

In summer 2016, UNISON published A Future at risk: Cuts in youth services, which used Freedom of Information data and a survey of members to highlight the extent of cuts in youth services, and their impact on young people and communities. The report revealed that since 2010, £387m had been cut from the UK's youth services, while since 2012, 600 youth centres had been closed and 3600 youth work jobs lost. The report attracted widespread interest and a lot of media coverage.

Cymru/Wales

In 2016, the Welsh Government proposed that youth workers and youth support workers should be covered by the Education Workforce Council. UNISON supported the move in principle, as we felt that it offered opportunities for professional recognition and development, but we made clear that it had to be implemented in a fair way, with fees met by employers. If not, we argued that fees should be subsidised by government and differentiated, so that the lower paid and part time workers paid less.

We also produced a Wales-specific factsheet based on A Future at risk: Cuts in youth services, highlighting the cuts to youth services in Wales. This achieved considerable coverage.

UNISON continues to represent the trade unions on the Welsh Government's Ministers' Youth Work Reference Group.

UNISON brought all of this work together by co-organising a well-attended conference in November, which discussed the future of youth services, youth workers and the profession.

Northern Ireland

A big challenge in Northern Ireland in 2016 was completion of the transfer of the Youth Justice Agency to the Civil Service staff structure. This raised questions about pensions and UNISON membership. This continues to prove controversial as another union holds bargaining rights in this area.

UNISON has also organised briefing meetings for all members within Youth Justice Agency private contractors. We also have made challenges to these employers on staffing levels and health and safety issues.

Some youth services in Northern Ireland are provided by the voluntary sector. Following on from current changes in policy direction adapted by the Department of Education in 2013, UNISON has made robust challenges to the interpretation of this. We are currently locked into a challenge to the reassignment of public funding to the voluntary sector, and because

of our campaigning this decision has been stalled.

The absence of an agreed budget for education in Northern Ireland has meant that around 200 youth workers on temporary contracts have been given protective notice. These are seasonal posts both within the statutory and the voluntary sectors, where UNISON organises both groups of workers. At the time of writing, UNISON was pressing the Department of Education to provide budgets based on the previous years' estimates. This would have the effect of maintaining or rolling over the temporary contracts and keeping staff in employment.

5.6 Shadow Schools Committee

School funding

Across the UK funding has been cut in real terms. UNISON responded strongly to a proposed new national funding formula in England created a range of campaign materials (including new campaign webpages) for branches, members and the general public to use. A joint union campaign website on schools funding was launched in January 2017. www.schoolcuts.org.uk

Stars in our Schools

UNISON's Stars in our Schools celebration day continued to grow and 2016 saw the largest engagement yet. Feedback from branches was very positive, with the event being useful in terms of retaining existing members as well as recruiting new ones. In some areas, MPs and councillors also got involved in the day.

England

UNISON published professional standards for teaching assistants jointly with the NAHT and other organisations, after the Department for Education reneged on the decision to publish them as non-statutory guidance. A model learning agreement was also produced for branches to use with employers.

UNISON successfully campaigned alongside other unions, MP's, councillors and parents groups against the government's plan to force all schools to become academies. A range of campaigning and organising materials for branches were produced. UNISON also oversaw collective bargaining arrangements with over 30 of the largest national multi academy trusts.

UNISON produced a model pay claim for branches to submit in non NJC schools. The Living Wage campaign continued to grow with the largest multi academy trust (AET) and other employers agreeing to implement during the year.

Cymru Wales

The second year of the professional registration (EWC) recruitment and organising project saw our membership and activist base in schools continue to grow. In 2016, 41% of all new members joining Local Government branches in Wales came from schools. In some branches it was between 50 - 60%. The focussed work in schools gave a much needed boost to recruitment during a difficult time for Welsh Local Authorities. The Wales professional learning offer for support staff continued to be well received with over 350 UNISON members attending courses.

Scotland

In response to council budget cuts UNISON Scotland launched a report 'Hard lessons – a survey of Scotland's school support staff'. This showed that staff were struggling to maintain standards for pupils in Scotland. During the year UNISON Scotland organised a seminar for education support staff that looked at the governments schools policies, behaviour management and inclusion. Funding was received from the GPF to commission independent research into the contribution of UNISON early years members in providing high quality childcare and development. Funded hours in Scotland will increase to 1140 per child by 2020 and UNISON Scotland is working hard to convince policy makers that our members are essential to the provision of a high quality service funded by general taxation and free at the point of use.

Northern Ireland

With schools facing further budget cuts support staff have been the worst hit with employers giving some staff the choice of cutting hours or losing their job, with the result that key education services for children and young people have been cut back. Negotiators have also been challenging the overuse of temporary contracts in schools. UNISON is particularly concerned that the school meals service, which UNISON has retained in-house for 30 years, will be earmarked for cuts.

5.7 FE & 6th Form Colleges Committee

UNISON's National FE and sixth form committee met four times last year and held a seminar in Spring 2016. UNISON also hosted the joint union/employer annual FE staff governors training day in December 2016. Both events were successful and well attended. UNISON's 2017 FE seminar will take place at the end of April in Leicester.

Cymru/Wales

Following years of budget cuts and a standstill budget in 2016/17, the FE sector in Wales will see a small uplift for the 2017/18 financial year. Pressure remains on budgets due to inflation, however there has been recognition of the impact of the cuts following significant political lobbying by employers and unions. This has not yet led to a change of position over pay, with the employers sticking to an offer of 1% and a commitment to implement the Foundation Living Wage autumn uplift for directly employed staff. The employer's offer was accepted following consultation of members, a position shared by the FE Wales Joint Trade Unions. Following a successful Branch Seminar held in Wrexham, the Forum agreed a work programme which included exploring issues arising from the demarcation of duties between instructor/demonstrators and lectures.

FE support workers became registrants of the Education Workforce Council in April 2016 and UNISON is starting to deal with members who have had been referred. Information has been circulated to all members, and briefing sessions arranged where requested. Following a review of post 16 education, the Welsh Government is considering establishing a single funding body for FE and HE and UNISON will be seeking to influence the debate. 2017 will be another busy year for activists with increasing re-organisations and employers attempting to cut costs at every opportunity.

England

In response to the FE unions' pay claim the AoC made an offer of 1% or £250 (where greater) and 'suggested a joint working group' to develop models of good pay practice to address issues relating to casual employment. The AoC took the view that the Living Wage Foundation rate was a matter for local colleges. The AoC and unions published a Gender Pay Toolkit in November 2016. In a branch based consultation in October 2016 a majority of members voted to accept the pay offer. The other unions also accepted the offer and in November 2016 the AoC confirmed the recommendation to FE colleges. UNISON is currently working to ensure colleges have implemented the recommendation.

The 2017 pay claim is due to be submitted in March. UNISON is working to ensure that the Living Wage Foundation rate is part of the pay claim along with an uplift for all FE staff.

Area reviews continued throughout 2016. Colleges were divided in 'clusters' based on locality and reviews were carried out in five 'waves'. Reports from most of the first three waves were published over the

2016/17 winter. All Area Reviews will be concluded by the end of March 2017. Many colleges have announced mergers either as a result of the Area Review or were already in discussion with others.

Northern Ireland

FE members remain linked to the NJC pay spine, so the joint FE unions submitted a claim to bring pay into line with the 2 year agreement; bring allowances up to the levels paid in other parts of the education sector; and sought a commitment to follow through any conclusions of the review of term time working. The employers confirmed that they accept the NJC pay spine as binding on support staff and agreed to backdating. They also agreed to review the first aid allowance. FE members continued to oppose privatisation attempts.

Scotland

2016 was the second year of national collective bargaining for support staff in Scottish colleges. Whilst support staff pay was agreed in 2015, EIS rejected their offer and held one day of industrial action. A final settlement saw a re-grade for basic grade lecturers and additional pay elements. The employers refused to agree some of the additional pay elements for support staff, although £100 was subsequently paid for all FE staff covered by NJNC. UNISON's FE Sector Committee embarked on an award winning campaign (Gold Campaign at UNISON Scottish Council) to secure parity with the lecturers. This included two days of all out strike action in September 2016, lobbying of national and local politicians, petitions submitted to college leaders and a sustained press and media campaign. In December 2016 the strike was won, parity with lecturing staff was secured and an £850 flat rate increase for all over two years was achieved.

The 2017 pay claim was submitted in February along with a scheme for enhanced payments for working out with normal hours. An NJNC sub-group continues to negotiate annual leave entitlement and joint working groups with EIS will negotiate grievance and disciplinary policies.

UNISON participated in a 2016 Ministerial Task Force into the governance of FE colleges. A Government consultation is to be issued in Spring 2017 on union seats on FE college boards and further powers of direction for government ministers. A staff governance standard now forms part of the Code of Good Governance.

The Scottish FE Sector Committee (FESCOM) goes from strength to strength, with 300 more members and many new activists following the 2016 campaign. Meetings are well attended and organisation and

confidence strengthened, but facility time remains a concern.

Sixth Form Colleges

Support staff in sixth form colleges received a pay offer of 1% in 2016/7 along with the deletion of the bottom three points of the pay scale. This offer was accepted by UNISON members. Work commenced on a joint review of the pay spine and pay and grading arrangements in sixth form colleges. It is hoped the review will report in the summer of 2017.

In 2016 the government announced that sixth form colleges could convert to academy status following completion of area reviews. Early reports suggest that up to a third of colleges may convert. An agreement has been reached with the Sixth Form Colleges Association to protect the terms and conditions of staff and trade union recognition on transfer.

Sixth form colleges continued to suffer from cuts in their funding in 2016/7. UNISON is working with colleagues in the sector to campaign for fair funding for all colleges.

5.8 Care Quality Commission (CQC) Committee

Following difficult pay negotiations in the previous year, UNISON secured an apology from the CQC over their approach to negotiations and processes have been put in place that will improve how the CQC works with trade unions. This, along with new personnel within the CQC, has led to improved working relationships. This year's pay deal was negotiated in a much more professional and timely manner.

UNISON and the other trade unions at the CQC balloted members on the offer below and it was accepted by 85% of members across all the unions - and by 87% of UNISON members. The headlines of the pay deal were:

- 1% progression award – all staff below band maximum who were in post on 1 September 2016 move up to the next pay point
- New minimum rate of £8.25 an hour at the bottom of grade G with remaining pay points adjusted to maintain 1% intervals – (minimum pay point up by 3%)
- Non-consolidated 0.89% for those who do not get the 1% progression award because they are on the band maximum
- London allowance (which is added on to national pay points) uprated by 1%

- Operational car user and homeworking allowances uprated by 1%

Beyond the pay deal UNISON carried out a survey of the workforce to gauge the impact of the increasing amounts of demands being placed upon staff. It found that caseload levels for inspectors are unachievable and the continued rate unsustainable. It also revealed that there is a lack of support from senior managers, who in their opinion have failed to react to concerns over the excessive workload levels within the organisation from maintaining the pressure to achieve numbers. Furthermore, it recorded that there is increasing disappointment and frustration with support systems that do not support them to do their jobs effectively. UNISON shared the findings with management at the CQC and we are working together with them to try and find a way to reduce the demands being placed upon staff.

On a positive note, the number of active UNISON reps within the CQC has increased, particularly in Newcastle. This has helped to relieve the pressure somewhat upon longstanding activists. To this end UNISON carried out a successful training day for all trade union reps within the CQC in November.

5.9 Ofsted Committee

Early Years Inspection

Following the welcome announcement last year that early years inspection would be brought back 'in-house', we have been working closely with Ofsted on the transition of staff back on to Ofsted terms and conditions. The transfer is due to take place from 1 April 2017.

There is likely to be further re-organisation of the workforce in 2018 as the early years workforce moves from a national team to regional structures. UNISON is committed to supporting members through this process.

Social Care Inspection

Ofsted undertook consultations in 2016 on the future inspection arrangements for local authority, children's homes and independent fostering inspections. UNISON responded to these consultations calling on Ofsted to allow inspectors to be given the time and freedom to use their professional judgement to inspect fairly and consistently, focusing inspections on improving outcomes for service users.

Job evaluation and grading

Work continues on the implementation of job evaluation across Ofsted. UNISON continues to sit on the grading panel and support members through the JE process.

Pay

An offer within the 1% civil service pay envelope was made for 2016/7, giving consolidated flat rate increases of up to £594. The lowest paid staff received an increase of 1.85%. This offer was accepted by UNISON members.

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5.10 FSA / FSS Committee

The Sector Committee have been working very hard to fight privatisation and deregulation. Since last year, we have successfully campaigned to keep a disease-free meat product entering the European market. This is in part due to the funding we received from the GPF fund. We remain concerned about how the UK will abide by these regulations since the Government is negotiating our exit from the European Union (EU).

The Food Standards Agency (FSA) has started its deregulation conversations through 'Regulating Our Future', even though the FSA was set up in 2000 after Mad Cow Disease to control bad practices within the food industry and to "put the consumer first". The FSA Board is driving down regulation. While concessions have been won, the Board want to reduce their directly employed meat hygiene inspector workforce to 50% state/independent, and 50% profit-driven contractors. This is on top of cuts to local authority trading standards and environmental health officers.

Regulation on the cheap is not regulation, with the public put at greater risk. We believe the best way to achieve a disease-free product is by the FSA employing its own highly skilled people, working in partnership with environmental health and trading standards officers in local authorities.

UNISON has seen a deskilling of the existing contractor workforce and a scaling down of quality in the work they provide. There is no incentive to keep workers in the industry due to poor wages and conditions. Most contractors view the role as temporary until they can get something better and more rewarding. This has created a crisis in recruitment and retention. The quality of inspection – and those carrying it out on behalf of the consumer - is vital to produce a safe, wholesome and disease free meat product. To do that, the industry needs highly motivated, independent and qualified staff. This is what the FSA is dismantling.

As a result we are working in partnership with the

Nash family, who sadly lost their daughter Joanna to E.Coli 0157 after she ate meat at a fast food restaurant. Change.org got involved and nearly 43,000 people have signed the petition calling on the FSA to reconsider. The petition can be found at: <https://www.change.org/p/don-t-risk-lives-keep-meat-inspections-independent>.

In addition we launched our own purpose built website at: www.meatinspection.org. Members have access to an online document selection, as well as giving UNISON a dedicated website.

Finally, we lost most of our members in Scotland as the transfer to Food Standards Scotland (FSS) resulted in UNISON being derecognised, due to the bargaining arrangements with the Scottish Government. Some members retain their membership.

6. Occupational Groups

6.1 Libraries and Cultural Services

Libraries across the UK face drastic cuts. In Swindon, two thirds of libraries are to close by the end of August 2017. In Aberdeenshire, libraries may be moved into a non-profit trust. Meanwhile, one in ten libraries in Wales are being run solely by volunteers.

The number of FTE paid library staff fell by 964, between 2014/15 to 2015/16, with 67 libraries closing over the same period. Latest figures also show expenditure on library services in Great Britain fell by £25 million in the same period. Warnings are for a further 340 public libraries to close in the next five years. Meanwhile, since 2008, the number of volunteers has risen by nearly 30,000 UK wide, to over 44,500.

UNISON branches continue to fight to protect our libraries. In Torfaen, proposed cuts to library services and jobs were stopped and UNISON Neath Port Talbot branch has again campaigned effectively with the community to stave off a cuts package.

In June 2016, UNISON held a successful library seminar attended by over 60 UK delegates. Delegates developed a campaign strategy for saving our public library service and agreed a motion to be used at branch and regional level to encourage days of action and training workshops to boost campaigning. This was subsequently circulated to branches.

In June, UNISON submitted a response to the Government's consultation on the future of the public library service in England. We stressed the need for greater investment in our library service, for the role of paid and trained staff to be celebrated, rather than undermined by the increasing use of volunteers and for UNISON to be represented on the Libraries Taskforce.

In December, the Taskforce published its strategy for libraries in England, 'Libraries Deliver'. The report fails to acknowledge how its objectives will be achieved in the context of cuts to local government funding.

UNISON has continued its work as part of The Speak up for Libraries Coalition, lobbying Rob Wilson, Parliamentary Under Secretary of State at the DCMS, Kevin Brennan, Shadow Minister for DCMS and Lord Bird, crossbench peer and vocal supporter of public libraries.

UNISON is currently helping to organise another

Speak Up for Libraries Conference to be held in autumn 2017 and planning to increase the profile of our library campaign working in tandem with our Save Our Services campaign.

6.2 Social Care

UNISON has been campaigning against the Government's plans to substantially reform social work in England.

We have challenged a range of measures put forward in the Government's Children and Social Work Bill that would be very damaging for the whole of the social work profession. UNISON issued a number of joint statements with the other main social work representative bodies such as the British Association of Social Workers and the Social Work Action Network against controversial aspects of the Bill. UNISON also surveyed over 2,800 social workers about the Government's plans and found that they lacked support from the profession and were considered to be dangerous.

The union's campaigning work is putting the Government under pressure to make changes to the more controversial aspects of the Bill and they have decided that social workers should not be regulated directly by central government but by an independent organisation instead. While we did have success in the House of Lords, where peers threw out proposals to allow councils to exempt themselves from existing statutory duties towards children, the Government decided to controversially re-instate them, albeit with more safeguards attached. UNISON is continuing its opposition to these measures, which we fear will create a post code lottery for service provision and child protection and will ultimately help to create an environment in which it is easier to privatise children's social work services.

UNISON has been invited to sit on the advisory board for the creation of a new regulator for social workers in England. UNISON will be using this position to ensure that the views of our members are represented throughout the creation of the new body.

We have been consulting our members over plans to introduce a National Assessment and Accreditation System for children and family social workers in England. The plans will place additional and unnecessary burdens upon councils at a time when standing problems such as high caseload levels,

growing demand and a lack of resources which are preventing social workers doing their job to the best of their abilities, remain unaddressed.

A growing number of councils in England are being forced to outsource their children and family social work departments into independent trusts. Sandwell, Birmingham and Kirklees Councils have all recently come under pressure to make the change, which UNISON believes is an attempt by the Government to fragment the sector and prepare the ground for wholesale privatisation.

The second Social Work Watch Day (an initiative between UNISON and Community Care) took place on the 21st of September. The day gave a picture of the challenges and demands that are placed upon social work staff across the UK. Over 2,000 social work staff from across the UK completed the survey to take part in the day, which represented a marked increase in the number of people who took part in the first one. The report was released in March and draws welcome attention to the many challenges faced by social workers from across the UK.

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6.3 Residential Care

UNISON held a residential care seminar on the 10 November, comprised of residential care members in both children's and adults settings from across the UK. The result of holding the seminar was the creation of our new Residential Care Charter, which complements our existing Ethical Care Charter for homecare .

We hope that branches and Regions across the UK will be able to use the Charter to recruit and organise in residential care settings. It will also be used to draw attention to the problems faced in residential care settings and to campaign for better quality care. UNISON is planning to launch the Charter at a series of Parliamentary events across the UK.

Key elements of the Charter include:

- Employers will maintain staff: resident ratios which provide for quality care which extends beyond basic tasks and includes a social dimension
- Employers will provide care workers with adequate, safe equipment
- Care workers will be given time to provide regular activities and effective forms of therapy for residents
- All care workers – including bank and relief staff – will be regularly trained to meet the needs of all residents – as set out in their care plans
- Training will be provided at no cost to employees, in work time and with appropriate staffing back-fill

- Training will be face-to-face wherever possible. DVD and e-learning will only be used to complement high quality, face-to-face learning

Decent pay for quality work

- All residential care workers will be paid at least the Living Wage – at the Living Wage Foundation or Greater London Authority rates, up-rated each November
- Pay for sleep-ins must be at a level to ensure that the average hourly rate does not drop below the Living Wage
- Zero hours contracts will not be used
- Care workers will be given adequate breaks during their working day
- Care workers will be paid for proper handovers between shifts to ensure safety and continuity of care for residents
- Employers will recognise UNISON - negotiating pay and conditions with them and encouraging employees to join them
- UNISON representatives will be given adequate paid time for the required training

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6.4 Homecare

UNISON's campaign to improve standards for homecare workers and to promote the Ethical Care Charter via the Save Care Now campaign continued apace in 2016-17.

In September 2016, UNISON launched the largest collective claim to date for non-payment of the National Living Wage on behalf of 17 homecare workers in Haringey against their former employer Sevacare and the companies the workers were subsequently TUPE transferred to. We have seen evidence that shows that the homecare workers were being paid as little as £3.27 an hour. The case received significant media coverage across the BBC and beyond. The union is continuing to work on future cases in order to help end the endemic practice of non-compliance with the National Living Wage in the care sector.

UNISON has continued to campaign in Parliament to put pressure on the Government to deal with the non-payment of the National Living Wage in the care sector. We met twice with the Business Minister Margot James to make it clear that her Department must take action to end the practice. The Government is considering piloting a scheme whereby employers are forced to produce far more transparent pay slips so that care workers can more easily identify whether they have been paid properly.

The number of councils who have adopted the Charter has doubled in over a year to 25. New adoptees include Aberdeen, Leeds, Redcar and Cleveland, Sefton, Greenwich, Barking & Dagenham, Brighton & Hove, Croydon, Inverclyde, North Ayrshire, Nottinghamshire, Hammersmith and Fulham and West Dunbartonshire.

The North West region of UNISON is investing significant resources into a major project aimed at recruiting and organising social care workers. One aspect of the project will be to target the elected mayors in Greater Manchester and Merseyside and encourage them to adopt the Ethical Care Charter in their areas. Branches in the Region are investing significant amounts of money into recruiting fighting fund organisers. Staff from the UNISON Centre are also supporting the work.

UNISON supported the Alzheimer's Society to carry out a survey of homecare workers about the levels of training they receive to care for people with dementia. Their report, which came out in November, shone a light on the issue of poor training in the sector. We will be working with them in the coming months to try and improve access to dementia training for homecare workers.

UNISON also arranged for homecare members to give evidence to both the Taylor Review and the Business Select Committee's Future Rights at Work inquiry in February and March. We hope that it will highlight the appalling treatment of homecare workers throughout the UK and to strengthen the calls for the Government to take action to improve how they are treated.

6.5 Careers/Connexions Service

The Careers Forum meets three times a year. Last year's meetings focussed on cuts in funding, campaign strategy, recruitment and organising and political developments across the UK. The sector has continued to face job losses as funding tightens.

England

UNISON continued to campaign and lobby the Government on the vital role of the careers service and the professionals who work within it.

Throughout 2016 the Government kept declaring it was to announce a "careers strategy". In early 2017, the Minister for Careers finally made a statement, but this only identified five headlines but gave no detail.

Schools continued to complain that whilst they had been given responsibility for careers information advice and guidance, they had no funding to deliver it. In February 2016 the House of Lords passed an amendment to the Technical and Further Education

Bill that would require schools to hold careers events that included FE and apprenticeship providers, adding to their duties.

UNISON worked with the University of Derby to research the impact that the devolvement of the duty to the careers service in England to schools has had on the quality, type and access to careers provision for young people. The research sought information directly from secondary head teachers, but we encouraged Local Government branches, schools and careers contacts to ask their head teachers to participate in the study. Findings should be available in early summer 2017.

Some combined authorities have planned to fund careers services to close skills gaps and reduce workers not in education or employment, which should boost employment for careers professionals.

Scotland

Members accepted a two-year pay deal arising from the Skills Development Scotland (SDS) Strategic Pay Review. This deal will deliver an extra £1 million to staff and will see four new incremental points for Careers Advisers and three new incremental points for Personal Advisers. Careers Advisers will be broadly paid in line with teachers. This significant pay award was due to the hard work of reps and the high density of the UNISON SDS branch.

The branch has also been involved in a skills review of public sector organisations in Scotland. The branch seconded a full time steward to the review to ensure UNISON members' views were heard throughout the review.

Wales

Although the 2017 budget for Careers Wales was set at £18M, similar to last year, other funding reductions and additional costs will mean a shortfall of £2.7m. This could lead to further job losses of up to 60 posts. UNISON has launched a public and political campaign to ensure the future of the Careers service, to gain the employability work and to avoid the redundancies.

6.6 Craftworkers

The Local Government Association (LGA) is pressing for the dissolution of the Red Book and the integration of craft workers into the NJC. It is longstanding UNISON policy for craft workers to be covered by the NJC negotiating body. UNISON is not recognised by the Craft JNC, despite having a significant number of members.

This year is the second year of a two-year pay deal for craft workers.

UNISON continues to monitor pay and grading reviews in England and Wales and these show that craft workers are increasingly being harmonised onto NJC terms and conditions. An increasing use of craft apprenticeships, particularly in vehicle maintenance, is also evident.

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6.7 Fire and Rescue

The Fire and Rescue Forum has continued its work to highlight the key issues that our members working in fire and rescue services face. The Forum continues to work on developing networks to support regional recruitment, organising and campaigning work with fire and rescue members by promoting UNISON's existing recruitment and organising materials and building contacts locally.

Lobbying

In the past year, the Government has pressed ahead with reforms to the governance of fire and rescue services in England as outlined in the Policing and Crime Bill, which passed through both Houses of Parliament and became law in January 2017.

The Policing and Crime Act allows the Government to abolish a fire and rescue authority in order for a Police and Crime Commissioner (PCC) to take responsibility for local fire and services. PCCs will also be able to create a single employer and merge fire and rescue support roles. This clearly puts a number of fire and rescue support staff and UNISON members at risk of redundancy.

Working in collaboration with the Police and Justice Service Group and the Fire Brigades Union (FBU) , the Forum spent 2016 lobbying against the provisions of the Bill. UNISON has:

- Worked with the Shadow Home Office team in the House of Commons and the Lords to oppose the plans to allow the creation of a single employer and table amendments to the Bill
- Met with the Minister for Policing and Fire to raise our concerns about the Bill
- Met with the new Shadow Fire Minister in February 2017 to discuss how we can influence the implementation of the Act

The Forum is now monitoring the reaction of PCCs to the Act and developing guidance for branches and activists on ways to engage with potential changes.

Scotland

Over the past year UNISON has been involved in pay negotiations and job evaluation appeals within the Scottish Fire and Rescue Service. The pay award, which was in line with public sector pay policy, was

rejected by members but UNISON negotiated a significant improvement for low-paid workers on the Scottish Living Wage. Not only were members brought up to Scottish Living Wage levels, they were also awarded £400. This new offer was overwhelmingly accepted.

Although the job evaluation appeals process has concluded, UNISON members have sought additional information through Freedom of Information or Data Protection Act requests. This issue is still ongoing and an Independent Technical Advisor has been engaged.

7. Regional Service Group Reports

7.1 Eastern

Cuts continue

The cuts continue as a result of the ongoing strain on local authority budgets, and while we haven't seen whole scale closures this year, there has been a constant and gradual erosion of both services and jobs. Often the cuts affect those services used by the most vulnerable in society, people who are unable to speak out and least likely to influence the decision makers. The cuts frequently result, not in the complete closure of a service, but a narrowing of the criteria for support. Against this backdrop, a number of branches in the region participated in the Save our Services day – raising public awareness of the underfunding of local government and the consequent impact on services.

Pay and conditions

Low pay remains an issue, with, as we all know, recent pay awards doing nothing to improve the living standards of our members, despite an increased workload for many. However, the vast majority of members in our region, are not currently willing to consider taking any form of industrial action to try to change this situation, as many struggle to make ends meet and can't afford to consider even a temporary shortfall in income. Members who have been transferred from Health often find their pay is effectively frozen, as no local authorities in the region have awarded neither the health nor local government pay awards. This region has the second highest number of councils in the country who operate outside the NJC, ironically though the majority of these councils stick to the same paltry pay awards paid by their NJC council colleagues.

Privatisation

Privatisation and outsourcing continues but the overall pace has slowed down, with the increase in the National Minimum Wage making a number of services less attractive to private employers. However, we have an ever increasing number of new members who are employed by private companies, some large, some small organisations. Given this and the difficulties with representation - as no branch representatives are now able to utilise facility time to represent outside their own employer - a number of local government branches have joined forces with

branches from other service groups to look to establish a shared resource – either by setting up a resource centre, as we are doing in Bedford and Kings Lynn, merging to create new cross service group branches, as with UNISON Essex, or by employing staff to represent and organise in the fragmented workforce.

Work in schools

Schools recruitment and retention continues to be a concern, with the growth of Academies and multi academy trusts (MAT's), we have carried out a large piece of working mapping the footprint of the MAT's, establishing where the negotiating forums are held and working towards having a UNISON presence at all of them, ensuring robust communication with the members in those MAT's regardless of the challenges posed by geography.

Recruitment and organisation

Generally our recruitment rates are good, and we ended the year with a small increase, however, like most we face the ongoing challenge of losing members as fast as we recruit.

Apprenticeships

Another area where we have made considerable inroads is apprentices, we have a jointly agreed apprentices strategy with the regional employers, and we are viewed as a valued partner in achieving best use of the apprenticeship levy that has been introduced. We offer a number of free workshops that employers can access for their apprentices, and feedback has been very positive. Many branches welcome the apprentices into membership and link them into the life of the branch and the regional young members committee.

This year has seen a change in some of our SGE representatives and we want to thank them all for the work they have done and do on behalf of the region.

7.2 East Midlands

Cuts and redundancies

For 2016, shire district authorities were again split between those authorities with few or no compulsory redundancies and those authorities like Amber Valley and Broxtowe requiring more.

The shire county and unitary authorities again experienced the largest losses. In Leicester the council is facing the possible closure of 11 Children’s Centres, the shutting of libraries and community centres and severe cuts proposed in adult social care. In Lincolnshire the authority has seen the loss of the Careers Service, proposed reductions to heritage staff, scaling back of Economy and Environment staff and cuts to school support staff. In Northamptonshire the council has £58 million in budget cuts. In Children’s Services alone there are 130 redundancies, including 44 staff that support deaf and blind children. Council staffs across all departments have been asked if they want voluntary redundancy.

Pay and conditions - including Public Health

Terms and conditions of service remain the target for some authorities attempting to make cuts. In Leicester the council is proposing changes to employees’ terms and conditions of service, with a view to saving approximately £6 million. These changes include reductions to sick pay, redundancy pay, allowances, and pay protection. In Derby UNISON school support staff members have maintained a six-month long industrial action after the city council imposed changes to their contracts which have seen many lose up to 25% of their pay, averaging £300 to £400 a month.

Reduced allowances such as car mileage allowances and standby and call-out payments, employer refusals to pay agreed terms, combined with below inflation salary increases, are leaving staff feeling inadequately rewarded by employers in the face of cost of living increases and ever expanding workloads.

Privatisation and service delivery issues

The momentum of maintained schools converting to academies remains unchecked. However academies are finding that the cost of internal services is greater than anticipated and larger academy trusts are looking to centralise functions such as estates, HR, and finance.

The financial squeeze felt by shire county and unitary authorities is impacting on shire district authorities. As shire county and unitary authorities cut budgets for services, shire districts are finding themselves increasingly called upon to meet the shortfall in services.

Shared services and Teckal companies continue to be pursued by authorities as avenues for cutting costs. Environmental health and revenues and benefits have been the recent focus for shared services, whilst leisure centres, arts centres and crematoria have become objects for Teckal companies.

While some shire counties like Nottinghamshire have outsourced libraries and highways and now have country parks in scope, Northamptonshire is aiming to go far further. The aim of this council is to privatise everything except around 150 centrally employed staff. All services would become either a traded service, or a charity, or a Community Interest Company.

The example of Northamptonshire contrasts with the experiences of the shire district authorities of Bassetlaw and South Derbyshire where outsourced staffs have either transferred back or will transfer back to the authorities.

Recruitment and organising

The East Midlands has the second smallest public sector workforce of the 9 English regions. The public sector workforce makes up just 15.4% of total employment in the East Midlands. In 2016 this workforce experienced the fourth largest percentage reduction of the English regions. Against this backdrop, East Midlands’ local government membership has decreased by 4% over the previous year, despite the efforts of branches and staff alike.

Local government branches have faced challenges recruiting and organising. Activist redundancies and retirements, tightened restrictions and reductions to facility time, whilst increased requirements to respond to organisational reviews and higher volumes of member support as a consequence of cuts to terms and conditions have all impacted on branches’ time to organise and recruit. In spite of this almost a quarter of branches expanded.

Shire county and unitary authority branches have generally fared better than their smaller shire district counterparts. While some shire district branches are expanding, the largest percentage losses were experienced by shire district branches.

7.3 Greater London

Cuts and redundancies

We continue to have problems across many services provided within local government. Local campaigns are on-going by branches in various boroughs, which have included strike action in some cases.

Pay and conditions

UNISON is pursuing an ET case on behalf of privatised home care workers in Haringey, formerly working for Sevacare, who the union believes have not been receiving the National Minimum Wage (NMW). There are now 42 workers included in the case, where the employer has been paying workers

below the living wage of £7.20 per hour. Some workers, giving live-in care and working 168 consecutive hours living in someone's home, have an hourly rate of pay on their payslip of £3.27, significantly less than half the NMW rate. Most workers are on zero hours contracts and have been too scared to raise the problem for fear of losing their hours. Haringey council has severed links with the company because of concerns over the care they were delivering and have said that the company was paid sufficiently to pay the London Living Wage. The branch has used the claim as a recruitment opportunity. It is also campaigning to get Haringey to sign up to the Ethical Care Charter.

28 of the 32 boroughs now pay at least the London Living Wage to all directly employed staff, with a majority of these also including a requirement to pay it in contracts as they are tendered or re-tendered. The 14 boroughs accredited as LLW employers are Brent, Camden, Croydon, Ealing, Enfield, Greenwich, Hackney, Hammersmith and Fulham, Hounslow, Islington, Lambeth, Lewisham, Southwark and Tower Hamlets. Accredited employers pay all staff the LLW including those on outsourced contracts. The Greater London Authority, Transport for London, and the London Fire and Emergency Planning Authority also pay at least the London Living Wage to their directly employed staff and to some of their contracted out staff. Kensington & Chelsea and Havering are currently under review, but Bexley and Bromley have confirmed they will not be taking any action at this stage.

Islington, Southwark, Camden, Hammersmith & Fulham, Tower Hamlets, Barking & Dagenham, Greenwich and Croydon have now signed up to the Ethical Care Charter. Hackney is due to sign up in April and we are hopeful that Ealing, Hounslow and Merton will also be signing up soon. Hounslow will be the first borough in the country where the Ethical Care Charter has been jointly signed by local government and health.

We have heard positive reports of the cost, service and staffing benefits post signing from some of the private contractors. We continue to encourage branches to talk to those employers yet to consider signing, offering support and information to help them do so. We also encourage branches to organise amongst the workers benefitting, or likely to benefit, from this improvement in their pay and conditions.

Privatisation and service delivery issues

Barnet branch continued their campaign against outsourcing with further days of strike action in response to Barnet council's proposals to outsource education and skills, libraries, street scene and adult social care. Lambeth Library members took three

days of strike action over potential compulsory redundancies.

The LB of Wandsworth awarded their library services to Greenwich Leisure Ltd, whilst Croydon, Ealing and Harrow library services were awarded to John Laing (now Carillion) who already ran library services in Hounslow. There were ongoing difficulties with Carillion's approach, which has included transferring some services to a subsidiary company. The union has now established a quarterly joint consultation/ negotiating body across all of the contracts. Additionally there are local meetings as and when needed within the four separate library services. Recognition transferred from each of the four boroughs under TUPE and remains un-amended. It was hoped a memorandum of understanding would be agreed to complement the transferred recognition agreements and tie in members directly employed by Carillion, but the work on this has not yet been concluded.

Richmond and Wandsworth published their final proposals in relation to a shared staffing structure to cover both boroughs. This was significantly improved from earlier proposals. It is still the case that any changes to terms and conditions will not take place until 2017/18. Shared service provision continues to operate across a number of other boroughs including Kensington & Chelsea / Hammersmith & Fulham / Westminster, and Newham / Havering / Bexley. UNISON continues to engage with these enterprises to ensure members' interests are represented. We are also aware of some areas where the shared service has not been successful and boroughs are moving away from shared arrangements and returning to single-borough services.

The Region continues to organise across some of the larger pan-London companies delivering local government services, seeking recognition where we don't yet have it - on an incremental contract by contract basis. The companies being targeted for this work are NSL, Veolia, Carillion and Greenwich Leisure. We are also trying to organise in some of the companies delivering social care. Unfortunately progress here continues to be very slow because this area of work produces a range of obstacles including the transient nature of the workforce, due to share sales, TUPE transfers and zero hours contracts.

Recruitment and organising

Recruitment remained steady during 2016 but this has still resulted in a net loss of members in local government over the year. Recruitment in the first two months of 2017 is in line with 2016. Ongoing service cuts and redundancies means recruitment continues to be a very high priority. The branch assessment process continues to focus on recruitment and

retention, as well as steward organisation, development and training.

We are looking this year at how we might use specific campaigns to aid recruitment across branches, for example the National Funding Formula for schools and apprenticeships.

7.4 Northern

Cuts and redundancies

Local government continues to see significant funding cuts from central Government. The change to Business Rate Income will further reduce funding for the councils in the North East. Most North East councils are facing a massive gap between expenditure and income and this is especially so in social care provision. It is anticipated that Council Tax will increase, with many using the 3% social care precept to try and help bridge the funding gap. However there is recognition this will not raise sufficient money to bridge the gap.

There have still however been mass redundancies which are causing damage to services, reducing the scope of service provision, and weakening the social fabric of local communities and local economies. No posts are immune from risk of redundancy.

Within the Northern Region, campaigns have been mounted on areas such as libraries and work has been undertaken to promote income generation in councils to save services, stop outsourcing and promote alternative models of delivery.

Branches continue to use all the internal UNISON tools to help co-ordinate campaigns against these cuts by lobbying cabinet/council meetings, working with councillors, MP's and stakeholders to try and stop the redundancies, however compulsory redundancies are now becoming a common feature.

Pay and Conditions

As a consequence of the funding cuts, some councils have tried to attack terms and conditions. Although these have been resisted through campaigns, it is very challenging for local branches. The local branches share information to help branches resist such attacks.

Within the Northern Region the branches have ensured that there is no movement to move to local or regional pay. Branches have continued to campaign for the introduction of the Real Living Wage.

Further Education pay - as it is only a recommendation by the Association of College (AoC) there has still not been full implementation for all

colleges in the Northern Region. This pay claim is still being pursued, with some colleges awarding the 1% and one making a 3% award.

Service Delivery and Privatisation

Within the Region employers are, to varying degrees, looking at all forms of outsourcing. Branches continue to monitor any OJEU notices and meet with their respective employers regarding mounting challenges. Many branches have successfully negotiated a procurement agreement with their employers.

There does not however appear to be a consistent approach within our Region between councils as to how they can best review services under the current austerity measures, but most now have a trading company with a number now considering becoming an enabling council which is a worrying development.

Public Health continues to face many challenges and it continues to be a major concern regarding preventative health work continuing. Within the Northern Region work has continued to develop between local government and health branches.

Recruitment & Organisation

UNISON's Stars in our Schools day, on 25 November 2016, was a bigger and better success than in previous years. Virtually all of the branches within the Northern Region participated in the event this year with over 220 new members joining as a result of this initiative.

College staff are the frontline – helping people re-skill and retrain to get back in to work – yet a wave of job losses has swept through further education as colleges are pressured into ever fiercer competition for funding and students. Cuts have also meant reductions in sick pay and other terms and conditions. By abolishing the education maintenance allowance in England – a key tool for improving access to further education – Westminster is recreating elitist tertiary education where only those who can afford it get it.

Branches have actively participated with Regional recruitment campaigns. Specific recruitment initiatives in conjunction with the Branch Assessment process, have given branches an opportunity to develop targeting recruitment campaigns. These recruitment campaigns are being jointly co-ordinated by Branches and LO's/AO's/Ro's and Fighting Fund organisers are proving to be a useful tool to assist with recruitment.

There is an overall fall in LG membership despite more members than ever being recruited.

Finally, the work of the PSA (Public Services Alliance) and Area Forums continues to strengthen, allowing UNISON to work with other unions and community

groups to campaign to save our members' jobs and services to be retained within the public sector. This is especially true with work on challenging the cuts.

7.5 Northern Ireland

Introduction

UNISON's membership designates that local government in Northern Ireland is made up of schools, higher education, further education and youth services. At the time of writing, the over-riding issue affecting the whole of Northern Ireland is the absence of an agreed Executive, designated Ministers and the absence of an agreed budget for 2017-2018.

Budget cuts

The education budget was cut once again for 2016/17. The current funding shortfall is £50m. Cleaners, transport drivers, technicians and classroom assistants have been the hardest hit. In many cases the choice has been stark – cut hours or lose their job. Pupils, students and education workers alike have suffered. Key education services for our children have been cut back. With the emergence of the new Education Authority we are now particularly concerned that the school meals service, which UNISON has retained in-house for 30 years, is now earmarked for cuts.

The unacceptable cuts that have been made to our education services were a key message that we delivered as part of our 2016 and 2017 NI Assembly Election Manifesto.

Common Funding Formula

Unravelling education funding, and in particular school funding is always a challenge in NI. The Common Funding Scheme for the local management of schools is the means by which the education budget is distributed.

The debate at the Assembly on the new funding formula was the subject of attempts by certain politicians to sectarianise the agenda and we vigorously challenged these moves to attack objective need. It is clear that the funding formula will now not address the growing poverty of our children and this will be taken forward in the UNISON 2017 programme.

The Special Education and Disability (SEND) Bill became the Special Educational Needs and Disability Act (NI) 2016.

Service group negotiating priorities

Service group negotiating priorities include:

- Equality bargaining: We have raised a demand through the regional bargaining structure that all four directorates in the new EA fully comply with s.75 of the NI Act to implement the statutory duty to promote equality of opportunity. This requires a proper place on the negotiating agenda for monitoring and evaluation.
- Living wage: Our negotiators are working in conjunction with UNISON NJC pay bargaining team.
- NJC pay: We have been alert and vigilant to the need to ensure that NJC pay structures are maintained in spite of the cuts crises in education.
- Privatisation alert: To date we have been successful in protecting and securing delivery of support services in education but are on alert.
- Voluntary exit scheme: Negotiators are resisting the extension of the civil service voluntary exit scheme to facilitate redundancies on the cheap in education. To date most of the exits have been from among the EA head office staff.
- Job roles: Following the extensive work we undertook in the lead in to the creation of the Education Authority, we are now protecting and defending the job roles agreed over a long number of years including resisting the exploitative use of two different contracts and job roles over a working day.
- Temporary contracts: Negotiators are challenging the overuse of temporary contracts particularly in schools.
- Collective agreements: We are currently negotiating policies on public holiday entitlement and maternity leave and dignity at work.
- Shared services: We have submitted a response to a proposal for an expansion of shared services across the education sector.
- Integrated transport scheme: Negotiators are responding to a proposal for an integrated public transport scheme in health and education.
- Youth services: Negotiators are responding to a review of outdoor educational centres and the impact on our youth worker members and support service workers.

Higher Education

Justice for workers who have been outsourced

Now that the NJC pay agreement for 2016/2018 has been implemented, a pay claim is being submitted to restore NJC equivalent pay and conditions.

Pay and the direct workforce

UK wide negotiations on pay for the direct workforce in higher education went to the wire with the offer of 1% rejected. While members in University of Ulster and St Marys College were prepared to take on a fight, the UK wide ballot, set against the low morale of workers in this sector, did not translate into a strong mandate for industrial action. The 1% pay rise reflects the UK Government's cap on public sector pay.

Privatised services

We continue to press for NJC terms and conditions. There are issues which could easily be resolved in proper negotiation as evidenced by UNISON's partnership work in other areas.

Further Education

Our members in FE continue to come under pressure of privatisation and we continue to resist. Direct employees remain on NJC pay terms and conditions.

UNISON along with other unions who form the Trade Union side of the ANIC negotiating council submitted a pay claim for:

- the application of the two year pay award for 2016/2017 and 2017/2018 with effect from April 2016;
- allowances to the levels paid in other parts of the education sector;
- commitment to take account of developments of the joint reviews of term time working, with particular reference to the real living wage.

The employers responded with confirmation that they accept the terms of the NJC pay spine as binding on non teaching staff. They undertook to review the first aid allowance. Commitments were made that the pay uplift, together with the pay retrospection due, would be paid.

Libraries

We have developed a Libraries bulletin which is distributed on a quarterly basis to our members.

In July 2016 UNISON responded to the public consultation on cuts to library opening hours. We challenged the proposal to reduce opening hours in the 14 busiest libraries from 54 or 50 hours to 45 hours. We said that the proposals to reduce opening hours will:

- Result in further inequality in access for local communities and vulnerable groups
- Have a detrimental impact on the social cohesion of local communities and will increase social

exclusion

- Have been made without thought for the real social and economic benefits that a local, accessible, modern library service can have for local communities
- Ignore the transformative potential that local libraries have for increasing literacy and educational opportunities in our most disadvantaged areas

The proposals are now on hold. However, Libraries NI has stated its intent to make savings of £2.143 m (7.28%) in 2016/17.

Youth Services

Youth Justice Agency

A big challenge for our membership was completion of transfer of the Youth Justice Agency to the Civil Service staff structure. This raised questions about pensions and UNISON membership. This continues to prove controversial as another union holds bargaining rights in this area.

UNISON has also organised briefing meetings for all members within Youth Justice Agency private contractors. We also have made challenges to these employers on staffing levels and health and safety issues.

Community Youth Services

We have a mixture of youth services provided within the statutory sector and also by the voluntary sector. Following on from current changes in policy direction adapted by the Department of Education in 2013 UNISON has made robust challenges to the interpretation of this. We are currently locked into a challenge to the reassignment of public funding to the voluntary sector and have launched a campaign to divert statutory residential youth facilities to the voluntary sector. Because of our campaigning this decision has been stalled.

An additional development has arisen from the absence of agreed budget for education in Northern Ireland. This has meant that a couple of hundred youth workers on temporary contracts have been given protective notice. UNISON is currently pressing with the Department of Education to use its prerogative in the absence of an Executive and a Minister to provide budgets based on the previous years' estimates. This would have the effect of maintaining or rolling over the temporary contracts and keeping staff in employment.

Pensions

Our education membership and many in related

agencies are members of the NILGOSC pension scheme. In compliance with legislation reviewing and amending public sector pension schemes, NILGOSC has now established a new Governance Board and training for union reps on pensions governance bodies is being provided by ICTU. UNISON has a seat on this new pension board. We are currently seeking revision of the scheme to take account of the Booster Judgement which provides pension entitlements for the partners of scheme members.

7.6 North West

Cuts and Redundancies

It's an indictment on the state of local authority finances when the annual round of budget cuts has become the norm. Whilst we try to campaign and hold local councils to account there is a palpable sense of weariness and even de-sensitisation creeping in.

In several authorities there is also now the annual review of facilities agreements. Unfortunately we are seeing some taking reference from the Tax Dodgers' Alliance and looking to cut facility time and restrict its scope at the same time as ceaseless reorganisations and a commensurate increase in casework (collective and individual) is placing additional strain on our branches and activists. It is notable in these circumstances that we can end up arguing with colleague unions about how to divide up the broken biscuits. In many cases this has a sense of the Twilight Zone about it, as we know UNISON has 10-15 times the membership numbers on the ground but are faced with calls for "parity" from an Emperor's wardrobe. Competition in a numbers chase tends to blunt cooperation (and even common sense), leading to situations which normally guarantee the only sure winner is the employer.

Pay and Conditions

There has been a steady rise in the past year of larger outsourced employers - whether private companies, trading companies, housing providers or spin-outs - looking to move away from 'national' sector agreements governing pay and (theoretically) conditions. In most cases these are marked by a lack of opposition from the members (indeed there is often support for the move) and a sense that it will only make any potential difference in terms of pay bargaining.

In many ways this could be seen as the logical conclusion to the Single Status Agreement - even if by the law of unintended consequences - which effectively devolved terms and conditions bargaining to the local level apart from a few 'reserved' matters.

It could also be seen as a conclusion to a transformed view of 'national' bargaining from members - moving from aspiration through disappointment then frustration to disaffection.

There is much 'blue sky' thinking around these issues arising from the Greater Manchester 'devolution' progression and the pending transfer of responsibilities and powers to the incoming Metro Mayor and the Combined Authority. There has also been some practical blue ink work done by the unions, led by UNISON, through the Workforce Engagement Board and Joint Secretary functions secured by early approaches and good relations at senior officer and elected member level. At the time of writing a protocol on the portability of continuous service between local government and health employers on a voluntary basis is near conclusion. This would allow employees who voluntarily move jobs across the sectors to take their reckonable service with them for calculating qualifying criteria for certain contractual and statutory provisions. Whilst this may not be widespread, at least in the short term, it nevertheless represents a successful bargaining outcome in the new environment, giving our members something additional and beneficial.

Privatisation and Service Delivery

Major outsourcing in the most traditional sense seems to be out of fashion, thankfully. But in its place has come an increased move to forms of trading companies and mutuals-by-many-names, that are consciously being used to cut terms and conditions. We are also starting to see schools voluntarily moving to academisation, even where the Head and governors are not fans, for fear that a third-strike-and-out Ofsted inspection could lead to compulsion without any control. And in FE the outcomes of the Area Based Reviews have seen a number of merger proposals come forward, be decided against, or changed and progressing.

Then there is the devolution agenda which is quite advanced in Greater Manchester, somewhat in suspension in Liverpool City Region, and about to burst forth in Lancashire. These will all have significant impacts in coming years on the way services are designed, delivered and governed. And that alone (and there are many, many other pressing reasons) means that in the Region we are going to review all our branch structures to ensure there is a fitness for purpose, a resilience and an optimal use of resources and energies to sustain organisational and servicing models for the membership and maintain a vibrant and effective lay democracy. It is unlikely there will be a one size fits all structure but our branches are certainly attuned to the need for a different approach, with 'the locality' rather than service type being one

potential logical foundation stone. Work on this needs to be progressed quickly, but avoiding undue haste, as the world is rapidly changing around us.

Recruitment and Organising

It is certainly becoming more difficult to recruit at above-normal levels as workforce numbers continue to reduce, activists and staff repeatedly try to engage those employees who simply do not want to join a union for whatever reason, and even gaining access to local authority buildings/schools/housing offices is increasingly troublesome. Schools remain the ‘go to’ booster. Aside of a being an area with higher turnover, the campaign around the funding formula has certainly struck a chord. The Region has identified specific staffing resources to focus on FE and 6th Form Colleges in localities and cross-authority locations where the Area Review has impacted. Significant resources – physical and financial – have gone into an ongoing, major campaign to recruit, organise, campaign and seek to transform the domiciliary and residential social care landscape in Greater Manchester and Liverpool City Region.

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7.7 Scotland

The Committee continues to meet on a quarterly basis with additional meetings when required. This is supplemented by the Chairs Group and when required meetings with branch secretaries. The Scottish Local Government Conference also meets four times per year. Much of the Committee’s focus has been directed towards campaigning against the cuts.

Cuts Campaign

The SLG Committee has given an absolute commitment to support branches with actions appropriate to their circumstances, including vigorous political campaigning to defend services and when they consider taking industrial action.

The SLG Committee also re-affirms its primary political demands in calling for fair funding across public services and to address the unfairness of local government year-on-year being hit the hardest. A lobby of Scottish Parliament took place in December to coincide with the budget setting process. The SLG Committee has begun obtaining feedback on successful strategies adopted in local campaigns against the cuts and receiving suggestions for developing a co-ordinated Scottish wide anti cuts approach.

Branches should be congratulated for their activities in fighting these cuts. In particular Angus, Clackmannanshire, Glasgow City, West & East Dunbartonshire, North Lanarkshire and Edinburgh for

their campaigning work against some of the worst cuts proposals this year.

Social Work Issues Group (SWIG)

SWIG met four times in the year to date and has seen its numbers increase and the depth of discussion and actions arising have had a significant impact for our members working in social services across Scotland. There have been major reviews covering the Scottish Social Service Council (SSSC), namely in the Codes and moving towards a Fitness to Practice Model. In addition we are currently in dialogue with SSSC on their decision to significantly increase their fees to registrants.

The SWIG Group have also set a realistic work plan looking at and feeding into the Scottish Government’s “Vision for Social Work” and we continue to influence that debate in workshops and on the Social Work Services Strategic Forum, where UNISON has a seat. In addition we are campaigning around the effects of the various conflicts in the Middle East around unaccompanied Children seeking refuge and Asylum and are looking to redraft the UNISON Charter (2006) bringing together the thoughts and views from the Social Work, Legal and Local Government Communities under the banner of “Social Work without Borders”.

The group has remained active on the Self Directed Support Workforce Group at Scottish government level. SWIG continues to work towards organising opportunities with personal assistants through the WEA, utilising some of the key stakeholders that SWIG has previously collaborated with, such as SPAEN (Scottish Personal Assistants Employers Network) and Self Directed Support Scotland. In the aftermath of the setting up of the Joint Integration Board in Health and Social Care SWIG continues to work with the SLGC and Health Committee to form a strategy of working towards integration to protect and develop the role of social care in Scotland.

Education Issues Group

UNISON Scotland was disappointed that there was no mention of education support staff in the Scottish Government’s Education Delivery Plan, published in summer 2016. We take every opportunity to remind ministers and civil servants of the vital contribution of our members.

We welcome the Scottish Government’s emphasis on tackling the attainment gap in Scottish schools, however we do not believe focussing on structures will do anything to close that gap. We are also concerned about increasing centralisation and an erosion of democratic accountability in education. We will have to keep an eye on how the equity

funding given directly to head teachers in primary and secondary schools is spent and any new posts created fall within the councils pay terms and conditions.

We are currently responding to the consultation on Supporting Children and Young People with Healthcare Needs in Schools. There are a few areas which we believe should be strengthened, but overall there are clear lines of responsibility, the need for staff to have all information and the appropriate training carried out by accredited trainers and signed off by both parties.

Council budget cuts - £300 million in education over the last five years – continue to have an impact. Our report 'Hard lessons – a survey of Scotland's school support staff' shows support staff have lack of time, lack of resources and heavy workloads, so they struggle to maintain standards for pupils in Scotland. There are 6707 more pupils since 2010 in Scottish schools, but 1841 fewer support staff and 1389 fewer teachers. Concerns were also raised around challenging behaviour and administration of medication.

We organised a seminar for education support staff in February 2017 and our members appreciated the opportunity to gain insights on dealing with difficult behaviour from Tom Bennett, the comparison with education services in England from Jon Richards and a presentation on inclusion from Colin Crawford, Head of Inclusion for Glasgow City Council.

On early years, UNISON Scotland has received funding from the GPF to commission independent research into the contribution of UNISON early years members to providing high quality childcare and development. Funded hours in Scotland will increase to 1140 per child by 2020 and UNISON Scotland is working hard to convince policy makers that our members are essential to the provision of a high quality service funded by general taxation and free at the point of use.

Housing Issues Group

The Housing Issues Group continues to meet on a regular basis and has become a very influential group in respect of housing issues. The group continues to respond to a number of national issues including a rental income guaranteed scheme which would see a proportion of the rental income from a private sector rented scheme underwritten by the government during its early years to protect against arrears.

The group also responds to branch issues where reduced resources impact on the delivery of services. Recruitment and organisational issues continue to be high on the group's priority list particularly with smaller associations being subsumed into large nationals such as Wheatley Group.

7.8 South East

Cuts and redundancies

Government funding cuts of £987 million in this Parliament from South East (SE) local authorities and an average cut of 19% spending per resident since 2009-10, to just £628, among the lowest levels in the country. In social care, the SE faces the greatest challenges as we have the UK's largest elderly population, with 788,000 residents aged 75+. Councils are increasingly charging for services and using reserves.

Conservative-run Oxfordshire council was criticised by the Prime Minister when it announced cuts of £69m. The Leader apologised and admitted cuts to services like children's centres "would have a real impact on people and communities". Branches are increasingly reporting cuts fatigue, having to negotiate and consult on ever more difficult ways to balance the books, including shared services, privatisation, redundancy, going into partnerships with neighbouring councils and transferring staff under TUPE and COSOP to the other councils to provide joint services including a merger of Lewes and Eastbourne. Cuts to budgets are also affecting private sector providers and Local Authority Trading Companies as funding is squeezed, with standstill or reduced budgets to provide the same service leading to proposals for changes and/or cuts to terms, conditions and pay.

Pay and conditions

Regional meetings for NJC Branches were held on 6 and 26 January and at the Spring conference on 2 February to consider the 2 year offer. 34 Branches on NJC pay responded to formal consultation. On 17 September a workshop was held to consider pay at the SE Local Government conference. 36 of the Region's 74 Councils are on local pay - 29 districts, 3 unitaries and 4 county councils. Nearly all settlements were for between 1% and 2%. A model local pay claim was developed for branches on local pay and circulated in October.

Privatisation and service delivery issues

Five councils - Hart, Havant, Vale of White Horse and South Oxfordshire in the SE region and Mendip in the South West signed a joint contract for services on 1 April 2016 covering back office, facilities and parking

to be provided by Capita and Vinci which will subcontract to Indigo and Arcadia. Multiple shared service arrangements are being progressed across the Region, East Sussex and Surrey County councils established a joint public sector partnership, 'Orbis', to deliver integrated business services including finance, procurement, property, IT, HR, legal services, internal audit, payroll and pensions to both authorities, with Brighton and Hove subsequently joining.

Recruitment and organising

The 64 South East local government branches recruited 6,103 new members in 2016. Stars In Our Schools events were held across the Region, including in Surrey, where one school arranged a celebration breakfast at which children and parents nominated a member of support staff as their star. In Reading and Oxfordshire, schools held coffee and cake breaks, while in Wokingham children wrote letters & poems about their school stars, read out in assembly.

Other events in the Region

Spring Conference was held on 2 February 2016. Speakers included John McDonnell MP and Angela Rayner MP, with workshops on local and national pay, increasing participation and the TU Bill. Autumn Conference and Committee AGM were held on 16 and 17 September. Speakers included Carol Ball and Anneliese Dodds, Labour MEP. Workshops and briefings were held on pensions, social and home care, devolution, pay, the Trade Union Act, housing, shared services and FE. The Region has representatives on all 9 SE LGPS Boards. Three SE LGPS Forum meetings and CIV pool meetings were held to coordinate work for ACCESS pool covering Sussex, Kent, Hampshire and the Isle of Wight with Eastern Region and for Brunel pool covering Buckinghamshire and Oxfordshire with SW Region. Social Care Forum meetings were held on 22 March, 28 June and 29 November. Issues discussed included the impact of social work reforms, health and social care integration, the National Care Forum, Save Care Now, the Ethical Care Charter, Social Work Watch and Sustainability and Transformation Plans.

7.9 South West

Cuts and redundancies

Local authorities throughout the South West are facing large scale cuts in funding, and as a result we are seeing jobs and services cut. Whilst councils still wish to achieve redundancies by voluntary means, the many years of austerity have meant there are fewer people looking at this option. Equally, some

service areas are at a point of being unable to sustain any more cuts without the risk of disappearing altogether.

Pay and conditions

A number of councils are looking at the issues associated with the Living Wage and the impact on pay and grading. Whilst most are awaiting the outcome of the national review, some want to look at alternative options. Car allowances, overtime and unsocial hours payments remain the main area that Councils are looking at in terms of savings.

Privatisation and service delivery issues

Whilst outsourcing remains a common feature throughout the Region, we are also seeing more examples of services being bought back into local authorities. This is sometimes due to the quality of service having been deemed below standard, or because the providers have been unable to survive financially.

We have also seen an increased reliance being placed on parish councils. The additional funding opportunity of the precepts on Council Tax that can be used is no doubt a major factor in this trend.

Recruitment and organising

Recruitment within the Regions is broadly in line with the national trend. We are seeing a high level of people choosing to join on line, and seeing recruitment from across all service areas and employers.

Whilst our branches are facing some difficulties from local authorities over issues of facility time, the main issue remains that of organising within non-local authority employers.

Councils are unwilling to release our reps to service within these employers, yet the number of members that sit outside of the council in some cases now exceeds the number that sit within. In many cases, the total number of members within these employers is in single digits, and there is no rep in place. Finding a way of solving this would be a priority for branches within the Region.

7.10 Cymru/Wales

The Cymru/Wales Local Government Committee meets five times a year and its work programme is determined and updated at an autumn two-day seminar and meeting. In between meetings the work programme is monitored and progressed by a secretariat made up of the committee's Chairperson and Vice Chairperson and the Wales representatives on the SGE and the NJC committees along with the

Cymru Wales Head of Local Government. Cymru/ Wales sector committees exist in Further Education, Careers, Social Services, BAOT, Youth & Community Workers and Schools which are supported by organising staff and these sector committees meet on average three times a year. The Cymru Wales Local Government Service Group works with the other NJC Trade Unions and the Welsh Local Government Association (WLGA) through the Joint Council for Wales and with the Welsh Government through the Local Government Group of the Workforce Partnership Council.

Campaigning against Cuts and Redundancies

In the second half of 2016 UNISON conducted a high profile public campaign for fair funding for Local Government in Wales which included the publication of a widely circulated and reported UNISON Wales pamphlet 'Local Government Wales: Audit of Austerity 2016', a mass protest outside the Senedd, a letter writing campaign to MPs and AMs, lobbying of the Welsh Local Government Association conference and a well-supported official Welsh Assembly petition. This in no small part ensured that Wales had a less draconian local government budget agreed for 2017/18. The Welsh Government's 2017/18 settlement for local government in cash terms rose by 0.25%, although when adjusted for inflation is equivalent to a 1.5% cut. Also the settlement included the assumption that council taxes are raised by 3.65% on average across Wales.

However, as UNISON's 'Audit of Austerity' reported, cuts to jobs and services have still been painful with the staffing headcount in Local Government in Wales reduced by 23,700 over the last 6 years. In this crisis situation, UNISON has been successful in ensuring that most of these job losses continue to be managed through voluntary severance packages, with most councils still committing to avoiding compulsory redundancies.

The Welsh Government has continued to cut the budget of its wholly owned Careers Wales Company and then, belying logic, makes it compete for extra tendered services which if unsuccessful would lead to mass redundancies. UNISON has been running a campaign against this practice: letters and feature article in the Western Mail; lobbying of AMs and calling on the Minister for Lifelong Learning to end this unnecessary tendering process and appropriately support the service that is vital for the regeneration of our communities.

Pensions, Pay and Conditions Negotiations and Campaigns

UNISON had a representative on the Welsh Government's 'Living Wage in Local Government

Technical Group' which was established to "consider how the Living Wage could be adopted by Local Authority employers for directly employed staff on a consistent basis, together with an understanding of associated costs of taking such an approach". This group has concluded and reported on its work but, to date, the Welsh Government has failed to provide additional resources to councils to ensure that the Living Wage Foundation rate of pay is delivered across all Welsh councils. However, local campaigns have been successful in getting eight Welsh councils to introduce the Living Wage, mainly as a pay supplement, for directly employed staff.

Since October 2015, UNISON has been running a recruitment and organising campaign in schools around Education Workforce Council registration and the need for the Wales Government or employers to reimburse the registration fee for this group of workers. We also called for a National Body for Schools Support Staff to determine consistency of pay, grading and qualifications and established active schools forum in each of the 22 Local Government UNISON branches.

From the 1st April 2017, youth workers will also be registered with the Education Workforce Council and the newly resurrected Wales Youth and Community Workers Forum is leading our work in this area.

Occupational Therapists employed by Swansea council receive a bumper settlement of thousands of pounds after a UNISON campaign comparing their pay to peers in the NHS and neighbouring authorities. Each therapist will now receive a sum worth nearly £5,000 per year for the next five years.

In Further Education UNISON Wales won a 1% pay rise for members, from Colegau Cymru, including uplift at the lower end to keep pay in line with the Living Wage Foundation rate. The Wales Further Education Forum is also working with UCU and NUS on an Ethical Employment Campaign to name and shame the worse college offender in the use of zero hour contracts, the amount spent on agency workers, the differential between the highest and lowest paid, pensions, gender breakdown, living wage, provision of education and training for staff, redundancies, use of overtime and TOIL, recruitment process and senior officer pay.

UNISON has scheme member representatives on each of the 8 Wales LGPS Fund Boards and as a result has been able to scrutinise and positively intervene in the management of the LGPS funds in Wales. These UNISON pension activists are organised and supported in the Wales LGPS Governance Forum. UNISON is now campaigning for the inclusion of scheme member representatives in the governance of the newly created Wales LGPS Funds Common

Investments Vehicle. Activist pension training courses have been run for our network of pension's champions/contacts and to support the work of our Fund Board and Committee members.

Single Status and Equal Pay

Although all 22 Welsh councils have now implemented job evaluation and introduced revised equality proofed salary structures, and have now settled the bulk of their historical equal pay back pay claims, the Wales Government's plans to reform Local Government in Wales could necessitate a significant review of these arrangements. The Wales Government is currently consulting on the 'Reforming Local Government: Resilient and Renewed' White Paper which could see a raft of council services being delivered at a regional level.

Privatisation

UNISON has had some recent successes in our ongoing campaign against councils planning to privatise/outsourcise services including a high profile Pembrokeshire branch campaign involving APSE. Successful public engagement, good social and established media uptake and one to one and mass lobbying led to the council doing a 'U' Turn and stepping back from a decision to privatise its culture and leisure services. A similar campaign by the Torfaen branch led to that council reversing its decision to outsource its libraries and a successful petition and lobbying campaign has kept the 'Extracare scheme' in-house in Newport City Council.

As well as running successful anti outsourcing campaigns, UNISON is also engaging constructively with employers on promoting alternatives to outsourcing, with a joint UNISON/APSE presentation on 'income generation and trading' at a Joint Council for Wales meeting and agreement for the establishment of a Joint Working Group to develop trading by councils in the provision of services to other parts of the public sector, the private sector and individuals.

2017 is also an election year for councils in Wales and UNISON has developed a manifesto "Strong local government services are the beating heart of communities" which calls on prospective councillors to oppose cuts and commit to delivering quality public services. Councillors are being called to sign up to our three main objectives: No to any form of outsourcing, the payment of at least the Living Wage Foundation rate to all staff providing local government services and no use of tax payers' money to employ private consultants to advise on service cuts.

Recruitment and Organising

2016 was a reasonably successful recruitment year with 12 of the 21 branches outperforming their 2015 results and in total recruiting over 4000 new members. The schools campaign has made a large contribution to this success to such an extent that, in some branches, school support staff makes up over half of the branch membership. Retaining members remains an uphill task, as the overall workforce is being significantly reduced year on year, the result being a net loss of over 1400 members in 2016.

The aim in Wales is to build on the good work detailed in this report and ensure that all branches are using the profile that this provides us to maximise our recruitment opportunities.

Influencing the Welsh Government

UNISON holds the Staff Side Secretary position for both the Joint Council for Wales and the Local Government Group of the Workforce Partnership Council. Over the past year UNISON Wales has submitted consultation and inquiry responses to the Welsh Government and National Assembly Wales committees on a wide range of topics (below). On these and other issues, UNISON Wales has also had face to face meetings with the Cabinet Secretary for Finance and Local Government; Cabinet Secretary for Education; Cabinet Secretary for Communities and Children; Minister for Skills and Science; Minister for Lifelong Learning and Welsh Language and Minister for Social Services and Public Health.

- Youth worker registration and the Inquiry into Youth Work
- The Draft Local Government (Wales) Bill, alternative delivery models, UNISON submission to National Assembly Petitions committee on local government funding and procurement regulation in Wales
- The domiciliary care workforce, the Inquiry into the sustainability of the health and social care workforce, and care and support at home in Wales – a five year national strategy
- Registration fees for the Education Workforce Wales (2017), Children, Young People and Education committee priorities, UNISON submission to National Assembly Petitions committee on EWC registration of school support staff, Briefing to AMs on Hazelkorn and Diamond reviews (Joint with NUS/UCU) and ongoing representation to Welsh Government Ministers on Careers Service matters including funding and tendering of specific services
- The use of agency workers during industrial action in devolved public services and the Trade Union (Wales) Bill.

7.10 Cymru/Wales

Mae Pwyllgor Llywodraeth Leol Cymru/Wales yn cyfarfod pum gwaith y flwyddyn ac mae ei raglen waith yn cael ei bennu a'i ddiweddarau mewn seminar a chyfarfod dau ddiwrnod yn yr hydref. Rhwng y cyfarfodydd mae'r rhaglen waith yn cael ei monitro a'i symud ymlaen gan ysgrifenyddiaeth yn cynnwys Cadeirydd ac Is-gadeirydd a chynrychiolwyr Cymru'r pwyllgorau SGE a NJC ynghyd â Phennaeth Llywodraeth Leol Cymru Wales. Mae pwyllgorau sector Cymru/Wales yn bodoli mewn Addysg Bellach, Gyrfaoedd, Gwasanaethau Cymdeithasol, BAOT; Gweithwyr Ieuencid a Chymuned ac Ysgolion sy'n cael eu cefnogi gan staff sy'n trefnu ac mae'r pwyllgorau sector hyn yn cyfarfod tair gwaith y flwyddyn ar gyfartaledd. Mae Grŵp Gwasanaeth Llywodraeth Leol Cymru Wales yn gweithio gyda'r Undebau Llafur NJC arall a Chymdeithas Llywodraeth Leol Cymru(WLGA) trwy Gyd-gyngor Cymru a chyda Llywodraeth Cymru trwy Grŵp Llywodraeth Leol Cyngor Partneriaeth y Gweithlu.

Ymgyrchu yn erbyn Toriadau a Diswyddiadau

Yn ail hanner 2016 cynhaliodd UNSAIN ymgyrch proffil uchel dros gyllid teg i Lywodraeth Leol yng Nghymru a oedd yn cynnwys cyhoeddi pamffled UNSAIN Cymru 'Llywodraeth Leol Cymru: Archwiliad Llymder 2016' a gylchredwyd ac a adroddwyd arno'n eang, protest dorfol y tu allan i'r Senedd, ymgyrch ysgrifennu llythyrau at ASau ac ACau, lobbio cynhadledd Cymdeithas Llywodraeth Leol Cymru a deiseb swyddogol Cynulliad Cymru a gefnogwyd yn dda. Sicrhodd hyn i raddau helaeth gyllideb llywodraeth leol llai llym a gytunwyd i Gymru ar gyfer 2017/18. Cododd cytundeb Llywodraeth Cymru 2017-18 i lywodraeth leol mewn termau ariannol o 0.25%, er o gymryd chwyddiant i ystyriaeth mae'n hafal i doriad o 1.5%. Roedd y cytundeb hefyd yn cynnwys y rhagdybiaeth bod trethi cyngor yn cael eu codi o 3.65% ar gyfartaledd ledled Cymru.

Fodd bynnag, fel yr adroddodd 'Archwiliad Llymder' UNSAIN, Mae toriadau i swyddi a gwasanaethau yn dal wedi bod yn boenus gyda chyfrif pen staffio mewn Llywodraeth Leol yng Nghymru wedi gostwng o 23,700 dros y 6 blynedd ddiwethaf. Yn y sefyllfa argyfyngus hon, mae UNSAIN wedi bod yn llwyddiannus wrth sicrhau bod mwyafrif y colledion swyddi hyn yn cael eu rheoli trwy becynnau diswyddo gwirfoddol, gyda mwyafrif y cyngorau yn dal i ymrwymo i osgoi diswyddiadau gorfodol.

Mae Llywodraeth Cymru wedi parhau i dorri cyllideb Cwmni Gyrfaoedd Cymru sydd dan ei pherchnogaeth lwyf ac yna, yn groes i resymeg, yn

ei orfodi i gystadlu am wasanaethau tendro ychwanegol a fyddai, os yw'n aflwyddiannus, yn arwain at ddiswyddiadau torfol. Mae UNSAIN wedi bod yn rhedeg ymgyrch yn erbyn yr arfer hwn: llythyrau ac erthygl nodweddd yn y Western Mail; lobbio ACau a galw ar y Gweinidog Addysg Gydol Oes i roi terfyn ar y broses dendro ddianghenraid hon a chefnogi'n briodol y gwasanaeth sy'n hollbwysig i adfywiad ein cymunedau.

Pensiynau, Trafodaethau ac Ymgyrchoedd Tâl ac Amodau

Mae gan UNSAIN gynrychiolydd ar 'Grŵp Technegol Cyflog Byw mewn Llywodraeth Leol' Llywodraeth Cymru a sefydlwyd i "ystyried sut y gellid mabwysiadu'r Cyflog Byw gan gyflogwyr Llywodraeth Leol i staff wedi eu cyflogi'n uniongyrchol ar sail gyson, ynghyd â dealltwriaeth o gostau cysylltiedig gweithredu yn y fath fodd". Mae'r grŵp hwn wedi cwblhau ac adrodd ar ei waith ond, hyd yma, mae Llywodraeth Cymru wedi methu â darparu adnoddau ychwanegol i gynghorau i sicrhau bod cyfradd tâl y Sefydliad Cyflog Byw yn cael ei gyflenwi ar draws holl gynghorau Cymru. Fodd bynnag, mae ymgyrchoedd lleol wedi bod yn llwyddiannus i gael wyth cyngor Cymreig i gyflwyno'r Cyflog Byw, yn bennaf fel atodiad cyflog, i staff a gyflogir yn uniongyrchol.

Ers Hydref 2015, mae UNSAIN wedi bod yn rhedeg ymgyrch recriwtio a threfnu mewn ysgolion ynghylch cofrestru Cyngor y Gweithlu Addysg a'r angen i Lywodraeth Cymru neu gyflogwyr i ad-dalu'r ffi cofrestru ar gyfer y grŵp hwn o weithwyr. Galwasom hefyd am Gorff Cenedlaethol i Staff Cefnogi Ysgolion i bennu cysondeb tâl, graddio a chymwysterau a sefydlasom fforwm ysgolion bywiog ym mhob un o'r 22 o ganghennau Llywodraeth Leol UNSAIN.

O 1 Ebrill 2017, bydd gweithwyr ieuencid hefyd yn cael eu cofrestru gyda Chyngor y Gweithlu Addysg ac mae'r Fforwm Ieuencid Cymru a Gweithwyr Cymunedol a atgyfodwyd yn ddiweddar yn arwain ein gwaith yn y maes hwn.

Mae Therapyddion Galwedigaethol a gyflogir gan gyngor Abertawe yn derbyn setliad mawr o filoedd o bunnoedd yn dilyn ymgyrch UNSAIN yn cymharu eu cyflog â chyfoedion yn y GIG ac awdurdodau cymdogol. Bydd pob therapydd yn awr yn derbyn swm gwerth bron £5,000 y flwyddyn am y pum mlynedd nesaf.

Mewn Addysg Bellach enillodd UNSAIN Cymru godiad cyflog 1% i aelodau, oddi wrth Golegau Cymru, gan gynnwys codiad yn y pen isaf i gadw cyflog yn unol â chyfradd y Sefydliad Cyflog Byw. Mae Fforwm Addysg Bellach Cymru hefyd yn

gweithio gydag UCU ac NUS ar Ymgyrch Gyflogaeth Foesebol i enwi a chodi cywilydd ar y troseddwr colegol gwaethaf yn nefnydd contractau oriau sero, y swm a werir ar weithwyr asiantaeth, y gwahaniaeth rhwng y rhai ar y cyflogau uchaf ac isaf, pensiynau, dadansoddiad rhyw, cyflog byw, darpariaeth addysg a hyfforddiant i staff, diswyddiadau, defnydd goramser a TOIL, proses recriwtio a thâl uwch swyddog.

Mae gan UNSAIN gynrychiolwyr aelod cynllun ar bob un o'r 8 Bwrdd Cronfa LGPS yng Nghymru ac o ganlyniad wedi gallu craffu ac ymyrryd yn gadarnhaol yn rheolaeth cronfeydd LGPS yng Nghymru. Mae'r actifyddion pensiwn UNSAIN hyn wedi'u trefnu a'u cefnogi yn Fforwm Llywodraethiant LGPS Cymru. Mae UNSAIN yn awr yn ymgyrchu dros gynnwys cynrychiolwyr aelod cynllun yn llywodraethiant Cyfrwng Buddsoddiadau Cyffredin Cronfeydd LGPS Cymru a grëwyd o'r newydd. Mae cysiau hyfforddiant actifydd pensiwn wedi cael eu rhedeg i'n rhwydwaith o bencampwyr/cysylltiadau pensiwn ac i gefnogi gwaith ein Bwrdd Cronfa ac aelodau Pwyllgor.

Statws Sengl a Chyflog Cyfartal

Er bod pob un o'r 22 cyngor Cymreig yn awr wedi gweithredu gwerthuso swydd a chyflwyno strwythurau cyflog diwygiedig cydraddoldeb brofedig, ac yn awr wedi bodloni mwyafrif mawr eu hawliadau ad-dalu hanesyddol, gallai cynlluniau Llywodraeth Cymru i ad-drefnu Llywodraeth Leol yng Nghymru wneud adolygiad arwyddocaol o'r trefniadau hyn yn angenrheidiol. Mae Llywodraeth Cymru ar hyn o bryd yn ymgynghori ar y Papur Gwyn 'Diwygio Llywodraeth Leol: Gwydn ac Wedi'i adnewyddu' a allai weld pentwr o wasanaethau cyngor yn cael eu darparu ar lefel ranbarthol.

Preifateiddio

Mae UNSAIN wedi cael rhai llwyddiannau yn ddiweddar yn ein hymgyrch barhaus yn erbyn cyngorau'n cynllunio i breifateiddio/allanoli gwasanaethau gan gynnwys ymgyrch broffil uchel cangen Sir Benfro yn ymwneud ag APSE. Arweiniodd ymgysylltu cyhoeddus llwyddiannus, cyfranogiad cymdeithasol da a chyfryngol sefydledig a lobio un i un a thorfol at y cyngor yn gwneud tro pedol a chamu yn ôl o benderfyniad i breifateiddio ei wasanaethau diwylliant a hamdden. Arweiniodd ymgyrch debyg gan gangen Torfaen at y cyngor hwnnw yn gwyrdroi ei benderfyniad i allanoli ei lyfrgelloedd a chadwdd deiseb llwyddiannus ac ymgyrch lobio'r 'cynllun Gofal ychwanegol' o fewn y cyngor yng Nghyngor Dinas Casnewydd.

Yn ogystal â rhedeg ymgyrchoedd llwyddiannus gwrth-allanoli, mae UNSAIN hefyd yn ymgysylltu'n

adeiladol gyda chyflogwyr ar hyrwyddo dewisiadau gwahanol i allanoli, gyda chyflwyniad ar y cyd UNSAIN/APSE ar 'greu incwm a masnachu' mewn cyfarfod Cyd-gyngor Cymru a chytundeb i sefydlu Grŵp Gweithio ar y Cyd i ddatblygu masnachu gan gyngorau yn narpariaeth gwasanaethau i rannau eraill o'r sector cyhoeddus, y sector preifat ac unigolion..

Mae 2017 hefyd yn flwyddyn etholiad i gyngorau yng Nghymru ac mae UNSAIN wedi datblygu maniffesto "Gwasanaethau llywodraeth leol cryf yw curiad calon cymunedau" sy'n galw ar ddarpar gyngorwyr i wrthwynebu toriadau ac ymrwymo i ddarparu gwasanaethau cyhoeddus o ansawdd. Mae cyngorwyr yn cael eu galw i gefnogi ein tri phrif amcan: Na i unrhyw ffurf o allanoli, talu cyfradd y Sefydliad Cyflog Byw o leiaf i'r holl staff sy'n darparu gwasanaethau llywodraeth leol a dim defnydd o arian trethdalwyr i gyflogi ymgynghorwyr preifat i gyngori ar doriadau gwasanaeth.

Recriwtio a Threfnu

Roedd 2016 yn flwyddyn recriwtio resymol llwyddiannus gyda 12 o'r 21 cangen yn perfformio'n well na'u canlyniadau am 2015 ac yn recriwtio cyfanswm o dros 4000 o aelodau newydd. Mae'r ymgyrch ysgolion wedi gwneud cyfraniad mawr i'r llwyddiant hwn i'r fath raddau, mewn rhai canghennau, bod staff cefnogi ysgol yn cyfrif am dros hanner aelodaeth y gangen. Mae cadw aelodau yn parhau'n dasg anodd, gan fod y gweithlu yn gyffredinol yn cael ei leihau'n arwyddocaol flwyddyn ar ôl blwyddyn, a'r canlyniad yw colled net o dros 1400 o aelodau yn 2016.

Y nod yng Nghymru yw adeiladu ar y gwaith da y manylir arno yn yr adroddiad hwn a sicrhau bod pob cangen yn defnyddio'r proffil mae hyn yn ei ddarparu i ni i wneud yn fawr o'n cyfleoedd recriwtio.

Dylanwadu ar Lywodraeth Cymru

UNSAIN sy'n dal swydd Ysgrifennydd Ochr Staff i Gyd-gyngor Cymru yn ogystal â Grŵp Llywodraeth Leol Cyngor Partneriaeth y Gweithlu. Dros y flwyddyn ddiwethaf mae UNSAIN Cymru wedi cyflwyno ymatebion ymgynghoriad ac ymchwiliad i Lywodraeth Cymru a phwyllgorau Cynulliad Cenedlaethol Cymru ar amrywiaeth eang o bynciau (isod). Ar y pynciau hyn ac eraill, mae UNSAIN Cymru hefyd wedi cael cyfarfodydd wyneb yn wyneb ag Ysgrifennydd Cabinet Cyllid a Llywodraeth Leol; Ysgrifennydd Cabinet Addysg, Ysgrifennydd Cabinet Cymunedau a Phlant; Gweinidog Sgiliau a Gwyddoniaeth; Gweinidog Addysg Gydol Oes a'r Iaith Gymraeg a Gweinidog Gwasanaethau Cymdeithasol ac Iechyd Cyhoeddus.

- Cofrestru gweithiwr ieuenctid a'r ymchwiliad i Waith Ieuenctid
- Y Bil Drafft Llywodraeth Leol (Cymru), Modelau darparu amgen, cyflwyniad UNSAIN i bwyllgor Deisebau'r Cynulliad Cenedlaethol ar gyllido llywodraeth leol a rheoleiddio caffael yng Nghymru
- *Y gweithlu gofal yn y cartref, yr ymchwiliad i gynaliadwyedd y gweithlu iechyd a gofal cymdeithasol, a gofal a chefnogaeth gartref yng Nghymru – strategaeth genedlaethol bum mlynedd
- Ffioedd cofrestru i Weithlu Addysg Cymru (2017), Plant, blaenoriaethau pwyllgor Pobl Ifanc ac Addysg, cyflwyniad UNSAIN i bwyllgor deisebau'r Cynulliad Cenedlaethol ar gofrestru Cyngor Gweithlu Addysg o staff cefnogi ysgolion, Cyfarwyddyd i ACau ar adolygiadau Hazelkorn a Diamond (Ar y Cyd â NUS/UCU) a chyflwyniadau parhaus i Weinidogion Llywodraeth Cymru ar faterion Gwasanaeth Gyrfaoedd yn cynnwys cyllido a thendro gwasanaethau penodol
- Defnyddio gweithwyr asiantaeth yn ystod gweithredu diwydiannol mewn gwasanaethau cyhoeddus datganoledig a'r Bil Undeb Llafur (Cymru);

7.11 West Midlands

Cuts and redundancies

There have been significant redundancies in the large metropolitan authorities for the fifth year running. This has led to the loss of many skilled and experienced activists across the region. The new round of budget cuts sees reduction in many areas of local government, but particularly across libraries, parks and gardens and museums.

Adult social care continues to be cut hard. There are issues within the Region in respect of a drive to move children's social care services into new "Trusts". This approach has not worked elsewhere in the country, and both Birmingham and Sandwell Branch have on-going campaigns in this area.

Academisation grows at a pace, with increasing multi-chain academies announcing streamlining and efficiencies around staff and services. Where Trusts span branches, this brings challenges for local activists and Regional staff to ensure regular communication with all members.

Pay and conditions

There has also been a move by several large authorities to attack terms and conditions around, for

example, incremental progression, sick leave and car allowances. Branches have been able to fight such attacks, scaling back the impact of the proposals, however several authorities have announced pay freezes and the likelihood is that this attack on pay will continue for the forthcoming future.

Privatisation and service delivery issues

In metropolitan councils the move is more towards ceasing to provide services rather than outsourcing.

Recruitment and organising

Recruitment in schools across the West Midlands was up on previous years. This was because of an investment of branch funds to Fighting Fund roles concentrating on school recruitment. Recruitment across our 14 large local authorities has improved on 2015 by 6.7%. The number of leavers we have seen in previous years seems to have stabilised somewhat and is lower than last year.

West Midlands Combined Authority

The West Midlands Combined Authority (WMCA) was established in the region from 1st June 2016. with the election of a Metro Mayor coming in 2017. UNISON has linked up with all branches that span the WMCA geographical area to produce a manifesto.

The manifesto consists of twenty 'asks' that cover what UNISON sees as the key areas for the future of the West Midlands region. These cover a range of areas from housing to transport, further education and the economy. UNISON is calling on all candidates to sign up to the manifesto and publicly state which of the 'asks' they will prioritise if elected.

7.12 Yorkshire/Humberside

Cuts and redundancies

Local authority spending cuts are beginning to have a deeper impact on our membership numbers. Despite consistently good recruitment performance the Yorkshire & Humberside Local Government Service Group membership has reduced by 7 per cent in the past year.

Pay and conditions - including Public Health

A number of councils have incorporated cuts to terms and conditions within their 2017/18 budgets and collective agreements have been reached on revisions to Part 3 terms and conditions in some councils. Various approaches to Public Health employees' terms and conditions are being taken by authorities across the region, ranging from a wholesale move of PH staff from NHS to NJC terms and conditions to a

'do nothing' approach.

Fourteen councils now pay a Living Wage supplement that raises the minimum rate of pay above SCP6. However, only three councils pay the Living Wage Foundation rate and only one is an accredited Living Wage employer. Some employers do not apply local Living Wage rates to overtime or unsocial hours payments.

One council has adopted UNISON's Ethical Care Charter.

We have now reached local agreements with most local authorities around holiday pay.

Privatisation and service delivery issues

The past year has seen significant outsourcing of services, particularly in adult social care, with at least one council outsourcing its Supported Living service. Another council has outsourced its property services, with approximately 700 jobs transferred to a multinational company. Of equal concern is the fragmentation of services as a result of academisation, particularly where support services are subsequently outsourced to small, often anti-trade union, companies with little regard for TUPE Regulations.

Recruitment and organising

Recruitment performance has been encouraging within an ever more challenging context of continuing and deepening cuts. Branches that have bought in to the Fighting Fund have generally seen above-average levels of recruitment. Targeted campaigns are ongoing, including the National Living Wage (travel time) pilot and some fighting fund resources have been provided specifically to support activity within probation and academies across the region.

Organising challenge within the private sector

A number of branches have expressed concern about their ongoing ability to adequately support members who have been outsourced. The Regional Local Government Service Group Committee is currently exploring whether there may be scope for collaborative working arrangements between branches.

APPENDIX A : COMPOSITION OF NATIONAL SERVICE GROUP COMMITTEES AND UNISON REPRESENTATIVES ON NATIONAL NEGOTIATING BODIES 2016/2017

Local Government Service Group Executive

Jane Armitage (South East), Helen Astley (West Midlands – from February 2017), Liz Bailey (Yorkshire and Humberside), Carol Ball (Scottish Local Government Committee), Kris Black (South West), Alison Boshier (Cymru/Wales), Sharon Campion (West Midlands), Gabrielle Carton (Northern Ireland), Janet Cusworth (Yorkshire & Humberside – until January 2017), Andrea Egan (North West), Gary Enright (Cymru/Wales), Mark Ferguson (Scotland), Caroline Firmin (Greater London), Karen Fisher (FE and 6th Form Colleges Committee – from February 2017), Paul Gilroy (NEC), Sue Glithero (NJC Committee), Samina Grant (FE & 6th Form Colleges Committee – until February 2017), Daphne Harper (Northern Ireland), Paul Holmes (NEC), Pam Howard (Shadow Schools Committee), Alan Howarth (FSA/FSS Committee), David Hughes (West Midlands), John Hughes (Chief Officers & Senior Managers Committee), Jane Illes (NJC Committee), Edwin Jeffries (NJC Committee), Susan Kennedy (Scotland), Jeanette Lloyd (NJC Committee), Alison MacCorquodale (Scotland), Janet McKenna (East Midlands), Ann MacMillan Wood (NJC Committee), John McLoughlin (Greater London), Wendy Nichols (NEC), Diane Peacock (Northern – from February 2017), Hugo Pierre (Shadow Schools Committee – from January 2017), Sue Plain (Greater London), Lynn Poulton (NEC), Claire Ransom (South East – from February 2017), Dave Rees (Youth and Community Workers Committee), Tina Roche (Northern), Kim Russell (Shadow Schools Committee – until December 2016), Shirley Scott (Northern), Polly Smith (Eastern), Carolyn Thompson (Ofsted Committee), Nixon Tod (FE and 6th Form Colleges Committee), Kevin Treweeks (South West – from February 2017). Rebecca Tye (Eastern – from February 2017), Angela Waller (Yorkshire and Humberside), Helen Watson (Cymru/Wales – until November 2016), Glen Williams (North West), Jon Woods (South East), Rena Wood (North West), Claire Wormald (Eastern)

Secretary: Heather Wakefield

Senior National Officer: Mike Short

Committee Administrator: Indira Patel

SECTOR COMMITTEES

FE Sixth Form and Colleges Committee

Jolene Barrett (Eastern) Dawn Casey (East Midlands), Gavin Cartwright (West Midlands) Martin Clark/George Rice (Scotland), James Delaney/Simon Steptoe (Greater London), Karen Fisher (South East), Nigel Gittings (Wales), Samina Grant (Eastern), Josie Gray (West Midlands), Chris Harding (Northern), Adam Hartman (Greater London), Steve Hazel (Northern), Jeanette Kitteringham (Yorkshire and Humberside), Joanne MacMillan (Wales), Joanne Miller/Michael Wilson (Northern), Fran Murray (North West), Maxine Rowden (Northern), Shirley Sephton (Scotland), Robert Stoker (Yorkshire and Humberside), Nixon Tod (North West), Carol Warren (East Midlands)

National Officer: Ruth Levin

Assistant National Officer: Denise Bertuchi

FE Support Staff Trade Union Side:

Nixon Tod, Samina Grant, Karen Fisher, Michael Wilson and Gavin Cartwright. Substitutes Carol Warren and Maxine Rowden.

Sixth Form Colleges Trade Union Side

Jeanette Kitteringham and Robert Stoker

Secretary: Ben Thomas

UNISON NJC Committee

Jeff Grace (Eastern), Val Rogacs (Eastern), Chris Tansley (East Midlands), Jeanette Lloyd (East Midlands), Ann MacMillan Wood (East Midlands), Sean Fox (Greater London), Sue Plain (Greater London), Irene Stacey (Greater London), Edwin Jeffries (Northern), Diane Wright (Northern), Janet Green (Northern), Maggie Montgomery (Northern Ireland), Irene Graham (Northern Ireland), Linda Boyer (North West), Sue Glithero (North West), Rena Wood (North West), Lorna Mooney (South East), Diana Leach (South East), Steve Ryles (South West), Jo Mace-Butler (South West), Gary Enright (Cymru/Wales), Jane Illes (Cymru/Wales), Alison Boshier (Cymru/Wales), Andrew Maybury (West Midlands), Sue Laws (West Midlands), Wendy Bond (West Midlands), Mick Stowe (Yorkshire/Humberside), Angela Waller (Yorkshire/Humberside), Kath

McHendry (Yorkshire/Humberside), Paul Warburton (Public Sector), Danielle Samuel (Private Sector), John Gray (Community and Voluntary Sector), Elaine Mullan (Community and Voluntary Sector), Jason Horan (Craft Workers), John Hughes (Chief Officers), Mohammed Abuzahra (Housing), Robin Konieczny (Youth and Community Workers),

Secretary: Heather Wakefield

National Officer: Gill Archer

Assistant National Officer: Sarah Pearce

Committee Administrator: Phena Symons

UNISON NJC Trade Union Side

Jeff Grace (Eastern), Val Rogacs (Eastern), Chris Tansley (East Midlands), Jeanette Lloyd (East Midlands), Ann MacMillan Wood (East Midlands), Sean Fox (Greater London), Sue Plain (Greater London), Irene Stacey (Greater London), Edwin Jeffries (Northern), Diane Wright (Northern), Janet Green (Northern), Maggie Montgomery (Northern Ireland), Irene Graham (Northern Ireland), Linda Boyer (North West), Sue Glithero (North West), Rena Wood (North West), Lorna Mooney (South East), Diana Leach (South East), Steve Ryles (South West), Jo Mace-Butler (South West), Gary Enright (Cymru/Wales), Jane Iles (Cymru/Wales), Alison Boshier (Cymru/Wales), Andrew Maybury (West Midlands), Sue Laws (West Midlands), Wendy Bond (West Midlands), Mick Stowe (Yorkshire/Humberside), Angela Waller (Yorkshire/Humberside), Kath McHendry (Yorkshire/Humberside), Danielle Samuel (Private Sector), Elaine Mullan (Community and Voluntary Sector),

Secretary: Heather Wakefield

National Officer: Gill Archer

Assistant National Officer: Sarah Pearce

Committee Administrator: Phena Symons

UNISON NJC TRADE UNION SIDE EXECUTIVE

Heather Wakefield (Trade Union Side Secretary), Gill Archer (Assistant Trade Union Side Secretary), Jeanette Lloyd, (East Midlands), Jane Iles (Cymru/Wales), Chris Tansley (East Midlands) Sarah Pearce (Trade Union Side Secretariat), Phena Symons (Trade Union Side Secretariat)

Scottish Joint Council

General Seat; Scott Donohoe, Mark Ferguson, Steven Larkin, Phil McGroggan, Martin Murray, K McCallum, A Nicol, Stephen Smellie

Women's Seat; Brenda Aitchison, Carol Ball, Alison McCorquodale, Susan Shannon, Pam Robertson, Inez Teece, Lorraine Thomson, Vacancy

Low Paid Women's Seat; Susan Kennedy, Hazel Marshall (until end December 2016).

Chief Officers and Senior Managers Committee

John Hughes (Cymru/Wales), Vacancy (South East), Tony Williams (South West), Vacancy (Eastern), Vacancy (East Midlands), Sean McLaughlin (Greater London), Andrew Haysey (Northern), Vacancy (North West), Vacancy (West Midlands), Jonathan Mordecai (Yorkshire & Humberside)

Secretary: Mike Short

Assistant National Officer: Marilyn Bailey

Care Quality Commission Committee

Pauline Marshall (Eastern); James Pitts, (Greater London); Susannah Cooke, (Northern job share), Si Hussein, (North West); Vacancy, (South East); Vacancy (South West); Martin Brown, (West Midlands); vacancy (Yorkshire and Humberside) Vacancy (East Midlands) Darren Smith (NHS Professionals)

National Officer: Helga Pile (Health)

Assistant National Officer: Matthew Egan

Administration Support: Colette Whitehead

FSA/FSS Sector Committee

Graeme Anderson (FSS), Richard Collier with John Price (FSA-Yorkshire & Humberside), Alan Colson (FSA-South East), Graham Cross (FSA-Cymru/Wales), John Rowland (FSA-South West), Mark Haylett (FSA-East Midlands), Martin Hope (FSA-North West), Terry Shinton (FSA-West Midlands), Alan Howarth (FSA-Northern), Chris Tozer (Eastern), Pawel Kalak (E&J)

Secretary: Paul Bell

OFSTED Committee

Monica Hargreaves (North West), Caroline Oldham (East Midlands), Carolyn Thompson (West Midlands), Keith Riley (South West), London (vacancy), Eastern (vacancy), South East (vacancy) and Northern and Yorkshire and Humberside (vacancy)

Secretary: Ben Thomas

School Sector Committee

Margaret Barwell (Eastern), Sue Ryles (Eastern), Jackie Dean (East Midland), Neil Ploughman (East Midland), Hugo Pierre (Greater London, Tracey Adnan (Greater London), Diane Wright (Northern), Tom McCulley (Northern), Gabrielle Carton (Northern

Ireland), Marianne Buick (Northern Ireland), Cathryn Baggaley (North West), Pam Howard (North West), Carol Ball (Scotland), Avril Brady (Scotland), Seth Cruise (South East), Belinda Burton (South West), Craig Martin (South West), Alison Boshier (Cymru/Wales), Richard Harty (West Midlands), Carol Garfield (West Midlands), Donna Willoughby (Yorkshire & Humberside), Lisa Smith (Yorkshire & Humberside), Wendy Bond (NJC),

National Officer - Chris Fabby

Assistant National Officer – Ruth Levin

Youth and Community Workers Committee

David Rees (Cymru/Wales), Robin Konieczny (Eastern), Vacancy (East Midlands), Julie West (Greater London), Vacancy (Northern), Paul Walsh (North West Representative1), Eddy Redmond (North West Representative2), Tony Rawlings (South East): Vacancy (Northern Ireland), Vacancy (South West): Vacancy (West Midlands), Gail Kilner (Yorkshire & Humberside)

Secretary: Mike Short

Assistant National Officer: Marilyn Bailey

SERVICE GROUP WIDE FORUMS

Careers Service/Connexions Forum

Sarah Cawston (South East), Derek Cheyne (Scotland), Charlie Friel (West Midlands) Paul Hohn (Yorkshire and Humberside), Gareth John – job share (Wales), Tony Mclean – job share (Wales), vacancy (North West), Terry McPartland (Northern) Tina Roche (SGE), Ali Sheriff (Eastern), Vacancy (Greater London), Vacancy (South West)

Secretary: Jon Richards

Senior National Officer: Donna Rowe-Merriman

Assistant National Officer: Denise Bertuchi

Fire and Rescue Forum

Tony Phillips (Greater London), Deborah McTomney (Northern), Derek Jackson (Scotland), Andy Fowler (South West), Ian Smith (Cymru/Wales and Chair), Angela Johnson (West Midlands), Carl Pike (Yorkshire and Humberside), Carolyn Thompson (SGE)

Assistant National Officer: Natalie Ntim

Committee Administrator: Phena Symons

Home Care Forum

Polly Smith (Eastern); Kaye Aris (East Midlands); Caroline Firmin (Greater London); Joan Laverick (Northern); Vacancy (Northern Ireland); Maggie Hindle

(North West); vacancy (Scotland); Joan Richardson (South East); vacancy (South West); Shirley Johns (Cymru/Wales); Sue Brealey (West Midlands); Kathleen Walsh (Yorkshire/Humberside); Sue Plain (Service Group Executive Greater London); vacancy (Private Agency Representative – 1); vacancy (Private Agency Representative - 2); Chris Tansley (Social Care Forum); Graeme Ellis (Community & Voluntary Representative);

Assistant National Officer: Matthew Egan

Administration Support: Colette Whitehead

Social Care Forum

Alison Birmingham (Eastern); Chris Tansley, (East Midlands); Kerie Lee Anne, (Greater London); Juliet Giddins (Northern); Vacant, (Northern Ireland);Andrea Woods, (North West); Angela Longmate, (Scotland); Cathy Roblin, (South East); Jo Mace- Butler, (South West); Ian Robins, (Cymru/Wales); Sue Brealey, (Homecare Representative to the Social Care Forum 1); Lorna Foster, (Yorkshire/Humberside); Glen Williams, (Service Group Executive); Sharon Campion, (Service Group Executive); Carl Greatbach,(Additional Seat 1); David J Lambert,(Additional Seat 2); Arlette Kelly, (Additional Seat 3); Kevin Jackson,(Community & Voluntary);

Assistant National Officer: Matthew Egan

WORKING GROUPS

LGPS Working Group

Glen Williams (SGE Chair), Carol Ball (SGE Vice Chair), Paul Holmes, Tina Roche, Gary Enright, Vacancy (England and Wales), Mark Ferguson and Alison MacCorquodale (Scotland), Gabrielle Carton (Northern Ireland)

Pay and Service Conditions Working Group

Glen Williams (SGE Chair), Carol Ball (SGE Vice Chair), Angela Waller, Polly Smith, Edwin Jeffries, Jane Armitage, Sue Glithero, Ann MacMillan Wood (as SGE representatives from English Regions); Gabrielle Carton (as SGE representatives from Northern Ireland); Alison MacCorquodale and Susan Kennedy (as SGE representatives from Scotland) and Gary Enright and Vacancy (as SGE representatives from Wales)

Recruitment and Organising Working Group

Carol Ball, Alison Boshier, Caroline Firmin, Jeanette Lloyd, Dave Rees, Nixon Tod, Glen Williams, Claire Wormald

Service Delivery Working Group

Glen Williams (SGE Chair), Carol Ball (SGE Vice Chair), Andrea Egan, Sue Plain, Jeanette Lloyd (English Regions); Gabrielle Carton and Daphne Harper (Northern Ireland); Mark Ferguson, Alison MacCorquodale and Susan Kennedy (Scotland); and Gary Enright, Alison Boshier, Vacancy (Wales)

SGE/National Self Organised Groups Liaison Committee

Pam Howard (SGE), Polly Smith (SGE), Jeanette Lloyd (SGE), Vacancy (SGE), Jackie Lewis (Lesbian, Gay, Bisexual and Transgender Committee), David Calderwood (Lesbian, Gay, Bisexual and Transgender Committee), Kim Johnson (National Black Members' Committee), Vacancy (National Black Members Committee), Penny Smith (National Women's Committee), Vacancy (National Women's Committee), Carl Phillips (National Disabled Members Committee), Sarah Barwick (National Disabled Members Committee)

Appendix B – 2016 Local Government Service Group Conference Decisions

1. Food Standards Agency – Pay, Terms and Conditions
Carried
 2. Organising in Local Government
Carried as Amended: 2.1, 2.2, 2.3
 3. Single Status and Equality Legislation
Carried
 4. Youth Services and Youth Workers
Carried as Amended: 4.1, 4.2
- Composite E (Motions 5, 16 and 45) - Defending Local Democracy and Local Government Jobs and Services
Carried
7. Crisis in Social Work
Carried as Amended: 7.1, 7.2
- Composite D (Motions 8, 46 and related amendment) - Devolution and Combined Authorities
Carried
9. Organising, Pay and Grading in Academies
Carried as Amended: 9.1
 11. TTIP and Local Government
Carried
 13. New Local Government Pensions Scheme Investment Regulations and Asset Pooling
Carried
 17. Organising and Representing Chief Officers and Senior Managers in Local Authorities
Carried
- Composites A (Motions 18, 33 and related amendments) - Local Government Finance and Protecting Members Jobs Through Income Generation
Carried
19. Resourcing For Devolution
Carried
 20. Restructure of National Joint Council (NJC) Green Book Pay Spine
Carried
 21. Term Time Contracts and Schools Workers
Carried
 22. Facility Time
Carried
 23. Local government members and the Housing Bill
Carried as Amended: 23.1, 23.2
 26. Incapability Dismissals
Carried
 28. *Bullying and Young Members*
Carried as Amended: 28.1
 29. The fight for fair sickness absence procedures and 'Disability Leave'
Carried
 32. UNISON local government members supporting refugees
Carried as Amended: 32.1
 35. Dress Codes in Local Government
Carried
 36. Negotiating Equality in Local Government in a Climate of Ever Harsher Cuts
Carried
 38. Schools Funding
Carried as Amended: 38.1
 39. National Housing Forum
Carried
 40. Impact of Low Pay on Black workers in Local Government
Carried
 42. Area Reviews
Carried
 43. Further Education Pay
Carried
 44. Stress and Overwork
Carried
 47. Members in Schools - Career Development
Carried
 48. Single Status and Local Government Pay
Carried
 49. Local Government Trading Companies
Carried
- Emergency Composite A (Emergency Motions 1, 3, 5 and 8) - Decision of UNISON NJC Committee to Accept Two-Year Pay Offer - Censure of the National Joint Council Committee
Carried

Emergency Composite B (Emergency Motions 4 and 6) - Opposing Proposals in the May 2016 Queen's Speech to Force Maintained Schools to Become Academies

Carried

EM2. Disestablish the UNISON NJC Committee

Withdrawn

EM7. A new strategy for bargaining on pay in local government

Lost

Motions not reached

Composite B (Motions 6, 30 and related amendments) - Home Care Workers

Composite C (Motions 12 and 15) Local Government and the Cuts

27. No Compulsory Redundancies

41. Black Workers in Local Government and the Effects of the Cuts

Housing Benefit

14. The Impact of Emergency Services Reforms on Fire and Rescue Support Staff

25. The Future of Local Government

31. Protect Pay for School Support Workers with Adequate Funding

34. NJC Rates for Support Workers in all Schools

37. Children's Social Work Reform

