

DEFEND THE NHS: Join the national demonstration outside the Tory party conference in Manchester on Sunday 29 September called by UNISON, UNITE, GMB, supported by the TUC and People's Assembly. To book places on the Camden coaches contact Camden UNISON 020 7974 1633 or email paul.England@camden.gov.uk

Newsletter of the Camden Unison Branch

CAMDEN EYE

www.camdenunison.org.uk



Number 28 • August 2013

NJC PAY AWARD: ONE PER CENT FOR ALL? NOT YET!



Backed by a resounding vote in a consultative ballot this spring, senior UNISON branch officers have been arguing strenuously for all staff below Senior Management grades to receive

any pay rise agreed by the National Joint Council (NJC), regardless of whether an employee is on the 'new' or 'old' (pre-April 2013) contract. Senior HR management have, however, been adamant in their refusal to recognise that staff on the so-called P&M

contracts - the former SO1 grade and above - who have received appraisal ratings of '1' or '2' should get the NJC award. They've maintained that withholding the rise is a suitable sanction in the world of performance-related pay and that better performing em-

ployees would be resentful of any increase granted to actual - or alleged - poor performers.

In late May UNISON actually thought that our argument had been won with the key politicians, only to receive a letter from the Assistant Director of HR quite literally as the month closed indicating that for 2013-14 at least management was not budging. Management now appears to be raising an additional argument that the Council's constitution would require the Audit & Corporate Governance Committee to revisit the scheme it approved in July last year and even if inclined to change their previous position on NJC pay senior officers are not empowered to do so. Camden Council's leader, Labour councillor Sarah Hayward and Finance chief Cllr Theo Blackwell, have both insisted that Camden will remain an employer within the NJC so long as the current Labour group is in charge. But by refusing to pay the meagre 1% award to those former SO1-PO7 staff deemed to be 'un-

derperforming' the Council seems to have effectively abandoned a commitment to honour a nationally negotiated award, which is supposed to be linked, however inadequately, to the rising cost of living - not an assessment of performance. It's certainly not a matter of cost to Camden even in these times of austerity. Figures shared with UNISON by HR suggest that 124 of those on the new P&M contracts - perhaps 10% of the total - have received ratings of '1' or '2'.

Dispute

Extending the award to them would cost in the neighbourhood of £60,000 or 40% of the Chief Executive's admittedly squeezed £150,000 salary. In addition, UNISON is arguing for those now covered by performance-related pay that the matrix should clearly incorporate the NJC award in contrast to an arrangement that many staff find neither transparent nor readily understandable. The branch secretary has written to Cllr Hayward requesting a



Whittington victory

People Power works! The Defend the Whittington Coalition, a united front of residents, patients, hospital staff, trade unions, local politicians and celebs won a stunning victory when it forced the hospital board into a u-turn, abandoning its proposals to slash jobs and beds and sell off buildings. The hospital board has now opted for a bigger operation, with a faster turnover of patients and early discharge. There are still concerns - the early discharge proposal is heavily reliant on social care by local councils.

Go to <http://dwhc.org.uk/> for the latest news



1% FOR ALL?

meeting in early August and the branch is also looking to register a formal dispute around an issue of critical importance in the medium to longer term. If the NJC award does not go to those staff who in the main have seen their real pay shrink dramatically over the past four years then it's a large step closer to the death knell for genuine collective bargaining over pay.

Confirmation

UNISON is also fighting for staff on secondments, who signed up to the new contracts only to find that their 'good' or better performance did not attract the pay increases that they'd been led to expect. As a result of UNISON's intervention there is now confirmation that some of the affected staff are now attracting the rate they'd expected for performance ratings of '4'. Those whose situation is not properly resolved are staff in substantive posts at Sc6 and below (now 'SP' contracts), who are working as secondments in posts covered by 'P&M' contracts. In addition, HR has agreed to look at some 120 cases across the Council, but the union awaits further information in writing.

George Binette
Camden UNISON
Branch Secretary

Camden Black Workers' Group re-launch

Sixty-five people attended a lively re-launch of the Camden Black Workers' Group (CBWG) on 9 May. The aim of the CBWG is to represent black and minority ethnic staff working for the Council and its contractors in conjunction with the trade unions. The CBWG was initially founded in 1982 but has become dormant for a while, as some of the key people who were involved in it have left the Council's

employment, mostly through redundancy. The branch's Equalities Officer, Adejare Oyewole, has been working hard at encouraging the formation and development of self-organised groups – and has played a significant role in relaunching the CBWG.

The CBWG has elected an interim Convenor and Executive. The interim Convenor is Hugo Pierre and the Executive members are Adejare Oyewole, Marylyn Bramble-

Litchmore, Clive Collins, Jacqui Wallace, Vinothan Sangarapillai, Dee Osborne, and Fraser Valdez.

The CBWG wants a better deal for all workers for the Council and its contractors. And it also has a particular concern – especially in light of the recent Employment Tribunal case – with tackling racial discrimination in recruitment and promotion within the Council. We want to see a workforce that reflects the community

it serves.

The next CBWG meeting will be the Annual General Meeting on 18th September 2013. At that, we will look to be electing a permanent Convenor and an Executive to assist them in their role. We are looking for volunteers who would be willing to step forward and make a contribution towards making this relaunched group a success.

Vinothan Sangarapillai & Adejare Oyewole

Fighting for Benefit Justice

Over the last few months, local campaigners and Camden UNISON members have been highlighting the injustices of the government welfare attacks. The first of those to come into effect is what's known as the bedroom tax, where people who receive housing benefit are having money deducted if a room is deemed to be 'spare'. It doesn't take into account the space needed for medical equipment, that kids of the same sex are expected to share a bedroom up to the age of 16 and all kinds of other things that massively affect the quality of life. Stephanie Bottrill in the West Midlands committed suicide as a result of worries and not being able to find the money for the bedroom tax. Yet this government seems determined to push ahead with it and more – in Camden the introduction of the housing benefit cap will effectively mean social cleansing, with working class families forced out of the borough creating a ghetto for the super-rich. Earlier this year, the Camden United for Benefit Justice campaign was launched at a packed meeting in the Town Hall. Since then, there have been protests, meetings and workshops.

One protest even took the issue to the doorstep of Lord Freud, the welfare minister who came up with the bedroom tax, who lives in Camden. With 11 spare rooms! Camden UNISON has been part of the campaign, joining the protests and working alongside campaigners. We work with some of the most vulnerable people in the borough and are only too aware of the impact these attacks on the welfare state will mean. The Tories spin the line that it's a time of austerity and 'we're all in it together', but whilst they are attacking some of the poorest people, they're also giving tax breaks to the rich, giving the queen (58 spare bedrooms that we pay for!) an increase in public funding and paying over £10m for Thatcher's funeral. Future activities are planned by the campaign that will include a local march in October, giving reports to Camden's Scrutiny Committee on welfare reform and representing people in court. If you want to get involved, then email camdenunitedforbenefitjustice@yahoo.com

Liz Wheatley
HASC steward

Teachers strike in October

Teachers across London will strike for one day in the week beginning 14 October as a further step in our dispute over pay, pensions, working conditions and jobs. This will be followed by two more phases of regional action building towards a one-day national strike before Christmas. Education Secretary Michael Gove's relentless attacks mean:

- Schools are not required to employ

qualified teachers

- The rushed introduction of a new curriculum without resources and against the advice of many teachers
- Expensive and unnecessary tests for five and 11-year-olds.
- Funds for free schools instead of much needed primary schools
- The prospect of private companies making a profit from running our schools
- Cuts to teachers' pensions and full performance-related pay

- Longer school days and shorter holidays. The related drive to turn ever more state schools into Academies poses a long-term threat to the pay and conditions of support staff as well as teachers, while the Government is also targeting teaching assistants.

Amanda Bentham,
East London Teachers' Association (NUT),
personal capacity

- *UNISON will be advising members in schools.*

Survey on PRP & your appraisal

Have your say on performance related pay and the appraisal process in our new survey! Don't delay. The survey closes Friday 13 September.

We want to know what Camden staff think about the appraisal process and PRP. Importantly, we want to know if staff are being appraised fairly or if any groups, such as BME, disabled staff, or those with caring responsibilities see the process as discriminatory. So please take a few moments to complete our quick online survey, let us know

about your appraisal and what you thought about it. Also, please encourage colleagues, including non-union members, (who are welcome to join) to fill it in so we can build a better picture of PRP in Camden and staff's views of it. The survey is secure and anonymous and should take no more than 2-3 minutes to complete. You can complete it via:

www.surveymonkey.com/s/camdenprp

If you do not have internet access you can get paper copies of the survey to you and your workmates from the branch office (email paul.england@camden.gov.uk) or you can get a colleague to print you a copy from the page about the survey on the branch website at www.camdenunison.org.uk

Re-launch of LGBT Group

■ A re-launch is planned for the Camden UNISON LGBT (lesbian, gay, bisexual and transgender people) group on 21 August (6.30-7.30pm in Committee Room 4, Camden Town Hall). The meeting will be an informal opportunity for LGBT staff to meet and discuss how the group can be developed as well as issues that may need raising with management. To find out more, please contact Shaun.Murrant@camden.gov.uk

August 2013

CAMDEN EYE

All to Manchester – Defend the NHS

The Coalition government has no mandate for its attack on the NHS. The Defend the Whittington Hospital Coalition and the Save Lewisham Hospital Campaign have both won stunning victories against cuts in recent weeks.

However, important as such victories are, we will not win the battle to defend the NHS just by fighting local campaigns one by one. Defending the NHS needs to be centre stage in national politics. That is why it is crucial that the national demonstration outside Tory party conference on 29 September is massive and angry. Any branch member who can make it to Manchester should book a place on the Camden coaches now.

Contact paul.england@camden.gov.uk

Rip off utilities

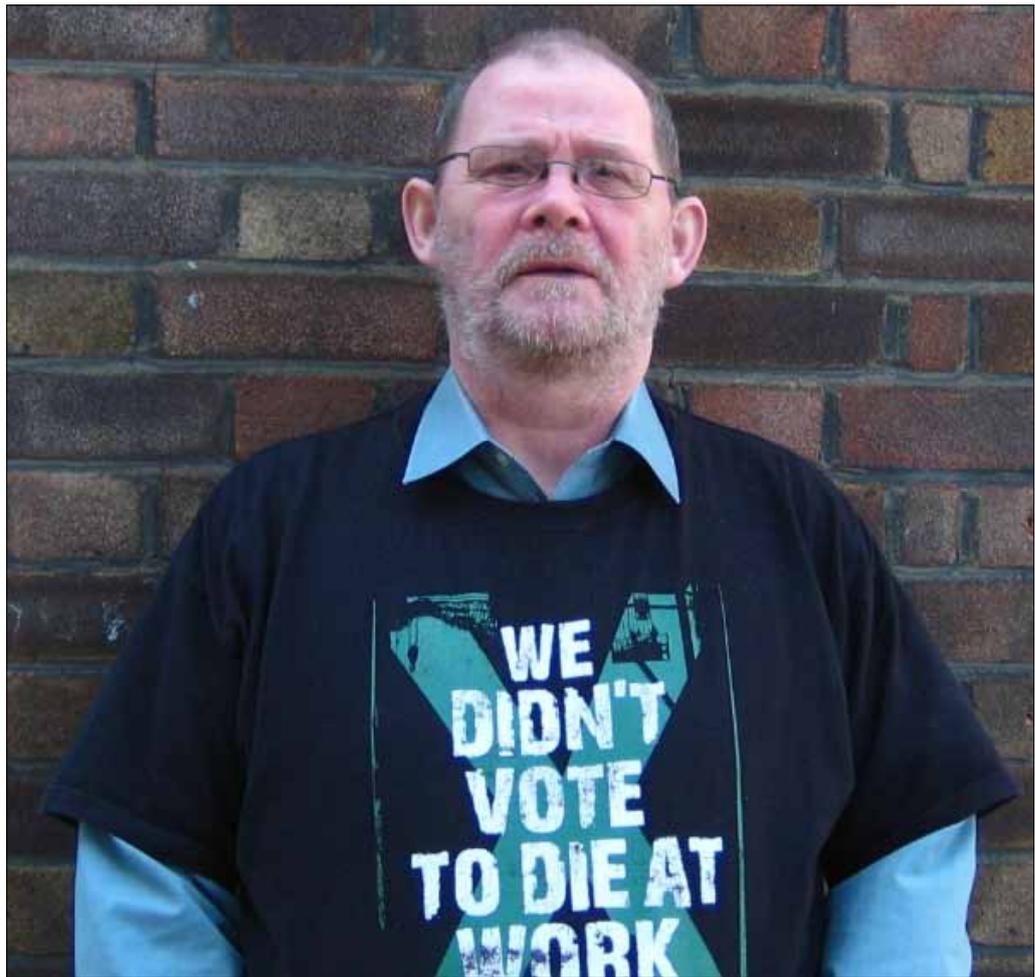
Thames Water wants to levy an additional £29 on all its customers to help pay for a needed super sewer. It, along with the other water companies, has been making large profits, paying out high level of dividends to share holders and bonuses and salaries to top bosses. Meanwhile the public is being fleeced. Water, electricity, gas, rail are in the same vein. How can anyone argue any longer that privatised utilities are more efficient?

Most stewards are also health and safety reps, though the jobs can be split.

Departmental Health and Safety Committees meet every three months and are followed by the corporate Health and Safety Committee. Unions and management chair alternate years.

Health and safety reps have a legal right to training. The TUC recommends two five day courses (there are shorter ones). The courses have a mix of reps from various industries so it's also a good way to exchange experiences and ideas. H&S reps also have a legal right to carry out workplace health and safety inspections. Phil considers it best to arrange joint inspections with management when possible.

The National Hazards Conference in July had several short training modules. It also gave delegates a regional, national and international perspective. This year the branch sent five delegates. The Stress Network Conference is aimed at leading health and safety officers in branches. Phil is concerned that staff and service cutbacks are putting more pressure on frontline staff. The branch is sending three delegates.



Health and Safety is a major issue for Camden UNISON. Pete Ainsley talked to the branch's Health and Safety Officer, Phil Lewis, who was elected in May to the national UNISON health and safety committee.

Early in life Phil's nan told him she had lost her husband from an industrial accident at the ICI Chemical company. She was determined not to lose her sons the same way and so when ICI made a job offer to them it was refused. Phil worked as a fitter mate on British Rail and became one of the first health and safety reps in 1977. A key issue then was that the brakes on the then new 125 trains contained asbestos and the brake dust found its way into the passenger ventilation system. Assured it was 'safe brown asbestos' he sought expert opinion and was told there was no safe level. In those days union policy on asbestos was to negotiate 'danger money' rather than demand its removal.

Asbestos is still an issue today. It was not that long ago that the Health and Safety Executive investigated Camden over broken bags containing asbestos at Holmes Road depot. It's also an issue when staff are asked to do building work in buildings they do not know. Other problems? At the town hall extension: lifts breaking down, toilets flooding, Fire Risk Assessments and ventilation. In Bidborough House: humidity and hot working conditions in the summer. Stress is a general issue and there needs to be proper risk assessments over the move to agile working in terms of hardware (laptops, note books, risers, keyboards and mice) and software. The move to agile working has paused following concerns

raised by UNISON. There needs to be good risk assessments on home working as well. In November there was a major incident when two staff in the transport service suffered life-changing injuries. UNISON is representing both men. The Health and Safety Executive is investigating and the Council has now admitted liability. Phil is convinced that outsourcing results in a loss of control and accountability. He wants maintenance, cleaning and facilities management brought back in-house. What will he be doing on the national UNISON health and safety committee? He will be looking for more support for Safety Reps and for UNISON to take on the government over safety cuts.

What extra benefits does membership offer? Phoebe Watkins, Branch Co-chair, who stayed there recently, describes the delights of UNISON's very own hotel and resort tucked behind the golden sand dunes of Croyde beach in North Devon.

Holiday deals for members

Owned and operated by the union for the last 80 years, Croyde Bay Resort offers a standard 15% discount for all UNISON members. The resort is peppered with pictures of the resort back when it was just comprised of small chalets. A recent upgrade has kept the character while adding in modern comfort! What is on offer? Self catering holidays in two- bed cottages; B&B in the new hotel – rooms comfortably sleep four; or half-board in the upgraded original chalets. There are three restaurants offering a huge daily choice, and two bars with reasonably priced drinks. Half-board offers you as much as you can eat of really good food – not a place to go to lose weight! The price includes the use of all on-site facilities including a heated indoor swimming pool, a small gym, Jacuzzi, steam room and sauna. There are tennis courts and

outdoor play areas for children, including crazy golf. Evening entertainment offers include Benny the Bear for kids during school holiday times. For me the evening entertainment is a bit wearing, but the kids in other parties seemed to have a great time so definitely a place for younger families. The resort is just behind huge sand dunes which lead to a beautiful sandy beach – fantastic for children; famous surfing waves for surfers of all abilities and many coastal paths for those of you who like exploring. Excellent surfing lessons can be booked as well as cycle hire in the local village. Special offers and promotions come up fairly regularly with additional 25% discounts, free child places, weekend spa breaks and self-catering cottage breaks from £29.99 per person. Log onto www.croydeunison.co.uk for special offers.

Agile working and Pancras Square

John Shepherd Co-convenor in CSF provides an update on the state of play with the introduction of “agile working” across the council, the move to 5 Pancras Square and what UNISON is doing about it.

UNISON has been actively involved in bringing staff feedback to the attention of management. In the first trial of agile working in a children's social work team, a UNISON health and safety survey revealed significant problems with the system.

After only a number of weeks, 86% of workers using the new laptops had suffered health problems as a result including stiff necks, eyestrain, back pain, headaches and pain in arms/wrists. As a result of this feedback and further UNISON involvement management have now taken some of it on and have made several key changes, including:

- carrying out risk assessment of agile working, which advises as agreed by UNISON that laptops should not be used on their own for more than an hour at a time;
- now giving staff a choice of two different types of laptops, 14 inch or 12 inch, instead of just the previous 12 inch which many people found too small;
- having large numbers of desks at 5 Pancras Square with external monitors and keyboards, whereas initially the plan was

- to have laptops only;
- having laptop risers and external keyboards available for other desks;
- giving staff a choice between using a laptop bag, a backpack and a wheelie suitcase, instead of just a laptop bag which we pointed out was too heavy for some workers and could be a target for theft.

Despite some of these issues being taken on board, we still believe there are significant failings in how agile working is being rolled out to different groups of staff. Importantly, staff are not being adequately informed of the significant health risks laptops represent, particularly in terms of causing musculoskeletal disorders. And most staff are not being informed that they should not be using them for more than an hour at a time without external equipment. We are continuing to meet with senior management to discuss both the agile working plan, health and safety and the move to 5 Pancras Square. Amongst the other issues we are still raising with them are:

- What guidance will be provided for staff in case someone tries to rob them of their laptop?
- Who is responsible

- if a laptop or handheld device is lost or stolen?
- Will the new building be fully suitable for staff with disabilities such as hearing and vision impairments, and those using voice-activated software?

- How will management ensure that people working from home complete their workstation self assessments?
- Will there be sufficient workstations including those with adjustable height desks and foot rests?
- Will there be sufficient toilets, especially for female workers in our majority-female workforce? If you have any questions or concerns about these issues which you would like UNISON to feed into discussions please contact the branch health and safety officer, Phil Lewis on 020 7974 1633 or Philip.Lewis@Camden.gov.uk

- If you have been moved onto agile working and you have health or work needs which are not being met then speak to your local union rep or convenor.
- For more information see the agile working section of our website at <http://camdenunison.org.uk/tag/agile-working/>

Could lack of qualifications get you sacked?

Teaching assistants are frequently responsible for boosting the literacy or numeracy skills of groups of children, whilst supporting those with a variety of special needs. This work regularly receives praise from OFSTED when inspected.

Are some schools planning to exploit out-of-work graduates and replace existing trained staff? The Coalition Government want early years staff to take on more children if they have grade 'C' passes in Maths and English GCSE.

Brecknock School decided new teaching assistants will only be employed if they have A-Levels. They made five assistants redundant because they did not pass tests set by the school. UNISON wanted the school to use the tests to identify training needs for staff, not identify them for redundancy.

The school broke NJC terms and conditions when agreeing training for two members of staff, by making them pay for the course. UNISON is now demanding the school train the remaining staff to A-Level equivalent level within NJC terms and conditions. UNISON is also asking the council to give all teaching assistants the opportunity to gain qualifications from GCSE to teaching qualifications.

Hugo Pierre
Co-convenor CSF

Camden hit very hard by fire service cuts

On Monday 5 August London mayor Boris Johnson announced that his administration would still pursue a programme of 10 fire station closures including Belsize in the north of Camden and Clerkenwell, which responds to the bulk of call-outs from Camden residents and workplaces south of Euston Road. In doing so, he defied the London Fire & Emergency Planning Authority (LFEPA) board, which on 18 July had voted 9-8 to reject the latest proposals, with Labour, including Camden council

leader Sarah Hayward, the Green Party and Lib Dems joining forces in an attempt to frustrate Mayor Johnson's designs. The mayor is also defying the submissions made by more than 2,300 individuals and organisations during the so-called consultation exercise. Nearly 94% of respondents rejected the original cuts package and a YouGov survey has since shown that some 70% of more than 1,500 interviewees felt the cuts would increase the risk to public safety. The week before the

LFEPA meeting, Fire Commissioner Ron Dobson had announced that two of the 12 fire stations originally threatened with closure would remain open for now, but there was no reprieve for the others on the 'hit list'. All told the new package entails nearly £29m in spending cuts spread over two years and in addition to station closures would see the removal of 14 appliances and 552 firefighters' jobs - substantially more than 10% of the current frontline workforce. Average response times in seven of Camden's

electoral wards will shoot above the current six-minute target, with a near doubling of estimated response times in Belsize ward to nearly eight minutes. Not least because of the particularly serious consequences for Camden residents and workplaces of the cuts package, Camden UNISON will continue to give enthusiastic support to the FBU-led campaign, which could now involve industrial action. Camden Council is also backing an application for judicial review.

George Binette
Branch Secretary



Pipers pipe out against cuts

Assembled behind a converted fire engine, blaring Johnny Cash's 'Ring of Fire' and a Hull-based pipe and drum band, more than 1,000 firefighters, family members and supporters marched to the LFEPA meeting on 18 July against the proposed cuts in London's Fire Service.

SAY NO TO THE EDL

The fascist English Defence League (EDL) has announced plans to demonstrate in East London on Saturday 7 September. Unite Against Fascism has called a counter demonstration. EDL not welcome in Tower Hamlets – Don't let the racists divide us. Assemble 11am on 7 September Altav Ali Park, Whitechapel Road, London E1. Called by Unite Against Fascism.

More at: www.uaf.org.uk

*In the 1970s Camden Council set out to be a model of good employment practice. When Camden Nalgo, UNISON's predecessor, raised the issue of a 35 hour week and an improved maternity leave scheme for staff it was agreed after lengthy negotiations. This seems a universe away from Camden Council today, especially when it comes to outsourced contracts. Branch secretary **George Binette** and Co-chair **Phoebe Watkins** detail the disgrace of slashed residential workers wages and zero hours contracts for home carers*

Residential careworkers' wages slashed

On 3 June Shaw Healthcare took over the running of the new Maitland Park care home along with 47 staff from two of Camden's care homes. Shaw had a plan to slash wage rates since the beginning of 2013. Care staff wage rates in Camden residential homes were £11.06 an hour and for domestic staff about £9.00. Carer's wages have now been slashed to £7.46 an hour and domestic staff £6.32 an hour.

To keep within the law and side-step TUPE, Shaw Healthcare offered a 'buy out' to the staff who transferred from Camden. The vast majority that accepted the 'buy-out' have only to remain in their employment for the next six months but all new staff will be employed on the lower rates. It is clear that Shaw were prepared to spend substantial sums in order to slash the pay bill over the thirty years of this contract. The branch has consistently opposed the wage cuts which were entirely due to this transfer, and the buy-out effectively made any TUPE protection invalid. We argued that staff should receive as a minimum the London Living

Wage (LLW), which was uprated to £8.55 an hour this spring. UNISON approached the Council leadership in last February, citing both the Council's own commitment to LLW and the implications of low pay rates for staff morale and turnover in a critically important service. Shaw refused to concede anything which leaves Camden Council's commitment to 'aspire' for the LLW on all outsourced contracts in tatters. Shaw reportedly demanded an extra £410,000 a year in order to pay LLW as a minimum and maintain differentials between grades but Camden refused. So, as UNISON has argued, the buck starts and stops with the Council and their flawed procurement strategy. If the price of keeping within the budgets set by George Osborne is to not guarantee at least the LLW, then Camden's commitment as a Living Wage Employer is all but worthless. The branch is urgently seeking further talks with the Council's leadership. At present they stand charged of allowing a race to the bottom rather than implementing their own living wage policy in practice.



Scandal of zero hours contracts

Up to one million employees across Britain may be engaged on the basis of not knowing how many – if any – hours of work they have from one week to the next. Such contracts are not confined to the likes of McDonalds, Wetherspoons or Sports Direct. Their use is now widespread across much of the public sector, especially in home-care provision where the work has been outsourced. Camden UNISON organised a symbolic protest at Camden town Hall on 13 August at Labour-led Camden's ongoing failure to commission services on the basis of decent pay and conditions. Camden's home-care services were privatised in 2009, and four years on most workers are now on zero hours contracts. Where UNISON has

raised this with Councillors and commissioning chiefs, we have been met with the refrain of 'blame the market' at best and, at worst, silence. Of course, they also cite the savage Government cuts to budgets as their excuse for letting contracts with care providers who refuse to pay the London Living Wage. Meanwhile, a system that relies on poverty pay and job insecurity for most of its workforce is surely a recipe for ever more cruelty and neglect. We are facing a race to the bottom in pay and conditions for those who carry out demanding jobs in caring for vulnerable people in their own homes. The 'direction of travel' appears to be back to a Victorian future. Even in London home-care workers' pay is often either at or barely above the National Minimum

Wage, and staff frequently receive no pay for travel between their clients, while sick pay and holiday pay are at a minimum. Camden UNISON is calling on Camden Council to insist that all staff employed on outsourced contracts receive:

- the London Living Wage as a minimum;
- pay for travel time between jobs;
- decent occupational sick and holiday pay.

To follow up the protest UNISON is urging the public to write to Sarah Hayward, Leader of the Council and Pat Callaghan Deputy Leader (who is also lead member for Adult Social Care) and demand that Camden's Labour Council insist on the minimum standards outlined above for all commissioned services and that the Labour Party commits itself to the abolition of zero hours contracts.

Join UNISON today

● You cannot defend your terms and conditions on your own. You need to join a union. With over 3,200 members Camden UNISON is the largest union in the council. Join online or access PDFs of application forms at: www.camdenunison.org.uk/join

If you are already a member why not ask your colleagues to join? **There's strength in numbers.**

● **UPDATE DETAILS**
Have you moved or changed your job/workplace recently? If so please update your membership at: www.camdenunison.org.uk/update

● Visit the branch website: www.camdenunison.org.uk

● **CONTACT US**
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Camden Eye

Newsletter of Camden UNISON

Editor - Pete Ainsley, Finance

Newsletter team - Pete Ainsley, George Binette, Tsui Tsang, Phil Lewis & Vinothan Sangarapillai

● Want to get involved? We need writers, cartoonists, photographers.

● email peter.ainsley@camden.gov.uk

● Copy date next issue: 10 September

● The views expressed in this newsletter are not necessarily the views of Camden UNISON, but the branch will defend the right of members to express those views.

Camden UNISON has secured a payout of around £106,000 for 74 former play service workers following a claim for compensation for unpaid annual leave, and is now looking into possible claims for other hourly-paid casual staff. **John Shepherd**, co-convenor CSE, reports on a successful claim

Camden UNISON wins six-figure compensation for play workers

Prior to the closure of Camden's in-house play service, Camden UNISON raised claims on behalf of casual play workers and play workers who worked a substantial number of additional hours, who we contended had not received holiday pay.

After several months of negotiations, management agreed to pay compensation to these workers of up to

£4250 each. The average payout was over £1300.

This is in addition to enhanced redundancy pay which UNISON achieved for 7 employees who worked casual or additional hours worth up to £4500, and back pay for unpaid antisocial hours enhancements worth up to £2000 each for 10 workers. UNISON believes that other hourly paid or casual staff (often re-

ferred to as 'sessional workers' in Camden) may also have not received holiday pay. Legally, all workers are entitled to paid annual leave, even if they are casual, sessional, hourly-paid or agency workers. We are currently representing other individual members in different sections to claim back unpaid annual leave, and are due to meet with HR shortly to look at cas-

ual workers across the council to ensure staff are receiving their entitlements and get back pay where this failed to happen.

■ If you are a casual, sessional or hourly paid worker, make sure you are receiving what you are entitled to. Join UNISON today, talk to your local rep and join our campaign for fair treatment for casual workers!



It pays to be in UNISON

During the recent ICT restructure, some officers who had been promoted to higher graded posts were told that, due to no fault of their own, their performance rating would be applied to their old grade. They were only told this after they had started in the new roles. UNISON challenged this decision with management, stating that this was not what had been agreed and

would also result in these officers being treated unfairly compared to other staff promoted during the restructure. It also meant that the affected staff wouldn't get a pay rise until the following year. Management agreed to stand by their commitment to apply the performance rise against officers' new, higher grade and it was backdated to April. *Stuart Farina*

Are you a casual worker?

■ Are you a casual worker? Are you paid by the hour, month by month, rather than getting a fixed salary? You may be referred to as a 'sessional worker'. If you are, or if you're not sure, please contact John Shepherd (John.Shepherd@Camden.gov.uk or 020 7974 3972) to let us know and make sure you are getting your entitlements. Or are there casual workers in your team? If so please let John know about them and encourage them to join UNISON so we can make sure they get their paid annual leave.