



Forward in UNISON!

Nottinghamshire **BULLETIN**

for Old Peoples Homes

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Hope in sight for reliefs and temporaries

Pressure from NUPE over the temp and relief staff scandal in the homes has paid off. Management has put forward an offer to union reps, giving reliefs and temps rights to job security.

A document produced by Social Services personnel offers temps and reliefs with over 2 years continuous service the right to be slotted-in to a suitable vacancy.

Snags

But the offer has snags. "Suitable" doesn't necessarily mean in the job currently being done by the worker, nor even at the home where she currently works!

The offer is restricted to workers with 2 years or more service - NUPE says 12 months temp or casual work should be enough to win the right to a permanent contract.

The offer only applies to manual staff and only applies in OPHs. NUPE and Nalga are campaigning for temp and casual workers throughout Social Services, not just in OPHs.

Talks

Talks on the offer were due to resume before Christmas but were called off at the last minute. Union reps are piling on the pressure to get a deal - **so managers better get their skates (or even skis) on!**

BYE BYE CSL!

Transfer plan gets a XMAS stuffing!

CSL's plan to transfer County Council homes to an Industrial and Provident Society is now DEAD - it's official!

Councillors met just before Christmas and agreed to drop the recommendations made by the consultants, CSL.

CSL's plans for an Industrial and Provident Society to run the county's old people's homes are now gathering dust.

CSL were first brought in eighteen months ago with a plan to hive off maybe 15 homes. But they could never get their sums right and they ended up advising the council

to get rid of 40 OPHs.

Their plans became more and more crazy as the months went by. But now it's bye bye CSL!

Still looking

Councillors are still looking at the idea of doing some kind of deal with a housing association as a way out of the homes mess. But the report produced by Angus Walker (the *new* consultant) doesn't answer all the questions. So more work has got to be done before a decision on the so-called "housing association solution" can be taken.

As *Transfer(or not?) News* reported last month, it looks more and more as though no decision will be taken until after the County Council elections in May.

But the problems facing the homes haven't gone away.

Empty beds

The empty beds problem is still growing. The total is now back over 300 among all 45 county homes. That's as bad as it was *before* the closure of Peas Hill, The Old Hall, Gedling Manor, Gatelea and half of South Manor.

The closures took out about 200 beds, but even so the total now standing empty is equal to 6 x 50 bed homes with no one living there.

Union reps met senior managers before XMAS and asked them what they planned to do. The answer seemed to be "not a lot".

Union members must put the pressure on to get those empty beds filled.



... NUPE asks the management what it plans to do about filling empty beds ...

Who's for a pay cut, then?

by our
Special Correspondent

Management offer: 'a joke', say reps

And what did Santa bring for care staff in Notts OPHs? Pay cuts-that's what!

NUPE's Christmas post brought details of the long-awaited management offer to re-grade care staff in the homes from manual to officer ("APT&C") grades. But it was **Scrooge**, not Father Christmas who put the deal together.

County Hall is offering care staff spinal column points 8-11 as an alternative to the present Manual Grade 4.

Idea

Some idea of just how bad this offer really is can be had by looking at colleagues over the border.

Lincolnshire is the meanest local authority in the mid-lands. The right-wing Tory council begrudges paying its staff at all.

But even in Lincolnshire care staff were offered points 9-13!

Bad

That's how bad the Notts offer is!

"Ho, ho, ho," said Rod Wood, NUPE's lead negotiator in talks on OPH grading, "We

opened the envelope and it went 'bang! Then out popped this joke. What do they think we are? Crackers?"

Pay cut

Spinal column point 8 would mean a pay cut for some care staff, depending how much weekend, alternating shift and unsocial hours working they do.

The offer is no better for supervisory staff. Management

is proposing to do away with senior cares, assistant officers and deputies. Instead there would be a single grade of "Team Leader".

Team Leaders would be on spinal column points 20-24. In Lincolnshire? 26-29.

Talks on the offer are due to start again in early January.

"I don't care if the sales have started," said Rod Wood, "We've kept the receipt and this is one Christmas present that's going back.

'We're going to change it for a bigger size!'

Arrangements for the Panel meeting held on 21st December were cocked up by the management. No notification of the meeting was sent out to union side reps and so the turn-out was poor. The union side will try to make sure management does the job properly next time.

Panel News

Reports have come to the union side that rape alarms cannot be replaced. Not so. Management says they can be reordered, no problem.

The next panel meeting will be on 4th Feb 1993, unless reps are notified otherwise.

The new styles of protective clothing have now been shown to reps from the union side by Woodfield Industries. They have now made a choice and their decision will be ratified at the next Panel meeting.

NOTE: THE MEMBER SHOULD COMPLETE BOTH PARTS OF THIS FORM, SIGN PART 'A' AND RETURN THE WHOLE FORM TO THE UNION

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NOTTINGHAMSHIRE COUNTY COUNCIL

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