

Disability Review

The savings target for the Disabilities review now includes a management reduction of approximately £500,000 on top of the original £750,000 for frontline staff. Unite, staff and UNISON have all had alternative proposals rejected and with the increased savings targets UNISON has been unable to come up with a further proposal that matches the proposed cuts.

We are particularly aggrieved at the deliberate removal of the grade 5 post, effecting around 114 staff. Unfortunately through an Organisational review the Council are entitled to do this.

There is a further offer of Voluntary Redundancy for the grade 5 staff with a closing date of the **14 January 2016** which I understand will be extended to the following week.

HR has confirmed that grade 8 and grade 5 staff will be offered a grade 7 and grade 4 posts respectively and if refused, you would be declared surplus and offered Voluntary Redundancy.

As a surplus employee you could also go on the Redeployment Pool and seek an alternative post at the same grade or consider looking for a 'Bumped Redundancy'.

Unfortunately there are very few grade 5 posts on the redeployment pool and the opportunities for Bumped Redundancy are very limited in Health & Social Care at grade 5, with only a handful of possible posts. The situation is similar for grade 8 staff but there are only 4 staff affected so the option is at least possible.

The Head of Service will provide an update VERA refusal list to assist in this process and UNISON has requested a copy.

If you are declared surplus you will only have two weeks to consider other options before the VERA/VR offer is greatly reduced.

Staff who accept the lower grade post will move to the top of that grade and have the one year redundancy pay protection.

I will arrange a series of UNISON meetings over the next few weeks to discuss the review and decide what action you want the union to take.

Gerry Stovin
UNISON