

# 12 HOUR ROTAS - 90 DAYS NOTICE OF CHANGE OF IMPLEMENTATION OF THE ROTA

As you will all have been made aware now the Care Home management have issued 90 day notices in respect of the service-wide implementation of 12 hour rotas. This follows on from the completion of the 'pilot' scheme run at Drumbrae Care Home from May 2013 until July 2014.

### Firstly, a chronology of the issue to date:

- April 2012 – Management reveal their intention to implement a Service Review of Care Homes for Older People. Part of the scope of the Review was to be the 12 hour rota model.
- *UNISON*, at that point informed management that would not be acceptable to staff. This observation followed on from a range of workplace meetings held in care homes.
- The branch office also wrote to members seeking their views.
- On the back of the responses, and following further discussion with Care Home management, it was proposed by the management to conduct a 'pilot' of the rota at the Drumbrae Care Home when it opened in May 2013.
- In advance of that we conducted workplace meetings at the Tower and Clermiston Care Homes to seek member's views, capture their concerns and make sure that if a 'pilot' had to happen then that it met the parameters required of such an exercise.
- The main concerns were in relation to the health issues of working longer (particularly so for night shift staff) travel arrangements and the reduction of working time payments.
- Staff who could not, for a range of valid reasons, take part in do the pilot rota were given an opportunity to move another care home. Four staff took up that option.
- Those on a 20 hour or 30 hour contract were given an opportunity to either increase or decrease their hours. Another option was to work 2 days one and week 3 the following week to meet the contractual obligations over a fortnightly window.
- The 'pilot' commenced in May 2013, when Drumbrae Care Home opened.
- It was reviewed at the six month stage, as is usual, with limited interaction with members (their choice). No major issues were identified then.
- As the date for the conclusion of the 'pilot' was reached – although this was extended due to a Norovirus outbreak – the management conducted a survey and questionnaire as to the running of the 'pilot'.
- This was followed up with workplace meetings involving both Day shift and Night shift staff.
- At those meetings members/staff were frank as to what they felt had worked and what hadn't worked.
- Management also proposed a new rota at that stage. This was designed to reduce the night shift to 10.5 hours and have a variable start to day shift.
- When asked if they wanted to adopt the proposed new rota for a further 3 months staff overwhelmingly rejected that proposal.
- When asked if they wanted to keep the 12 hour rota staff/members overwhelmingly opted to keep the 12 hour rota.

Consequently, UNISON had to accept that management would move to implementing the rota service wide.

This does **NOT** mean we 'agree' with the service wide implementation.

We accept that your management are allowed to do what they have done regarding the 90 days notice.

The arrangements that were made available to Drumbrae staff when the 'pilot' was began should still stand.

These are:

1. **An opportunity to increase, or decrease, your hours to fit in with a 12 hour rota;**
2. **An opportunity to work the hours over a 2 week period to meet your contracted hours;**
3. **An opportunity to move to another service; such as Homecare, if you cannot work the rota for a range of valid reasons.**

The working time payments reduction has been vigorously resisted by UNISON, and to be fair your management chased this up with HR and Payroll. However, due to the Modernising Pay 'rules' there is no room for manoeuvre.

The amount of financial losses are however still causing us concern. We will persue this matter until a precise amount is identified.

### **What happens next?**

We are currently arranging workplace meetings in each care home. To meet with as many members as we can we will cover the various shifts as worked.

Should the members view be that they want to resist the implementation then we will conduct a Consultative Ballot. If the outcome of that points is in the direction of an appetite for Industrial Action we will then move to progress that through the Regional and Legal Offices.

So, we need you to attend the meetings and let us know what you think.

### **Your collective opinion will determine the direction of travel.**

If you are unable to attend the meetings when they occur then please contact us via one of the following to record your views:

- **Telephone: 0131 558 7488**
- **[tam.mckirdy@unison-edinburgh.org.uk](mailto:tam.mckirdy@unison-edinburgh.org.uk)**
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