

Job evaluation: Concerns, negotiations, TUPE and law

Since our last members' briefing, released on the 8th of August, there have been significant developments in both the structure of the Edinburgh College Job Evaluation exercise and its direction of travel.

The last briefing was produced to outline UNISON's attitude and approach to the evaluation exercise and to begin to capture our members concerns in advance of the four Campus members meeting held this week.

WIDE CONCERN

It has been evident at those meetings and also in the volume and content of the many emails and phone calls that the Branch office and College based reps have received that there are a wide range of concerns that our members have.

We are endeavouring to answer these questions as soon as possible and to ensure that the views they represent are taking forward as our mandate from you into the ongoing discussions with your employer.

NEGOTIATIONS

These are ongoing. The next meeting will be with your

executive management next Tuesday.

At that meeting, and any subsequent meetings, we will be representing your views and ensuring that our shared concerns are understood and resolved.

As before, no decisions will be made without the members having been consulted first.'

These concerns are mainly to do with the aspects of the process that, as is now evident, have failed to capture the specifics of certain roles and have resulted in an inaccurate and detrimental evaluation.

TUPE

As indicated in the Job Evaluation Update you will all have received from your employer there has been a link made between the evaluation exercise and the TUPE. transfer that created the merged college.

This legal position has been forwarded to our legal offices for an opinion. To further that query the Branch has made a request to the College for a

copy of the legal advice they received. To date we await a response.

Should the position be correct then the question arises as to which bit of the law takes precedence; the TUPE regulations and/or the legal case law on pay protection and the duty to create an equality proofed, evaluated pay and grading structure?

NEXT STEPS

We will continue to discuss and negotiate with your employer on the evaluation exercise and all the other post merger harmonisation of terms and conditions issues.

Regular updates will in future be produced to keep our members abreast of any developments.

As before, no decisions will be made without the members having been consulted first.

To assist us in that process please engage with your college based representatives and the Branch office to ensure your views are represented.

Keep an eye on the website or twitter for updates. See a briefing about job evaluation, equal pay and the law on the website.

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www.unison-edinburgh.org.uk