

Keeping the pledge - no compulsory redundancy

Last year UNISON successfully challenged a proposal put to councillors, by the Chief Executive, to remove their no compulsory redundancy pledge.

We continue to lobby against compulsory redundancies and applaud the Capital Coalition's commitment to their pledge.

UNISON Edinburgh's lead negotiator Tom Connolly said: "The threat of compulsory redundancies has not gone away, neither has UNISON's resolve to fight against any attempt to introduce compulsory



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redundancy."

The number of staff on the redeployment register (surplus) has remained steady throughout this year. As the current phase of reviews nears completion this has risen to 89.

A breakdown of these figures show only 55 of these staff are surplus without a funded post.

There are currently 29 full time vacancies unfilled- what effort is being made

to fill these?

We continue to see a large number of agency staff being employed - the latest figure is 520 active assignments.

We also want to know how much is being spent on the use of consultants.

UNISON argues that more work needs to be done to support staff being declared surplus. More effort to identify redeployment opportunities

and clarity around the 'Bumped Redundancy' process needs to be finalised.

The excuse that the Council is not just making cuts, but 'Transforming' the council, is derogatory to the staff and all of Edinburgh's residents.

Industrial action

Service conditions officer Gerry Stovin said: "UNISON City of Edinburgh has a clear mandate for calling industrial action if anyone is made compulsory redundant."

This is a common position taken by all 32 UNISON branches throughout Scotland.

Organisational review updates

Over two thirds of the reviews are now complete or under way with around 1,100 staff lost since last April plus many vacant posts deleted.

Major reviews starting after the summer include the continuation of non-management cuts in Health & Social Care, Facilities Management and Business Support.

Also due to start are major reviews in Community Learning & Development, Libraries and Children's services.

This loss of jobs greatly affects the services that the Council can provide to the residents of Edinburgh with the most vulnerable and disadvantaged being left even more vulnerable and disadvantaged.

The next round of reviews and cuts will see more of the same.

We continue to witness a greater volume of work being placed onto the remaining workforce; our members complain of feeling more and more stressed and we have received reports from members feeling bullied into

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TOM CONNOLLY

doing more and more work.

Lead negotiator Tom Connolly said: "UNISON will defend its members in all such cases that are reported to us, and we send a clear message to the employer reminding them of their 'Duty of Care' and that we expect them to respect their staff's health and wellbeing.

"We will continue to fight the unacceptable demands



being put onto our members and expose the myths behind the councils 'Lean and Agile' agenda."

"We will also continue to condemn the austerity measures being imposed by the Westminster Government as well as the Scottish Government's savage cuts to Scottish local government."

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