

# UNISON

## “What’s UP?”

### ‘UP’ is short for Unified Pay and Reward

Briefly Barnet Council are looking to implement a **new pay and grading structure**, modernise and harmonise allowances together with our terms and conditions of employment. This is a massive project and the Council are looking to do this through collective bargaining with the Trade Unions.

Please see overleaf some of the key things the council have informed staff about Unified Pay and how you can become involved.

#### **Terms & Conditions Health Warning:**

We are concerned that because of the ongoing changes in the workplace, many of our members are only just starting to hear about Unified Pay.

This short booklet is intended to highlight some of the issues and start a process whereby we can begin to **inform and consult** with all of our members working for Barnet Council including those staff working in **community schools**.

It is really important that staff are engaging in discussion about the content of their job descriptions and the whole process which is why we are embarking on a series of meetings/briefings across the workforce (see back page for details).

**FAIR PAY FOR COUNCIL AND  
SCHOOL WORKERS**



# UNIFIED PAY

**IMPLEMENTATION DATE 1<sup>ST</sup> APRIL 2015**

**EMPLOYEE NAME: JOE BLOGGS  
REFUSE DRIVER**

- |                         |                             |
|-------------------------|-----------------------------|
| 1. Basic Pay            | UNDER REVIEW BY THE COUNCIL |
| 2. Allowances           | UNDER REVIEW BY THE COUNCIL |
| 3. Overtime             | UNDER REVIEW BY THE COUNCIL |
| 4. Hours of work        | UNDER REVIEW BY THE COUNCIL |
| 5. National Pay         | UNDER REVIEW BY THE COUNCIL |
| 6. Annual Leave         | UNDER REVIEW BY THE COUNCIL |
| 7. Sick Leave           | UNDER REVIEW BY THE COUNCIL |
| 8. Automatic increments | UNDER REVIEW BY THE COUNCIL |

## MESSAGE

### TERMS & CONDITIONS HEALTH WARNING:

If you work for Barnet Council and have not heard about Unified Pay you have the option to:

1. Speak to your line manager.
2. Speak to your UNISON rep.
3. If you don't have a UNISON rep contact the UNISON office on [0208 359 2088](tel:02083592088) or email [contactus@barnetunison.org.uk](mailto:contactus@barnetunison.org.uk)

## **6 key things the Council has informed staff about Unified Pay**

1. Development of a single pay and grading structure replacing the current 400 grade ranges down to around 20 grades to cover the whole of the Council.
2. New set of terms and conditions of employment to modernise and standardise additional payments, e.g. overtime standby arrangements, travel allowances etc.
3. Planned implementation April 2015 for Council staff , and September 2015 for non-teaching staff in Community schools.
4. Some employees will see their pay increase, others may decrease and some will remain the same.
5. Covers all Council employees including non-teaching staff in Community schools, excluding teachers and those on Soulbury terms and conditions.
6. Aiming for negotiated agreement with Trade Unions following formal consultation on new pay structure and revised terms and conditions of employment.

# Informing and consulting members

## Unified Pay briefings—North London Business Park

Date	Time	Location
11.08.14	12:30pm	CR 3, Bdg 2
18.08.14	12:30pm	CR 3, Bdg 2
21.08.14	1pm	CR 3, Bdg 2
26.08.14	12noon	TR 2, Bdg 2
29.08.14	1pm	CR 3, Bdg 2

## Request a Unified Pay briefing

We are busy arranging meetings in all workplaces such as Children's Centres, Community Schools, Libraries, Hospital based staff, Mill Hill Depot, Barnet House.

If your team would like a **UNISON briefing** please contact the office on 020 8359 2088 or email [contactus@barnetunison.org.uk](mailto:contactus@barnetunison.org.uk)

## Branch meeting

The details of the next branch meeting are below:

Date	Time	Location
09.09.2014	12:30pm	Oak room
09.10.2014	12:30pm	Oak room
05.11.2014	12:30pm	Oak room