

## EMPLOYEES' CONSULTATIVE FORUM (21<sup>st</sup> December 2010)

### EMPLOYEES' SIDE REPORT ON Joint Secretary

#### SUMMARY AND DECISION REQUESTED

UNISON would like to raise its concerns regarding the position of Joint Secretary and the subsequent response we received from Lesley Clarke, (Union liaison officer) on the 19<sup>th</sup> November 2010. It seems that by the statement (end of the first paragraph) Ms Clarke has taken the unilateral decision to transfer this position to the gmb which will take effect from 1<sup>st</sup> January 2011.

If this unilateral decision is progressed in what we perceive to be an unfair manner then Harrow UNISON fully rejects the Joint Secretary Role in its entirety. As you will all appreciate the unfairness of the progression of this situation will have a major detrimental impact on our members (UNISON) who are the majority affected by the BdR change programme.

#### CHRONOLOGY

*Sets out the chronology of the issue including when and with whom the item has previously been raised and what the outcomes were at each stage e.g.*

DATE	ACTION	OUTCOME
9 <sup>th</sup> Nov 2010	Email from Lesley Clarke to Gary Martin	
9 <sup>th</sup> Nov 2009	Email from Lesley Clarke to Gary Martin	
9 <sup>th</sup> Nov 2010	Email from Lesley Clarke to Gary Martin	
10 <sup>th</sup> Nov 2009	Email from Jon Turner to Gary Martin	
12 <sup>th</sup> Feb 2010	Email from Lesley Clarke to Gary Martin	
	Letter from Sbit Support to Harrow UNISON	
9 <sup>th</sup> April 2010	Email from Varsha Patel to Lesley Clarke	
29 <sup>th</sup> June 2010	Letter from Copylogic to Varsha Patel	
26 <sup>th</sup> July 2010	Letter from Varsha Patel to Lesley Clarke	
	Contract from Copylogic	

## REPORT

# **Harrow UNISON's Special ECF report Joint Secretary**

UNISON would like to raise its concerns regarding the position of Joint Secretary and the subsequent response we received from Lesley Clarke (Union liaison officer) on the 19<sup>th</sup> November 2010. It seems that by the statement (end of the first paragraph) Ms Clarke has taken the unilateral decision to transfer this position to gmb which will take effect from 1<sup>st</sup> January 2011.

This decision does not reflect the equal terms that UNISON perceived would be afforded by this position at the start of the BDfR programme when the gmb strongly objected to the Joint Secretary Role. UNISON entered into negotiations with the gmb in order to seek a mutually agreeable resolve in order that Harrows largest Union UNISON should fulfil the role. These negotiations were at the expense of one corporate day's facility time out of UNISON's allocation.

The aforementioned process has not been reciprocated upon the proposed change to the union holding the position. UNISON also has the added problem that the Council openly sympathise with the gmb and have denied UNISON the same courtesy in providing one day a week for a liaison officer to lead the BDfR.

It is clearly evident that the council by their admittance wish to restrict UNISON's ability to represent its majority membership. Harrow UNISON has had to endure a consistent request for membership information on how many members UNISON has employed directly with the local authority. UNISON further requests that the council provides evidence to this forum in the form of written communication to ensure that the gmb have also been subjected to these membership requests over the Joint Secretary role.

UNISON now makes a formal objection to the position as we feel that our members (who are the majority affected by this programme) will be disadvantaged by the restrictive measures placed on their Union by the local authority. We would also request that the council provides evidence that the one day facility time transferred from UNISON was used specifically for the BDfR. As you will clearly see from correspondence dated 10<sup>th</sup> November 2009 between Jon Turner (Director of H.R.) and (Gary Martin Harrow UNISON Branch Secretary) that a request to return the day was ignored or failed to be understood by Mr. Turner.

We would like to draw your attention to a situation where upon UNISON was financially facilitating the role of Joint secretary and that our financial input was seemingly being exploited to provide added facility time which was taken by our sister union. This is clearly evident by the production of UNISON's financial records which will be supplied as a separate and confidential document which will be disclosed at the meeting. The Joint Secretary role commenced on or before the 13<sup>th</sup> October 2009 which is in the period of the Joint Secretary still in secondment with Harrow UNISON LG. This secondment arrangement ended on or around the 2<sup>nd</sup> February 2010. We therefore raise the question of where the funding has been allocated for this period; I refer you to the attached document 12<sup>th</sup> February 2010 between Gary Martin and Lesley Clarke which clearly identifies an under spend, which we in part attribute to the aforementioned situation.

It is extremely disheartening to find that the council sympathise solely with our sister union in reference to their allocated time. Here again we reference the correspondence of the 9<sup>th</sup> November 2010 between Lesley Clarke and Gary Martin. Yet again we find that the council fails to understand the position of fairness and equality when undertaking these matters. It is not UNISON's fault or responsibility that the gmb membership figures fail to proportionately provide greater facility arrangements.

UNISON would request that the elected members undertake a position of fairness and proportionality regarding the Joint Secretary role which, if not accommodated by the facility budget will have a greater impact on UNISON members. This is evident from correspondence between Lesley Clarke and Gary Martin 9<sup>th</sup> November 2010.

UNISON has over many years provided a position to reduce the financial impact on the council's facility budget by, the provision of our own IT equipment and undertaking a financial contract for the printer/photocopier when the council failed to make payment. Again evidence is provided by supporting documentation of this significant contribution made by UNISON.

If this unilateral decision is progressed, in what we perceive to be an unfair manner then Harrow UNISON fully rejects the Joint Secretary Role in its entirety. As you will all appreciate the unfairness of the progression of this situation will have a major detrimental impact on our members (UNISON) who are the majority affected by the BdR change programme.

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