



**Branch Chair:** John Gibbons  
**Branch Secretary:** Babs Hennessy

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NOTICE IS GIVEN THAT  
**THE ANNUAL GENERAL MEETING**  
OF  
LIVERPOOL CITY BRANCH OF UNISON  
WILL TAKE PLACE IN **TWO** PARTS ON

**WEDNESDAY, 14<sup>TH</sup> MARCH 2012**  
**AT 12.30pm.**

**in THE MARRIOTT HOTEL**  
**Queen Square, City Centre**  
**and**

**At 5.15pm**  
**in FRIENDS MEETING HOUSE (Quakers)**  
**School Lane, City Centre**

The Venues are wheelchair accessible

Refreshments will be provided

To gain admittance to the meeting please bring either your  
current UNISON membership card or latest payslip showing deduction of subscriptions.

Any member with hearing difficulties who requires a Signer should  
contact the Branch as soon as possible, to enable us to arrange this.

## AGENDA for ANNUAL GENERAL MEETING

1. Chair's Opening Remarks
2. Ratification of Branch Officer positions.
3. Notification of ballot result for Branch Convenors' positions.
4. Election of National Conference Delegates.
5. Nominations invited for election to vacant Officer positions:-
  - a) Branch President
  - b) Branch Auditors (2)
  - c) Branch Trustee (1)
  - d) Social & Recreation Officer
  - e) Membership Services Officer
  - f) International Relations Officer
  - g) Youth Officer (under 26 yrs)
6. Acceptance of Annual Reports (see below)
7. Financial Statements & Accounts \*
8. Invited Speaker: to be announced prior to the meeting
9. Motions Received (see below)
10. Pensions Update
11. Single Status / Job Evaluation
12. Accreditation of Stewards
13. A.O.B

\*Will be circulated at the meeting but are available to members on request from Branch Office, and can be obtained from the Branch Website – [www.liverpool-unison.co.uk](http://www.liverpool-unison.co.uk)

## Item 2. RATIFICATION OF BRANCH OFFICER POSTIONS

<b>POSITION</b>	<b>NAME &amp; DEPT</b>	<b>NOMINATED BY</b>
BRANCH SECRETARY	<b>Babs Hennessy</b> Social Care	K. Kilbride, Audit J. Robinson, Adult Social Care
BRANCH CHAIR	<b>John Gibbons</b> Revs & Benefits Service	J. Pritchard, LDL G. Spencer, LDL
BRANCH TREASURER	<b>Peter Hoey</b> Regeneration	J. Hinchcliffe, Regeneration N. Robinson, Regeneration
HEALTH & SAFETY	<b>Jimmy Challoner</b> Benefits Service	A. Greenwood, Reception A. Birtles, Revs & Benefits
EDUCATION OFFICER	<b>Calvin Smeda</b> Benefits Service	D. Whearty, Benefits Service T. Squire, Education
EQUALITIES OFFICER	<b>Steve Edwards</b> Regeneration	K. Johnson, Adult Social Care L. Delves, Regeneration/Tourism
WELFARE OFFICER	<b>Angela Parker</b> Parking Services	A. Ready, Parking Services S. Pye, Parking Services
COMMUNICATIONS	<b>Kim Johnson</b> Adult Social Care	L. Delves, Regeneration/Tourism M. Rogers, Strategic Int. Team
APF OFFICER (Labour Link)	<b>Lesley Delves</b> Regeneration/Tourism	K. Smith, Culture Events A. Stott, Culture Liverpool

## Item 4. ELECTION OF NATIONAL CONFERENCE DELEGATES

NAME & DEPT	NOMINATED BY:
Neil Beasley, Convenor	L. Rafferty and K. Purdy
Patrick Fenner, Convenor	D. Whearty and A. Parker
John Gibbons, Branch Chair	J. Pritchard and G. Spencer
Babs Hennessy, Branch Secretary	K. Kilbride and J. Robinson
Kim Johnson, Communications Officer	L. Delves and M. Rogers
Calvin Smeda, JE/Education Officer	D. Whearty and T. Squire
John Williams, Convenor	A.Greenwood and L. McNeely

## Item 6. ACCEPTANCE OF ANNUAL REPORTS

### 1. BRANCH SECRETARY, BABS HENNESSY

For reasons of space this report only covers the key activities this year. The New Year started much as the old one finished: with massive cuts in services, an ongoing pay freeze, pension fund grabs etc all thanks to the Tory led coalition government.

The Chancellor's 2011 Autumn Statement exacerbated the financial crisis in Local Government. The Council's overall budget gap jumped from £140m to over £200m. In this financial year savings of £50m have to be found. Whilst there is no indication, at this time, that the Council are considering compulsory redundancies, the scale of the cuts will devastate services and we should expect further service reviews.

The details of the budget options are a matter of public record and the impact of these will no doubt be covered in the convenor reports. I will however take this opportunity to note the anti cuts campaigns, particularly in respect of Children's Centres which have had a significant role in winning a reprieve for those centres; I commend our members for their role in those campaigns.

The Discretionary Compensation Scheme is continuing at present; 713 staff left the Council under this scheme between January 2011 and 31 December 2011.

#### CAMPAIGNS

I have been responsible for drawing up and co-ordinating plans for branch campaigning activity. Our branch led the call for an anti cuts protest in January last year, as well as supporting other protests; I have also addressed and attended various meetings. We took four coaches to London on 26 March. Everyone who went was proud to be part of such an historic day.

I organised a members meeting on pensions and the economic crisis. My thanks to Mike Booth, Regional Pensions lead, and Barry Cushner for their informative presentations on the pension scheme and alternatives to cuts in public spending.

Transport was arranged to take members to protest at Tory Party Conference in Manchester in September. This was not as well attended from our Branch as we would have hoped. It is clear we should have built for and advertised this better.

**PENSIONS:** We did learn the lesson from September and campaigned vigorously for a YES vote in the Pensions ballot and for the day of action on 30 November. This included: members meetings, Members' Pensions Courses, Saturday phone rounds of members, workplace visits (over 50), mail outs to members, stewards meetings, and more. I organised the involvement of members in press interviews.

**30 NOVEMBER:** The action on 30 November was very well supported by members. All key City Centre Council workplaces and many outlying workplaces were picketed. The lack of traffic on the streets showed the impact of the action our members took. An estimated 20,000 marched through town on the day. Thank you to all of our members who supported the action.

Following vigorous representations, the Council withdrew its decision to deduct the two attendance reward days and agreed to no pay deductions before Christmas.

At the time of writing, the Government have agreed not to implement any proposed changes for two years (except the move from RPI to CPI), to allow for negotiations to continue. I will report separately on latest development as an AGM agenda item.

### **SINGLE STATUS**

During 2011 the Council announced various dates for implementation. We made vigorous representations that the process was not complete and outstanding issues needed to be resolved. We continue to engage in negotiations with the Council. Future developments will be reported and any final package will be put to members.

### **EQUAL PAY**

By the time AGM takes place, the Council should have made offers on outstanding second generation top up claims. At the time of writing there are a number of outstanding first generation claims where no offer of settlement has been made. This will be raised appropriately and advice sought from Regional Equal Pay Unit.

### **BRANCH**

In the last year I have reorganised work area responsibilities. Two convenors now cover Education.

We moved to Municipal Buildings as a result of the Council's lease at the Cotton Exchange ending. Some teething problems re IT equipment were experienced following the move. I apologise for any inconvenience caused in contacting the branch and thank everyone for their patience while these issues are being resolved.

I am pleased to report that in the 12 months since we have taken up Council accommodation, branch finances are much healthier. This puts us in a much better position to increase our campaigning activity in the future. Although, as Branch Sec., I am responsible for branch finances, the thorough and detailed work of our Branch Treasurer has made oversight of branch finances much easier.

I have ensured that Branch Committee meetings have been convened in line with union rule and have submitted reports as required (barring annual leave).

As joint lead negotiator for the Branch, I have attended Corporate JCC's and renegotiated policies including the Service Review and Redundancy procedure. A number of terms and conditions policies are being reviewed as part of Harmonisation and these will be reported to members when we have a definitive package to put forward.

### **CONFERENCES:**

**NATIONAL DELEGATE CONFERENCE** - A full delegation attended National Conference last June. A number of our delegates, myself included, spoke in various debates. Once again we had a full attendance on every day of conference and had delegates on the floor for each and every session of conference.

### **SELF ORGANISED GROUP CONFERENCES**

Our Branch sent delegates to the National Black Members Conference 2011 and will be sending a full delegation this year.

We also sent delegates to Women's Conference 2011 and will be doing so this year. Branch activists are working to establish a Women's Self Organised Group for our branch. I have attended initial meetings.

### **SERVICE REVIEWS**

I have been involved in a number of service reviews including. I will not report in detail on these as my involvement has mostly been on the basis of assisting colleagues and/or standing in for them at meetings. It is therefore only right and

proper that these are covered in other reports.

There is no let up in the number of service reviews taking place and we will continue to ensure that members are represented in all future service reviews.

### **OTHER**

Branch has supported Liverpool Pride, ensuring the branch banner was present. We also supported National Black History month.

I have attended and submitted reports to Branch Committee meetings and Regional Local Government Service Group.

In my capacity as Secretary of the Joint Trade Union Committee, I have convened and attended JTUC meetings and sent correspondence as directed by JTUC. I have also engaged in negotiations at a Corporate level with other JTUC unions. I have represented members in formal hearings, as well as providing advice and support to members as necessary. I have also provided advice, assistance guidance to officers as required.

### **FINALLY**

It has been an extremely challenging year and I want to thank all members for their support over the past 12 months. I also wish to thank branch officers for their support and assistance over the last year.

Above all I wish to thank our two Admin staff Lorraine Allen and Sandra Jaycock. More than ever this year Sandra and Lorraine have worked above and beyond the call on a number of occasions; their hard work and Support has been invaluable. This year has marked 30 years of service for each of them and I hope all in the branch will join me in thanking Sandra and Lorraine for their long and loyal service to this branch and our appreciation of them.

## **2. BRANCH CHAIR/CONVENOR, JOHN GIBBONS**

It has been a pretty hectic year in the Council with the Labour Group having to make cuts in the region of £91 million, plus the loss of Area Based Grant and other grants the Council attracted. A lot of these cuts have been met by service reviews (which I will go into later). JTUC, of which I am a member, have worked with the Labour Group to avoid compulsory redundancies. So far this year over 700 people have left this Council, none of which have been made compulsory. It is worth pointing out at this stage that JTUC have been quite vociferous in their objections to certain budget proposals, we are here to represent you, no matter who is controlling the Council.

### **Exchequer Management**

For those of you with a good memory, you will recall that this was mentioned in my last AGM report. At the time of going to press, still nothing has been decided. There are meetings scheduled over the next few weeks, so hopefully I will be available to give a verbal feedback at the AGM.

### **Individual Representation**

For reasons of confidentiality, I cannot go into details on individual cases, however, I can reportback that I have dealt with 17 disciplinaries, 6 of which were classed as Gross Misconduct, and 15 grievances. I also had a member who had been dismissed, re-instated on appeal in front of elected Members. I have also dealt with 1 regrading which was upheld, and backdated for a number of years.

I also represented two members who had been dismissed because they were 65. One was reinstated on appeal. I also covered for one of my colleagues who was dealing with these cases. I prepared the appeal in her absence and on her return she presented the case to Elected Members, which saw both of our members reinstated.

### **Call Centre**

I have been in preliminary discussions with the Head of the Call Centre. It is their proposal to move the annual leave year back from staff birthdays to a fixed leave year running from April to March. There are a lot of issues around this still to be

discussed. Once we have a firm proposal, this will be put to members for them to decide. We have been assured these proposals will not affect the wider Council workforce.

### **Enterprise Liverpool**

Street Lighting and Highways were outsourced from LCC to Enterprise by way of a TUPE transfer 10 years ago. The Council is now looking at the contract and in all likelihood this will be re-tendered by LCC with new companies having the opportunity to bid for the contract. Again this is the only information we have at the time of going to press.

### **Service Reviews (Restructures)**

A lot of my time has been spent on Service Reviews. These include:

- Environmental Enforcement – which saw 74 posts reduced to 22.
- Premises Management Unit (Public Domain) – this saw no staff being displaced, just any vacancies being deleted from the establishment.
- Premises Management Unit (Cleansing) – this entailed some members leaving on Vol. Severance. It was too early to do a full Service Review as we are awaiting the outcome of the Councils accommodation strategy.
- Transport – this saw 40 posts reduced to 30.
- Jet Service – this was an extremely difficult review which saw 89 posts go down to 60. On top of this, the Council were facing 15 Employment Tribunal claims against them from an outside Service provider.
- Neighbourhoods – this saw 67 posts reduced to 33.
- Regeneration – this involved 23 posts being reduced to just 8.5.
- Community Services Business Support – this saw 15 posts being reduced to 7.
- The Equal Pay Unit also had a review reducing posts from 8 to 4.
- Enterprise/Liverpool Client Team were reduced from 16 posts to 7.
- Business Improvement and Policies Team – 8 posts down to 5.
- City Safe – this restructure saw 40 posts reduced to 28.
- Business Improvement District Team, which were restructured just 15 months ago from 9 posts to 6, have had another review, slashing these 6 posts further down to 4.

### **Corporate Responsibilities**

As previously stated I am a member of the Joint Trade Union Committee and as such have been actively involved with Job Evaluation, Single Status and Harmonisation. JTUC have had regular meetings with management and Councillors in order to try and deliver the Single Status package. This will be covered in more detail by the Branch Secretary and JE Officer's Report.

I was also one of the main organisers of the JTUC Stop the Cuts demonstrations held in Liverpool on 29<sup>th</sup> January 2011. I was appointed by JTUC to be the Liaison Officer with the police. This, contrary to popular belief, saw me in a police station at half seven in the morning surrounded by police, for the first time!

### **UNISON**

As Branch Chair, one of my many responsibilities is to ensure that the Branch, and its Officers, operate within and abide by UNISON rules. This is to ensure the Branch delivers an efficient and supportive service to its members.

As well as an Officer of this Branch I am also a member of the Regional Local Government Service Group.

I had the honour in June to be elected as a representative to UNISON's National Conference. It is at this Conference that UNISON's strategy for the year is debated and decided. I was chosen to deliver 2 speeches on behalf of our Branch to over 600 delegates. If I do say so myself, these were very well received.

I along with all other officers of the Branch helped organise our Branch's contribution to the great demonstration held in London on 26<sup>th</sup> March. Over 350 of our members travelled down to London for what turned out to be a truly historic and memorable day.

In November of this year I was selected by Region to be one of only 6 delegates representing UNISON in the North West on the TUC.

As Branch Chair, I have also had the dubious pleasure of attending many evenings in the Town Hall together with the Branch Secretary. This is chiefly in order to keep track of what is happening in the Council.

As you can see it has been a busy and eventful year in the Council. There are still more savings to be realised for the next financial year, but I firmly believe that by sticking together we can ward off the threats to our terms and conditions and the need for compulsory redundancies.

### 3. CONVENORS

#### A. NEIL BEASLEY

Although it has been a baptism of fire, I have thoroughly enjoyed my first year as a UNISON convenor. The challenges, the victories, the disappointments, the ups, downs, the middles grounds, I have relished it all. I would also like to thank my colleagues within the branch for making me feel part of the team from day one and also for their help, support and encouragement when I needed it. Naturally it was a steep learning curve, but as time has progressed I now know I am up to speed with the day to day tasks and responsibilities of being a UNISON convenor and I am more than capable of handling any situation that may arise. But during those early days my branches support was vital. I have covered a number of areas during the year and here is a brief summary of each of these areas and the work I have completed throughout the year.

From June 2011 I inherited the Schools and Education portfolio and from the following September shared this responsibility with my colleague Lillian Wynne. We both share the corporate side of this portfolio covering the Care and Learning Services, the Schools Service and the Integrated Service for Children and Young People. The actual schools portfolio is split north and south I cover the north, although from time to time I have covered cases in the south. As part of my corporate responsibility I have represented our members during the service review for the Attendance Business Unit. After negotiations with the manager undertaking this review and meetings with our members we achieved a favourable outcome with the minimum of job losses. I have also completed a service review for the Integrated Youth and Play Service review. After attending many meetings with the joint trade unions and some our UNISON colleagues, management were persuaded to think again about their proposals as the original structure was not fit for the purposes of the service. We are awaiting a revised proposal as we speak.

I also had a major input into the decision to overturn the closure of the four Sure Start Centres. Many people including staff, parents and carers lobbied the council and done a great job of helping to secure the centres but I feel the decision to overturn the closures was also in part to the input I and UNISON had in the consultation meetings. I also feel the help and advice I offered our members during the consultation period was vitally important. I am considering this not only a victory for common sense and the hard work of those who lobbied but also the hard work, effort and the challenging questions raised by me on behalf of UNISON.

We as a union take an anti academy stance and as it stands at the moment there are no proposals for any of the schools in the North of the city, to revert to academy status. I am currently Joint Chair of the School Support Staff JCC, and as part of these meetings any discussions re: academies will be discussed at an early stage at this forum. If we do hear of any potential academy applications I will be informing all of our members to campaign against the potential changes. I will be keeping my ear to the ground to find out any future developments.

Throughout this year I have dealt with a number of issues within learning establishments across the authority with varying degrees of success. This includes arranging three compromise agreements to the benefit of our members. Here is a brief summary of the majority of issues I have dealt with within the schools and education sector.

Three restructures within various primary schools.	A flexible working time query within a primary school.
Two equalities issues within various schools.	Nine sickness capability issues within various schools.
Four re-grading issues within various schools.	Two sickness capability issues within the nurseries.
Seven disciplinary and four grievance meetings within various learning establishments.	Three performance capability issues within primary schools.
A change of role consultation for two members within nurseries/schools.	Two merger consultations within learning establishments.
Several consultation queries re: change of T & C's and contract queries within various schools.	Three maternity pay/leave issues within education.
Several Job Evaluation issues within various schools.	Three issues re: bullying and harassment allegations within education.

I have also covered many different portfolios during my first year as a convenor. The main role I played within LDL this year was to be part of the consultation surrounding the career progression scheme within the call centre. The input I had as part of the consultation meetings took out many of the negative subjective aspects, on the skills pro forma, that would have been a reflection on the job holders personality rather than their capability for the role. I contributed to making it a more performance based competency check list, looking at tasks, responsibilities and PRD's. I feel this was a far fairer way of the job holder's performance being evaluated, to progress up the pay scales. I was happy with the result as our members within the call centre can now have a fairer, more transparent guide to achieving their desired level within the centre. I have also represented a member at a lateness review, advised on an ICT restructure, dealt with a flexible working time restriction issue, represented a member at first stage capability and have provided support and advice during several investigatory meetings within LDL.

At the start of the year, before inheriting the Education sector, it was within my remit to cover Parking Services, Operations (inc Libraries and Sport and Recreation) the Chief Executive's Office and the Environmental portfolios. During this time I dealt with various issues within these sectors with varying degrees of success. These included a misrepresentation of UNISON issue, one disciplinary case, I overturned a decision to dismiss one of our members at appeal stage, organised a ballot for the election of a UNISON steward, represented our members at a Bookstart service review and had one grievance issue re: bullying and harassment.

I have also assisted my colleagues with their portfolio areas including, but not limited to Social Services, Planning and Transportation, Housing and Neighbourhoods, Tourism, Exchequer Management and Committee Services. I have dealt with a number of issues in these areas including assisting on two service reviews, chasing up and confirming voluntary severance payments, three disciplinary cases, two assimilation queries, a failure to adhere to the LCC sickness absence policy issue, two sickness capability issues and a disability awareness issue. I have also attended meetings with the Job Evaluation team to ensure our members gained the credit for the tasks and responsibilities they undertake. I have also completed an HNC course (in Widening Participation), a number of union related courses and I am currently studying for a diploma in Employment Law.

All in all a very busy year, but one I am proud to say I have been a part of.

I would like to thank all of my workplace stewards for their continued hard work and effort. I would also like to thank Sandra and Lorraine within our branch for their continuing support and excellent work.

## B. PATRICK FENNER

Convenor for Libraries, Culture and Tourism, Leisure, Parking Services and Premises Management. This report will focus on the work undertaken in relation to the above service areas as this is my current remit. However, for the first part of this year I was the convenor for Education and Children's Services. Neil Beasley and Lillian Wynn are now jointly responsible for that service area.

I would like to take this opportunity to offer my appreciation to our stewards and members in education and children's services for all the support they have offered over the years; and their continued support for our branch in the years to come.

### **Libraries**

The press have reported on the document concerning the Library service;  
<http://liverpool.gov.uk/libraries-and-archives/news/details.aspx?id=212066>

Senior Management has not yet officially announced service review but I have met with staff to discuss the report. The implications are of serious concern, in summary;

- shared services with One Stop Shops at Garston, Walton and Parklands
- Reduced opening across the service with the full implication of this to be identified once consultation begins.
- The cessation of the mobile service and
- The closure of Edge Hill, Woolton and Great Homer Street libraries if community based groups cannot be identified to provide a service.

Community opposition groups are being formed, most notably in respect of Woolton Library – this can make a difference as seen with the sure start centres. Please consider signing the petition at; <http://www.ipetitions.com/petition/wooltonlibrary/> Any member working in the Library service who is interested in becoming a work place, health and safety or Learner representative for UNISON should contact the branch and discuss the roles with us.

### **Culture and Tourism**

The wholesale reorganisation and re-rationalisation of Culture and Tourism is ongoing at the time of reporting. Consultation has been extended and is now completed, we are waiting for the next stage in the process to begin and this is imminent. This has been an arduous process for staff – more so than we would ordinarily expect. The visitor economy is vital to Liverpool during this time of reducing funding from central government. Despite those cuts, it is paramount that this service is as a fit for purpose as possible to ensure that the visitor economy continues to grow.

### **Premises Management**

The review of premises management staff was practically concluded when I took this service on. There were some minor issues that were resolved through negotiation with management prior to a dispute being considered.

### **Leisure**

I have established with management that they intend to announce a service review. At the time of writing this report no official documentation has been released. I have made management aware of my role on behalf of UNISON members in this service area. We are seeking an increase in work place representatives in this area also and I will continue working to establish a strong stewards committee for Leisure and Libraries.

### **Parking Services**

There are no current discussions with management over service review and I will cover the levels of individual representations further in this report. I am currently considering the implications of management advice on guidance documents provided to parking service staff and the implications therein.

### **Burton Manor**

When the authority indicated the Burton Manor would cease to operate as a college and they would not be continuing to support the college it also stated that those employees were not employees of the authority. After many meetings and emails expressing our disagreement, we were successful in securing that they would be treated as though they were employed by the authority. Whilst it was saddening to see such a long standing provision ceased; I am proud of the outcome I achieved on behalf of our members working at Burton Manor. Ultimately no redundancy notice was served to any member of the Burton Manor staff.

### **Individual representations**

I am not at liberty to discuss the detail of ongoing or completed cases on the basis of confidentiality but am able to summarise in terms of numbers and nature of the individual case load I have provided representation to. These figures include both representations to my current service area and the Schools and Children's services areas also; I have provided representation on 22 disciplinary cases; 17 of which were identified as potentially gross misconduct – these are figures for hearings only, where investigations do not result in hearings, they are not included.

I have offered representation to members stating individual grievance on 21 occasions and 3 collective grievance statements. I am able to report it has only been necessary to seek legal advice in five cases from UNISON Case Unit. The remainder have been resolved to the satisfaction of the individual member concerned through negotiation or agreement with the employer.

### **Collective representations**

I have mentioned the three collective grievance statements that I have dealt with. I have referred to the main service reviews in the areas I am currently responsible for. I have also collectively represented staff in 12 reorganisations/staffing reductions in Schools and other areas of Children's services additional to those main service area reviews identified above.

### **UNISON work**

During my tenure as convenor for schools I was a delegate to Regional Schools Forum. I am a delegate to the Regional Local Government Service Group.

### **In Conclusion**

I believe every single council worker has experienced the harsh reality of the current economic climate. This report has not been easy to write. I have tried not to be emotive but do want members to understand that;

We will not let the pensions issue fade away; if the government continues to insist that we work longer, earn less and contribute more; it is my opinion that we have no choice but to fight back.

I have endeavoured to work to increase the legitimacy and strength of our branch and our negotiations with our employers; with the excellent support of our membership, our stewards and our branch Secretary, branch Chair and fellow convenors.

In solidarity.

## **C. JOHN WILLIAMS**

Looking back over the year I've come to the conclusion that it's really difficult to do an Annual Report and that the road to hell is paved with good intentions, there are lots of things that I was hoping to get through but unfortunately not been able to and really that is down to the fact that our members jobs, both ensuring permanency and fairness in them is ultimately what we're here to try and do. Right, now for the summary of the year's work.

One of the things that has definitely been hell, and has run for virtually the full year is the Adult-In-House Service Review. Despite assertions elsewhere this began in March of last year with the documents and paperwork supplied and a series of 20 plus meetings set up, throughout late March, for management to meet all the affected staff to explain their vision for the service. Numerous meetings, several arguments, a lot of nonsense, quite a few gathering of all the Trade Unions' members and one Dispute later we were privileged to our Bobby Ewing from the shower moment ( copyright Michael Clark ). With the backing of all the Trade Union members we effectively won a Dispute without it being heard. Anyway the review started again proper in September, for another fine mess ( copyright Oliver Hardy ). Flippancy aside there has been some movement on that and we have successfully argued some additional positions in at various levels but we're still faced with some serious concerns over viability from a managerial point of view and the loss of effectively the reablement ( ARTS ) team to more general positions within a review that is supposed to be about a reablement model. But then many depictions of hell have madness at the core of them. Before I close on this I think it only fair to say that without Babs assistance on this I would have probably arrived at madness a lot sooner.

Other reviews that I've led on include Business Support, the YOT Service, Parenting & Family Support, Corporate Parenting and the Safeguarding service. Again all of these led to several meetings with members, discussions and concerns being raised. All had a number of problems one way or another. The flipping of the profiling for Redeployment

to the beginning of the process caused a number of concerns, particularly with the P&F Support review, as this was mid-stream and caused a lot of questioning about how things were being carried out but it was maybe more so with Corp Parenting and the Adult-I-H Service. The former it proved a huge distraction. There was also a huge body of work that had to be carried out with profiling of 120 plus staff, at the outset of the process. Many of our members were concerned that they were either already out of a post, or being lined up to suffer that fate. Consequentially I think it distracted enormously from the consultation process and led to it being a much more prolonged process than was really necessary. With the latter the prospect became a truly terrifying one for management with the potential for some 700 plus profiling interviews required, just within phase A of the process. To my mind we've introduced a process that doesn't fit with the current climate of review and restructure. These are extensive and on-going and in general, for most of these reviews may be a better fit to have the old system in place, of profiling at the end of the process.

The Safeguarding Review got off to a false start, and I think I would probably have to give that it was probably done with the best of intentions for the members that were directly affected. We got there in the end with overall the members protected as much as possible but my main concern with this one was the fact that the Alder Hey Safeguarding Team were disbanded. As much as our priority remains the members it was disconcerting to see such a key service go by the wayside. Although a service of sorts was still retained that immediate access to an important service had gone. Just another example of these cuts are hitting in areas that many people don't even realise.

One of the more pleasing aspects of my year was to witness the relief/joy of some of the Asylum Team. There had been a fairly messy Review/TUPE/Disbanding of the Asylum Team that had progressed through March and April. This had been traumatic for all of the members involved but after long consultation and a good bit of heartache the position was finally established that it was not appropriate to TUPE those staff. The proposed company was baulking and those members faced the very real prospect of being out of a job on the 28<sup>th</sup> April. They eventually went through usual Council processes with redeployment or voluntary severance offered to them. It kept me, and John, busy at times but the members were happy with the outcome and were ecstatic when it was confirmed they weren't going to be TUPEd across to a company that wouldn't have them. Confirmation of the news literally had them dancing in the street.

Amongst the Disciplinarys that I represented at there were five which were for Gross Misconduct. I'm glad to say that three of them returned a No Case to Answer and the fourth and fifth written warnings. One of the 3 No Case to Answer was a given, even for me, but the other two were both conducted over a number of days and both members were relieved at the rightful confirmation of their outcomes having had the allegations hanging over them for several months.

The Pensions Course I attended was excellent which really did kill the myths about our golden pensions. They are viable and affordable, especially our LGPS one. Absolutely worth defending and would be foolish to leave as the savings would be minimal and what you would lose would be substantial. Ironically the Pensions course was fairly intense one as it was a 3 day course crammed into two, due to the PCS and the Schools being on Strike over the Pensions – those damned Union militants. I enjoyed the irony of a Union Pensions Course getting disrupted by Union Industrial Action. Their day of action and march was on the 30<sup>th</sup> June which attracted well over 3,000 plus. I thoroughly enjoyed that march and indeed all of the rallies that were taken throughout the year in London, Manchester and our own one here in Liverpool in the November when 15,000 odd marched. It was nice to be cheered in a huge crowd rather than barracked in a small one.

This past year saw the passing of the 30<sup>th</sup> Anniversary of the Toxteth riots and also the 100<sup>th</sup> Anniversary of Liverpool's Bloody Tuesday and we celebrated with more riots. It may not have been quite the political uprising of those previously mentioned but the interesting common denominator in all of this is that this civil unrest always comes under a Tory Government.

As detailed right at the start of this report the Adult-In-House review is continuing and there remain two outstanding disputes within this which is concerning on two levels. Firstly that those staffs concerns remain unanswered and secondly overall management and HR have refused to consider them. This is part of the designated process and potentially raises huge issues for all future reviews. Without this being in place members have no outlet to register a formal complaint, in the faith that it will at least be dealt with. This is a key element of the Service Review procedure and if not adhered to has serious consequences for all our members with the undoubted forthcoming reviews. We've finally got the Supported Accommodation proposals, Phase B i), which was long overdue, originally supposed to be out at the

tail end of October.

With the Service Area being so extensive and a good degree of variation with the jobs and responsibilities that come under the banner of social services I have received numerous assistance from all of my fellow branch officers whether that be with covering meetings, offering guidance or advice or taking on some Disciplinarys where I've been committed elsewhere. All of this has been hugely supportive and much appreciated.

As well as the numerous meetings that I've attended to either offer support to members at meetings or to advise members and occasionally management on matters, I was going to do a purely numbers representation of the basic functional meetings that we usually deal with but I've simply not had the time to add it all up across Service Reviews, Grievances, Disciplinarys and Capabilities, as well as all the others we deal with e.g. Welfare Meetings, Occ Health, Suspension/Relocation and Investigatory meetings as well as the more general ones with members. Simply put - too many to mention (or actually to count in the limited time I've got to put this report together).

I have also actively sought to recruit new members: This included speaking to newly qualified social work students at Hope University.

I have met Social Care members in various offices, across the city, over issues which are all too familiar to those in social care including case loads, paper work, hot-desking (again) and have been pro-active in raising these with management.

The Social Work Action Network Conference in Liverpool in March will be an important forum for social care staff to discuss issues of concern, and a vehicle for debate on a way forward. I am pleased to support this conference, ahead of our AGM, and will have begun work to publicise this event to members and encourage them to attend.

I have also been pro-active in establishing a Social Services Stewards' Committee; This forum has met on a number of occasions throughout this year. I also have to give my thanks to all those Social Care reps for their support and assistance throughout said year. They've probably just about kept me sane, covering when I have simply not been able to split myself in two to cover various calls upon my time.

## D. LILIAN WYNNE

May I begin by wishing you all the very best for 2012. Though 2011 was challenging, we have remained positive and determined and I hope this continues this year. 2011 was an exceptionally busy year for the areas I covered: Financial Management, Legal & Committee Services, Coroner's Court, Electoral Services, Internal Audit, Treasury & Risk Management.

The year began with the infamous Town Hall meeting with Cllr. Joe Anderson who informed us of the horrendous cuts and savings that would need to be made due to new government cuts in funding. A meeting was arranged at the Echo Arena on 11<sup>th</sup> January to inform staff of the Council's proposals to make budgetary savings and to give staff the opportunity to discuss their concerns. Chief Executive Ged Fitzgerald outlined the £91m of savings to be made with the savagery upsetting for all. The outcome of this meeting meant the trade unions had some work ahead of them protecting members' rights and ensuring job security.

On 27<sup>th</sup> January I attended a public rally/march against the cuts which was well supported despite the terrible weather which received local and national media coverage.

During February I assisted with the restructure/review for Environmental Enforcement which was reducing its workforce from 74 to 22. The Committee Services Business report saw 8 posts go, leaving only 7, and City Safe reduced jobs from 40 to 28. Though this task was difficult I assured members I would support them for the duration of the process and aimed to achieved some excellent results.

March was incredibly hectic, filled with enrolments and induction courses for new Council employees telling them of the benefits and importance of joining a trade union in such austere and unstable times. With new members came new

ideas and challenges and it was refreshing to see the passion and support for UNISON. To deal with the budgetary cuts, I attended a course in 2011 on redundancy legislation run by Thompsons solicitors, to ensure I was posed and ready to protect members.

In the mid-year, my responsibilities widened to cover Age Discrimination dismissals. Though the task and workload of the 22 cases was demanding, I myself learnt a great deal from the process, saving over half of the member positions I covered, an outstanding result given the circumstances. In October 2011, legislation changed to support the decision that nobody can be forced into retirement simply because they are 65. Should any member affected by this have any questions please don't hesitate to contact me.

In Adult Services, I assisted another Branch Convenor with reviews and restructures and attended meetings with members to discuss the threats in the area and how it could be challenged.

In April I assisted my Colleague Neil Beasley representing members in Education Services regarding redundancies and TUPE transfers which again were being threatened, and we had a great deal of success. As a Branch Convenor and a member of the Regional Local Government Service Group I attend as many meetings as I can. These meetings give an update on issues affecting all members within the North West Region and how other branches are dealing with similar issues to our own. I am a representative on the Joint Trade Unions Committee and this year I was elected their Treasurer.

In May I attended a UNISON organised meeting in St. George's Hall to advise members on public sector pensions and the true impact of the cuts planned by the Government and the alternatives that the trade unions were proposing. I am sure the Branch Secretary will cover this detail in her report. The Hutton Report proposes we pay more, work longer, get less and this is very worrying for all members. UNISON is still negotiating on this issue.

In June I attended our National Conference in Manchester, I heard some brilliant speeches. The General Secretary applauded members for the support given to the TUC march in London, which I was proud to have been part of.

In July there was a reshuffle of areas of responsibility. I would be sharing the Education portfolio with Neil Beasley, this covers all schools, planning and admissions, employment skills etc. We decided to split the areas with Neil covering the north of the City and myself covering schools in the south. I attended a meeting with the new interim managers covering these areas in order to establish positive working relationships. I also cover the Youth and Play Services, child-minders, nurseries and children's centres, and extended services through schools. Also in my area is Strategic Planning of school places, including pupil admissions and welfare. I have met the manager covering these areas to discuss the future of the Childrens Centres which were under threat of closure. (At the time of going to print this decision has now been reversed). I have attended many meetings since as there have been reviews and discussions around voluntary severance to cut the number of staff. Child-minders Services and Community Networks, including Co-ordinators and Support Workers' posts are all under threat and meetings have been arranged with managers and staff to explore other avenues of funding.

September was busy, after returning from annual leave I was updated on the crisis in the pensions talks, and involved in the forthcoming demonstration at the Tory Party Conference in Manchester. It then followed by getting involved in preparation for a possible ballot for industrial action over pensions.

In October I attended my first JCC at Enterprise South Liverpool Academy, and met our stewards who updated me on local issues at the Academy, and offered guidance on future proposals and changes for 2012.

I was invited to speak at the AGM for NUT members giving them an update on UNISON's strategy regarding the pensions dispute, and was thanked for my contribution. I have attended many JCC meetings and am still trying to get my head round all the 'jargon'.

Pensions were continually in the forefront, and I attended a very informative course organised by my colleague Calvin Smeda at which the tutor Dave McMonnies from the TUC explained how pensions are calculated, and the reason why we must encourage all members to join the pension fund.

I then took part in the planning around the ballot, visiting many workplaces encouraging members to vote, and contacted members by phone during my own time at the weekend.

I am still attending JCC meetings at Youth and Play Services over the pending restructures.

My last appeal in front of Elected Members was in November representing a member who had already been retired due to reaching 65, but who wanted to appeal. I was successful in gaining the member's reinstatement and financial losses reimbursed. I have presently 5 ongoing investigations in Adult Services regarding medication issues, and long-standing suspension case was heard and reinstatement given, however the member decided to take VS, but was happy with the outcome.

November saw the preparation for the day of action on 30<sup>th</sup> November. I visited many areas with my colleagues, delivered leaflets and had discussions with members, whilst recruiting new members by explaining the importance of being in a union at such a critical time. In the lead up to the strike the City Council threatened to deduct the attendance reward days from those staff who had accumulated them, stating that industrial action was unauthorised absence. We were successful in challenging this, and the threat was withdrawn.

In summary of my caseload, and taking into account individual confidentiality, 22 cases of dismissal due to reaching 65; 9 capabilities; 4 suspensions under gross misconduct; 15 disciplinaries for a variety of reasons; 33 investigatories, many still ongoing, although I was successful in stopping some from progressing further than the first stage

As well as being part of the Organising on Recruitment days, I have attended pensions courses, IT course, Redundancy update seminar. I am still attending reviews in Education and Children's Services and in January 2012 there was a turnaround in the decision to close four of the centres, which is a massive success for the parents and local communities. Some schools have applied to become Academies and I will continue to campaign against these and support our members in these schools, and wish to thank my stewards for all their hard work in assisting with this issue.

This year has been a mega change for me, leaving one portfolio and commencing another in August. One can never say what challenges are to come, but challenges we will meet on behalf of our members.

## 4. JOB EVALUATION/EDUCATION OFFICER, CALVIN SMEDA

### **Current Branch Positions:**

Branch Education and Training Officer  
Job Evaluation Convenor

### **Committee delegate:**

North West Regional Black Members Committee  
North West Regional Local Government service group  
North West Regional Learning and Organising Committee  
North West Regional delegate to National Black Members Committee

### **Job Evaluation**

Job evaluation was designed to eliminate pay inequality and should never be used as a mechanism for cost cutting or downgrading of job whereby the majority of losers are women already in low paid roles and the majority of winners are men in well paid management jobs

The Liverpool City Council is currently one of the last councils to implement a job evaluation scheme and should have had this dealt with a long time ago. The LCC is now looking to finalise the job evaluation scheme but we have concerns about the lack of consultation on some the aspects of the scheme with the recognised trade unions.

To date we have been fully involved in the setting up of the scheme but now that it has come to the most important part of the scheme (setting the pay and grading parameter) the council has chose to exclude the trade unions and send over a pay and grading proposal. The heaviest impact being in schools.

This proposal is unacceptable to the trade unions and we have written to the chief executive to express our concerns one of which that we need to be fully involved in setting and monitoring pay and grading structure.

We have given ourselves a timescale for further consultation and we will be using the UNISON's democratic process of consulting our members on the final Job Evaluation scheme proposals including pay protection appeals procedure etc. Pay and grading will not be agreed by UNISON until our members have been consulted.

With the assistance of the Regional Officer, Branch Secretary and Branch Chair we have met with senior LCC officers and the leaders of the council to discuss the major concerns and the consultation continues.

### **Service reviews**

Assisted the branch chair in the Liverpool Jet Service review- which had 89 officers going to 60.

Learning and Development team (ongoing).

### **EDUCATION AND TRAINING (including project management)**

Good education within the Branch is vital for making local organisation work. As the Branch Education Officer I look at how to identify Branch education needs, how to budget for Education and how to encourage and support representatives in training. As part of this I am responsible for identifying training for officers and representatives of the branch and I have worked to ensure appropriate training is provided and taken up.

Recently completed a highly successful project Skills for all in Liverpool promoting learning to all staff through the trade unions (this was a project run over 2 years with a seconded officer) this project made massive progress toward becoming a learning organisation and embedding skills in everything we do.

Working with others I have raised awareness of Skills for Life and the positive role unions can play through presentations to mangers, articles and staff publications.

I currently work team of Union learner representatives promoting learning to all staff.

I have recently set up 2 successful training courses on Local Government Pension Schemes the first course which was run in the Holiday inn Liverpool there was over 70 UNISON members in attendance the 2<sup>nd</sup> course held at the Cunard building there was over 50 in attendance. We now have a network of Pension champions/contacts in most workplaces and schools in the Liverpool City Council.

Workplace pension contacts will take on the role of discussing with colleagues the issues we face, passing on news about campaign activities and asking people to get involved, both with the campaign and by joining the union.

The feedback received from both courses was excellent and all attendees have suggested that the local authorities should be providing a course similar to advise all employees the benefits of being in the Local Government Pension Scheme.

On behalf of UNISON Liverpool City branch I will continue to provide our members with as much knowledge as possible to continue to fight the attacks on the Local Government Pension scheme whether it is through courses to advise on the benefits of the scheme or holding workplace meetings

I have recently been successful in a bid to UNISON National Learning Committee to fund a secondment of a union learner representative from St Theresa's of Lisieux School. This is a school that has taken up the union learning opportunities and has arranged through the ULRs on site courses for UNISON members many whom have not taken any learning since leaving school. The seconded ULR is now offering the same courses to all Liverpool Schools and raising the profile of UNISON within the wider community. Some of the training is level 1+2 mathematics, Level 1+2 English, basic computer literacy course and Dyslexia awareness course.

### My Aims for 2012 onwards

- To ensure all new stewards and safety representatives receive initial information and guidance about their duties e.g. stewards handbook rulebook service conditions agreements etc.
- To publicise the range of educational and training opportunities available to members and activists.
- To get untrained stewards, safety representatives and other branch officers onto appropriate training courses.
- To co-ordinate and support the work of learner representatives
- To maintain contact with the regional education committee
- To make sure activists get paid time off for training where appropriate.
- Fight inequality and challenging racism in the workplace.

Never before have we in local government faced such grotesque, savage and lightning attacks upon our livelihoods, services and communities.

I am proud to say that I work with a dedicated team of colleagues that continuously fight for our members' term and conditions, equality, and health and safety in the workplace on a daily basis.

## 5. WELFARE OFFICER, ANGELA PARKER

As Welfare Officer I process members' applications for financial assistance and welfare breaks. UNISON Welfare are able to help in many situations when people need 'short term fixes'. They can help with red bills, school uniforms, funeral payouts etc. They will not help with credit card debts etc. The process takes a few weeks so members should not leave it too late to apply when they know that their finances are in trouble.

UNISON PayPlan is also available for members who need long-term financial help.

The Welfare Fund will also consider awarding welfare breaks for members and their families who are in need of convalescence or quality family time when there's been family emotional problems.

Due to the pensions strike on 30<sup>th</sup> November, the Industrial Action Hardship Fund was accessed by several members who suffered extraordinary financial hardship. We were able to alleviate some of the loss through generous donations made to the branch at the time of the strike.

I will always give assistance to members and help to fill in application forms if required. If anyone needs help or would like an application form please don't hesitate to contact me via the Branch Office where a message can be left and I will call back.

## Item 9. MOTIONS RECEIVED

### 1. Industrial Action Account

Moved by: Peter Hoey, Branch Treasurer

Seconded by: Pat Fenner, Convenor

"UNISON Liverpool City Branch resolves that if necessary, no more than 5% of annual income be transferred from annual branch funding to the branch's Industrial Action Fund in line with UNISON Scheme for Industrial Action Funds.

The Industrial Action Fund is a dedicated fund established to provide supplementary strike benefit to members who experience hardship as a direct consequence of being involved in a strike or other official industrial action. The fund can also receive monies from local collections and donations."

## **2. Branch Treasurer**

Proposed: B. Hennessy, Branch Secretary

Seconded: J. Gibbons, Branch Chair

“UNISON Liverpool City Branch resolves that:

- i) an honorarium of £500 should be paid to the Branch Treasurer in line with UNISON policy.
- ii) the above honorarium should be increased annually in line with the rate of the RPI on 31<sup>st</sup> December of the year in question.”

## **3. Pensions Dispute**

Proposed: B. Hennessy, Branch Secretary

Seconded: C. Smeda, JE Officer

“This branch notes the magnificent response by our members who took action on 30 November. All the key City Centre Council offices were picketed, a number of outer lying council workplaces were closed. Our members support for the march and rally was tremendous.

This branch notes that since 30 November, the Service Group Executive met in early January and agreed that the national negotiators should continue to negotiate on the framework for a new pension scheme.

This branch believes that no concessions should be made in respect of the principles that our members took action on, which are “work longer, pay more, get less”. We further believe that individual members will not realise and savings by opting out of the pension scheme.

This branch therefore resolves to endorse the Branch Secretary’s letter to UNISON General Secretary Dave Prentis in December 2011 stating there should not be any dilution of the principles on which our members took action and calling for the union to name a further day of action.

This meeting further resolves to:

1. Call on the appropriate bodies of the union to convene a national special Service Group conference for branch delegates to ensure a full debate is facilitated on the direction of travel regarding the negotiations, how branches and members are communicated with and to press for any final agreement to be put to the union members.
2. Continue to campaign to promote the LGPS and against opting out of the pension scheme and to promote this campaign to our members.”

## **4. Tory Party Conference**

Proposed: Branch Secretary on behalf of the Branch Committee

“This Branch notes that the Tory Party intend to hold their 2014 Conference in Liverpool.

This meeting believes that the policies of the Tory led coalition government are devastating local authority services by imposing cuts in Local Government funding. The situation for Local Authorities around the country is becoming increasingly unsustainable; however local authorities like Liverpool are the hardest hit by the cuts.

This meeting also believes that comments by Michael Heseltine that “Liverpool is a cross we have to bear” is unacceptable and offensive.

This meeting therefore resolves to:

1. To campaign to Keep Liverpool a Tory Free Zone.
2. Call a protest of the Tory Party conference in Liverpool;
3. Seek support for a protest from the appropriate bodies of UNISON;
4. Seek support for a protest from other trade unions, community based organisations and other appropriate organisations.
5. Publicise both the campaign and the protest to our members and encourage member participation in both activities.”

## **5. Elected Mayor**

Proposed: Branch Secretary on behalf of the Branch Committee

“This Branch notes that a referendum will be held in Liverpool in May 2012 in respect of the City having an elected mayor.

This Branch further notes that elected mayors can have wide ranging powers which raises the possibility of the role becoming too powerful and subject to political whim and popularism. This role can diminish local democratic accountability.

This Branch believes that councillors are elected on a ward basis who serve on the council to make collective decisions. The electorate can hold that model to account more directly and frequently than an authority wide elected mayor. Similarly Council leaders are elected annually by the full council, all of whom in turn are accountable to their ward community.

This Branch further believes the idea that an elected mayor can provide big cities with greater leverage and focus is pandering to the cult of personality/celebrity which has already blighted the UK political system.

This meeting therefore resolves to:

1. Work within the rules of the union to campaign against an elected mayor for Liverpool in the run up to, and during, the referendum.”



