

The Wakey Worker

WAKEFIELD DISTRICT UNISON

#4

A NEW HOPE

Following 10 weeks of arduous consultation between The Council and UNISON, over the Section 188 notice and the Voluntary Redundancy Expressions of Interest, an end of consultation has been proposed for the 21st February 2025. Whilst this does not mean we are out of the woods yet, as a Section 188 notice lasts 12 months, it does look as though there should be absolutely NO need for ANY Compulsory Redundancies.

It is UNISON's firm belief that, without our intervention, The Council could have made mass Compulsory Redundancies in any department that they didn't view as "essential" which could have led to future outsourcing of many of the essential services that The Council provides to the people of Wakefield.

UNISON's next challenge is now supporting members in services that have seen mass Voluntary Redundancies, ensuring that your workloads



are not increased and ALL organisational changes are undertaken properly with NO further job cuts! To achieve this, we will be sending out regular surveys to members, to monitor any increases in workloads, and will then consult with members on the results and take actions to support YOU.

To achieve this - WE NEED stewards in every team and every workplace to support UNISON members throughout The Council.



contact@unison-wakefield.org.uk

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Frontline Workers

Throughout the Section 188 Consultation, UNISON has been pushing for a definition of “Frontline Workers” from The Council to allow us to protect member’s jobs and prevent cuts to frontline services. This definition, whilst not formally agreed by UNISON, has been tentatively accepted and is as follows:

Definition of Frontline

Frontline workers deliver key operational services on the ground in our district. They are our most visible employees and are embedded in our communities. They regularly and directly engage with service users and/or customers and/or residents to provide an essential service. Not all essential workers are frontline workers.

EOI Failings

Throughout the Section 188 consultation UNISON has maintained that we are opposed to members “selling their jobs” to alleviate the failings of both The Council and the lack of funding from Central Government, however we do understand why the prospect of...



...Voluntary Redundancy appeals to many of our members and how disappointing it will have been to receive a “No” decision from The Council, following your Expression of Interest.

UNISON argued against the EOI request going out to every single council employee as we knew that there would be members keen to go who were realistically never going to be accepted. To qualify for Voluntary Redundancy your job would have had to meet these three requirements:

1. The post must be within the scope of the cuts published in the budget document that went to cabinet in November 2024
 2. The post must not be a Frontline Worker under The Council’s definition
 3. The post must not be part of a revenue generating team
- if YOU put in for VR in good faith and were denied, it was The Council’s open access to the EOI scheme that has let YOU down!

ORGANISING MEMBERS

For members that are unaware, **UNISON** has a number of Self Organized Groups that operate at all levels of the union. These groups are a great way of becoming more involved with **UNISON**, making a difference in YOUR workplace and ensuring that **UNISON** is fighting for issues that are important to **YOU**. In Wakefield we currently have a Retired Members SOG, however regionally and nationally there are SOGs for Black Members, Women, LGBT+ Members, Disabled Members and Young Members. If joining an existing SOG or starting one up in Wakefield is something **you** are interested in, please get in contact with us at the branch.

UNISON is **YOU** and our strength is in numbers. If you have any colleagues that aren’t a member of **UNISON** yet, please encourage them to join with the QR code, not only for their protection in the workplace, but to increase **YOUR** collective bargaining powers. If you fancy helping your colleagues more; by becoming a steward or workplace contact, please get in touch with us at the branch.

Join here ----->
Call us: 01924305360



PLEASE make sure that the details we hold for you are correct, this is the only way we can get in contact with you if you need our support! Or to inform you of upcoming events, demonstrations & days out.

You can do this here:
my.unison.org.uk
01924 305360
contact@unison-wakefield.org.uk

WMDC Convenor Team



Sam Greenwood
Branch Secretary



Dave Evans
Branch Co-Chairperson



Adam Temple
Communications &
Environmental Officer

Victories

Garden Waste

Thanks to UNISON's relentless efforts behind the scenes, the proposed cuts to garden waste collections have been successfully stopped. The plan to reduce fortnightly collections to monthly would have put jobs at risk, increased workloads for household waste workers, and raised concerns about fly-tipping. UNISON took these issues directly to the Leader of the Council and The Cabinet, making a powerful case to protect both jobs and services. We are proud to announce that this proposal has been scrapped, safeguarding jobs on the bins and securing a vital service for the community. This victory gives us hope that ALL bin rounds will be protected in the future!

Libraries, Museums & Castles

Thanks to the dedication and tireless efforts of Libraries, Museums & Castles staff, alongside the strong pressure and advocacy from UNISON, the proposal to reduce the opening times of some of Wakefield's most important community resources has been successfully withdrawn from the budget proposal. By engaging with the public and making the case to Elected Members and Senior Management within The Council, UNISON has played a key role in protecting jobs and ensuring these vital services remain fully accessible to the community.

Grant Team

UNISON's relentless campaigning and determined negotiations with Officers and Councillors have successfully stopped the proposed cuts to the Grants team. This vital team provides an essential service to the people of Wakefield, and thanks to UNISON's efforts, it will continue to support the community without disruption. This is a fantastic victory for our members and a testament to the power of collective action.

**UNISON:
delivering on our
promise to FIGHT
for YOU!**



Local Government Service Group Conference 15 – 16 June 2025

National Delegate Conference 17 – 20 June 2025

LIVERPOOL

UNISON Wakefield District are seeking members, who are interested in the democratic workings of UNISON, to let us know if they would like to be part of the delegation that the branch send to these conferences.

Accommodation and travel costs will be covered, along with expenses to cover your food costs over the conference. In return you will be expected to attend all of the formal conference sessions (between 9am and 5pm), and engage with the voting process. You will be supported by experienced delegates from the branch. Other than that, your time in Liverpool will be yours to do as you would like.

UNISON has strict rules about the make up of a branch's delegation and that it must be proportionate to the membership of the branch. To achieve this, we need to include a substantial proportion of Women members and low paid members.

If you are interested in being a delegate, or have any questions about conference, please get in contact with the branch and we will advise and support you.