

The Wakey Worker

WAKEFIELD DISTRICT UNISON

#2

WAKEFIELD'S MODERN WORKING



The Truth

14 years of Tory austerity have left The Council in a perilous financial predicament. Despite a schedule for increased funding for local authorities, the central management team, have taken it upon themselves to threaten a section 188 notice "in the coming days" despite telling UNISON 2 hours earlier, that they would not be issuing one!

UNISON were also only made aware of the truth 4 minutes before communications went out to you, despite promises of advance notice so we can best support you!

A section 188 notice is a document that The Council have to send to the minister for Local Government if they plan on making more than 20 redundancies (voluntary or compulsory) within 90 days.

UNISON have not been consulted on the timescales for voluntary redundancies, the areas affected by redundancies or the contingency plans for workloads following redundancies.

THIS IS NOT ACCEPTABLE!

- Jeff Baker

A Nightmare before Christmas

As everyone is aware, cost of living is disgustingly high, and coming up towards the festive period, where the...

...average household's expenses rise by £700, the last thing any right minded, caring employer would do is tell you that you are at risk of unemployment. All because the pedestal mounted managers can't manage their finances, surely not. Yet this is what the council is proposing: sacking you off, taking away your livelihood, ruining your family's festivities and butchering the services that are offered to the public.

UNACCEPTABLE!

- Des Barlow

UNISON Pledge

As we have already told you, UNISON will fight any and all cuts to jobs and services, regardless of the size of the teams that are being cut or the type of work that you perform. But to do this, we all need to stand together, in solidarity, regardless of who is being cut or what services are being disposed of, because if the council get their way, it will be those left behind to pick up all the extra work without any extra support, or pay.

We will be balloting for industrial action up to, and including strike action in response. Collectively, in solidarity, we can win.

**THE LONGER THE PICKET LINE
THE SHORTER THE STRIKE**

- Karen Shuttleworth



The Council is looking for a suitable individual to take on a **HATCHET JOB**. Must have **NO** morals and/or conscience.

This is an **unpaid** position, if we had the money to pay you... we wouldn't need to fill this job....

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



Redundancy FAQs

If you have any other questions, please contact the branch!

What is job redundancy?

Job redundancy occurs when an employer determines that a job is no longer needed due to changes in the business, such as restructuring, automation, downsizing, or a reduction in demand for certain services, or in the Council's case, a perceived need to save money.

Do I have the right to appeal redundancy?

Employees in receipt of a notice of dismissal by reason of redundancy will have the right of appeal against their selection for redundancy. The employee must write to the Service Director – HR & Organisational Development within 14 days of the receipt of the notice of redundancy. The letter must set out the reasons why they believe the selection to be unfair.

What is the redundancy consultation process?

The Council will consult with employees and their Trade Union representatives as soon as it is practicable to do so. As a minimum the Council will consult within the timescales laid down in the statutory requirements as shown below:

- A minimum of 45 days consultation where 100 or more jobs are likely to be made redundant.
- A minimum of 30 days consultation where 20 or more jobs are likely to be made redundant.
- As much consultation as is reasonably practicable where fewer than 20 jobs are likely to be affected.

Employees will be invited to attend meetings at which the reasons for compulsory redundancies will be explained to them.

The consultation process should then aim to reduce the number of redundancies by exploring alternative means of avoiding compulsory redundancies.

If I am made redundant, can I take my pension?

Employees leaving the Council's employment on the grounds of either compulsory redundancy or voluntary redundancy will be eligible for the immediate release of their full pension benefits under the terms of the West Yorkshire Pension Scheme if they are aged 55 or over with at least 2 years membership in the Pension Scheme..

Other than spurious emails, we have not been kept in the loop. What should the Council be telling us?

During consultation the information to be provided to employees and their representatives will include the following:

- The reasons for the proposed redundancies.
- The number and categories of employee who may be made redundant.
- The proposed method of carrying out the proposed redundancies.
- The timescales for the process.
- The proposed method of calculating the redundancy payment.

What if the Council offer me redeployment and I'm not happy with it?

Where in the opinion of management a suitable post has been identified for redeployment, but the employee refuses the offer of a work trial or unreasonably terminates any work trial period, no redundancy payment will be made.



UNISON

Press Release

Job losses at Wakefield Council could have a catastrophic impact on staff and residents, warns UNISON

Over 200 job losses to tackle a significant budget shortfall at Wakefield Council will have a serious impact on council staff and services for people in the city, warns UNISON today (Tuesday).

UNISON research published earlier this year* found that Wakefield Council is short of around £23m needed to maintain essential services in 2025/26.

But the situation has worsened significantly, says UNISON. The local authority has announced that it now has a £35.8m budget deficit for the coming financial year (25/26).

At a meeting with UNISON and other unions, The Council revealed plans to cut 236 jobs by the end of March.

The job losses are likely to affect property services, IT, administration and business support.

Such substantial cuts will not only have a huge impact on those who will lose their jobs, but also on other council employees who will inevitably have to take on their work, warns UNISON. It will also mean less money circulating in the local economy, which will in turn hit local businesses, adds the union.

Residents across the city will also feel the impact, UNISON says. With fewer workers across the authority and those who remain in post stretched ever more thinly, key services are bound to suffer, it adds.

UNISON says Wakefield is the latest local authority to find itself in such a perilous financial position due to more than a decade of council underfunding.

UNISON Yorkshire and Humberside regional organiser Rianne Hooley said: "Like many councils, Wakefield has already experienced significant cuts to staffing levels over the past 14 years.

"Back in 2011, more than half of council funding came from national government, compared to just 6% now. This shows how the previous Conservative governments gradually reduced the funding for the city's vital services. Now there's little left to cut.

"UNISON is working closely with senior council figures to try to find a solution that avoids the need for compulsory redundancies."

UNISON Wakefield branch secretary Sam Greenwood said: "It's clear Wakefield Council is in a very difficult financial situation and will need to make tough decisions. But councillors must do everything possible to avoid compulsory job cuts."

"The impact of these proposals cannot be overstated. It's essential that every possible way of saving money is explored to avoid jobs being axed."