

The Wakey Worker

WAKEFIELD DISTRICT UNISON

CHRISTMAS BULLETIN

SEASONS GREETINGS

Coming up to the end of the year and the start of the festive season, UNISON and The Wakey Worker would like to wish all members a relaxing break from work, if you have the time off, and a heartfelt thank you to all our members who will be hard at work, continuing to deliver frontline services to the district.

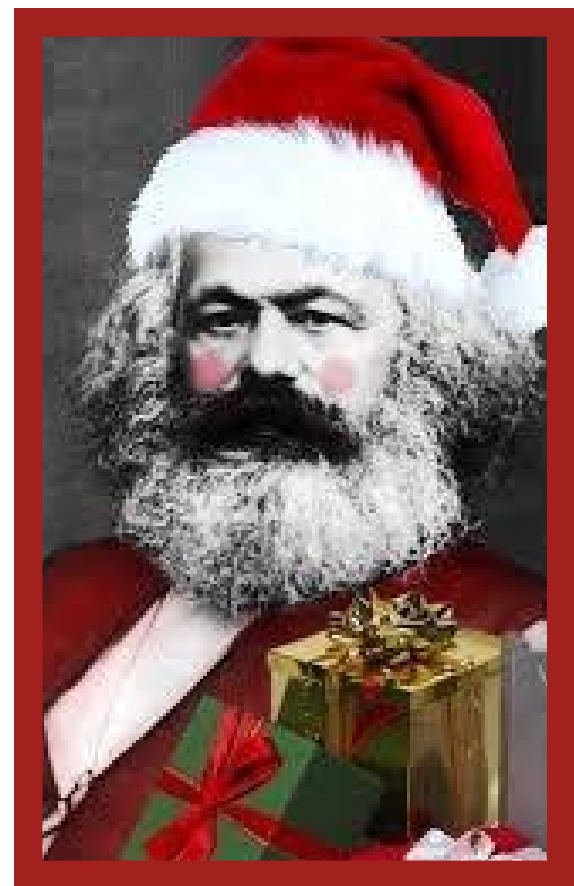
UNISON have been hard at work trying to minimise job losses and cuts to services and will be continuing to fight for your jobs and your terms and conditions at work in the New Year. However, we will be taking a brief respite to be with our families between 25th December and 2nd January and the Wakefield UNISON office will be closed. If there are any reasons that you need to speak to YOUR union during that time, please ring UNISON direct on: 08000857857.

We will get back to all your workplace issue as soon as we...

...are able and will continue to take up the fight against cuts, fully refreshed, and ready to support YOU!

Budget Proposal

On the back of this issue of The Wakey Worker is a summary of an alternate budget proposal that UNISON delivered to the Leader of The Council, who has raised it with the Chief Executive. We are still awaiting consultation on this, however the proposal would remove ALL risk of compulsory redundancies and protect frontline services. We await a decision from the CMT and hope that this will eliminate any stresses for members over Christmas.



**Wakefield UNISON:
supporting the redistribution
of wealth this Christmas**

Formal Budget Proposal (the highlights)

Context

- Appendix 1 of the budget specifies job cuts of 235.5 FTE which through consultation UNISON believes means 181 people will be made redundant.
- UNISON believes that of the roughly 500 expressions of interest in VR only around 50 are in scope of the budget cuts .
- If the current budget is passed and the cuts are implemented WHILST the VR requests are being processed and carried out as currently planned UNISON believes that over 280 jobs could be removed from the council including frontline jobs.

Proposal

- Resolve the current financial predicament and make the savings whilst **protecting front line services** and **avoiding all compulsory redundancies**.

This would involve

- Proceeding with all Voluntary Redundancies that are within the scope of appendix 1 **as soon as possible**.
- Bringing roles that are not within scope of the budget document and **not front line** into scope of the budget through consultation.
- **Removing all** front line roles from the VR process.
- Exploring the possibility of bumping, to allow front line staff who have expressed an interest in VR to be made redundant whilst moving a post holder from one of the at risk areas into the front line job. This will allow cuts to be made within the desired areas whilst retaining **all** front line jobs.
- Utilising a small portion of the Council's reserves to delay the voluntary redundancies that cannot happen immediately, but can be made within the 2025/2026 financial year.
- Reopening the EOI scheme **within** the specific areas identified in the budget, but **only** once the budget proposals have been passed, **and if** there is still not enough voluntary redundancies to meet the 181 target.
- **Committing** that job losses will be **capped** at 181, be achieved through voluntary redundancy **and** that these redundancies will be accounted for in the budget documentation to ensure that services are **not** making additional job cuts outside of the agreed budget cuts.

UNISON believes that this approach will avoid **all** compulsory redundancies, **protect all** frontline services, allow the Council to make the necessary savings in a controlled and planned manner without risking vital services and bring a certainty to you, our members, at this time of extreme stress and worry.