

UNISON Oxfordshire County Branch team report 2024

Some of what we have been doing this year and what we/UNISON do;

- We are here to protect, advise and support you
- When something at work affects you, you are not alone, we are with you, we provide group and individual representation.
- We are your collective voice, we raise your concerns with employers, with UNISON Regional and UNISON National Committees.
- Represent you in your disciplinary hearings, grievance hearings and appeals.
- Organise, build, campaign to fight against cuts to services, jobs, pay, terms and conditions.
- Seek alternatives alongside you to reduce the risk of redundancy within your organisations
- With your help deliver positive change to employers practice, policies/procedures.
- Promote equality and inclusion in everything we do
- Negotiate with and lobby your Councillors, MP's, Employers
- Provide training and mentoring to our UNISON Stewards and all our UNISON representatives
- Build our union, recruit, organise, seek recognition agreements, raise UNISON's profile within recognised employers
- Promote our UNISON member learning and development

And so much more...the quickest way to contact your UNISON Branch is to email or call, please always leave your full name, membership number, workplace (for example, say what sector you work in, Private, Voluntary, Community, Local Government, district/parish Council, Care, School/Academy) and leave your email/phone number/contact information.

Email unison@oxfordshire.gov.uk or call 01865 815990.

What you can do

Participate in your union, keep in touch, become a Workplace contact, a Steward, a learning rep or a Health and Safety rep, get active in your Branch – we always need to know your views and what is going on in your workplaces.

Let us know any concerns you have. We need you to join alongside us and get active in your workplaces, you will receive great training and full support/mentoring from UNISON.

Email unison@oxfordshire.gov.uk or call 01865 815990.

UNISON members cases

Most of our time has been spent fighting off perceived/unfair/false allegations made against our members. Some of your employer's processes/policies are deemed unfair and not fit for purpose. We have found in some employers there has been unfair practices, some employers investigations, hearings and restructures have not been impartial or followed ACAS guidance. The majority of these types of cases, UNISON are proud to inform you have either been thrown out, reduced, removed the unfair allegations, evidenced against in the hearing or appeal hearing with no punitive action against our members.

Caseloads are high and complex, some concerns coming in from members have been:

Migrant workers exploitation and potential modern slavery cases

[Migrant workers](#) | [Vulnerable workers](#) | [UNISON National](#)

Sexual harassment [#UsToo](#) | [Campaigns](#) | [UNISON National](#)

Health and Safety related concerns

[Health and safety](#) | [Knowledge Base](#) | [UNISON National](#)

Excessive workloads

Grievances with your employers

Performance concerns

Sickness absence

Reasonable adjustments

Mental/physical health issues

Employer's restructures

Potential changes to contracts, terms and conditions

Members have informed us that thanks to UNISON representation the majority of their cases were successful, members stated they don't know what they would have done without UNISON representation. Many of our members meetings/hearings have been thrown out for excessive time delays, policy breaches, unfound/unfair misleading perceived allegations and for other complex reasons. Many of our members grievances were upheld or partially upheld through the solutions and recommendations made during UNISON representation. We have ensured policy changes/equality/inclusiveness with recognised employers, members and management have received training. Members cases have joined together/collective good with outcomes to promote good/safe working conditions and UNISON continue to fight to protect our members pay and terms & conditions.

National Joint Council Pay Award

The NJC pay offer for 2023 of a £1,925 increase on all pay points (pro rata'd for part-time and term time only workers) from 1 April was accepted by the trade union side and was implemented.

The 2024 National Joint Council pay claim – proposed headlines

The NJC Committee proposes that the 2024 pay claim is for:

1. An increase of 10% or £3,000, whichever is the greater
2. A commitment to reach a minimum rate of pay of £15 an hour over the next two years, with a clear plan for how this will be achieved.
3. Reviews of the gender, ethnicity and disability pay gaps in local government.

Thank you to all of you who replied to our email asking for your views. We did send this onto our UNISON regional office and will raise to the NJC committee, UNISON side meeting on the 29th January to discuss our 2024 Pay claim.

Cherwell District Council Local Pay

CDC agreed to pay in line with the above NJC pay award and added one day annual leave to their local pay. The majority of CDC UNISON members agreed this in December 2023.

CDC policy news – We met with CDC to put your views about any potential changes to your Flexi scheme policy and other policies. Your employer agreed with UNISON to extend the timeframe to respond to the flexi scheme policy thanks to all of your views/comments with the understanding that UNISON do not agree any potential changes until CDC rewrite this policy (alongside UNISON) as soon as we get any other updates on this we will email you all again to seek your views/comments.

Local Pay in other employers

You should have received the latest updates from your UNISON representative, but please contact your rep direct if you want to discuss or need any an update on your local pay claims.

UNISON Campaigns

[The Ethical Care Charter | Care workers: your rights | UNISON National](#)

[Migrant workers | Vulnerable workers | UNISON National](#)

[Mental health at work | Health and Safety campaigns | UNISON National](#)

[End Violence at Work Charter | Local government | UNISON National](#)

[UNISON-Violence-at-Work-charter.pdf](#)

[Bringing Services Home | Campaigns | UNISON National](#)

[Save Our Services | Campaigns | UNISON National](#)

[Green UNISON | Campaigns | UNISON National](#)

UNISON Stars in our schools

Stars in Our Schools highlights the vital role of support staff in helping children learn, keeping them safe and happy, and ensuring schools run smoothly. These are roles including caterers, cleaners, admin staff, finance officers, teaching assistants, librarians and technicians.

UNISON visited various schools across Oxfordshire to celebrate our support staff. Your UNISON branch also went to parliament to get them to show their support for our school support staff.

[Stars in Our Schools goes to Parliament | Article, News | News | UNISON National](#)

MPs from across the political spectrum joined UNISON at a parliamentary event celebrating the work of school support staff. The event was hosted in the run-up to the union's annual celebration day, Stars in Our Schools, on Friday 24 November.

The drop-in event, hosted by Kim Johnson MP, gave politicians the opportunity to show their support for schools staff and hear about the problems they face.

Branch Office

Your UNISON branch office is there for you, every call or email will be sent onto your Steward or Branch representative in your area/workplace. Your branch office can signpost you to one of our UNISON self-organised groups. Your branch office books accommodation and train travel for our Branch delegates to UNISONs conferences and UNISON training/events. Your Branch office can be contacted for all general enquiries unison@oxfordshire.gov.uk or call 01865 815990

For any Personal injury or stress cases please always contact
UNISON direct 08000 857857

Please also see the UNISON National website for many other UNISON members benefits www.unison.org.uk [UNISON Member Benefits | Member Benefits](#)

We wish to thank our Branch Committee, Self-Organised Groups, Stewards, all our Reps in workplaces across Oxfordshire within multiple employers as well as our UNISON Regional team, it is thanks to all of us, working together that ensure our members rights and the union goes from strength to strength.

Reminder: Have you checked your 'my UNISON' page to ensure you contact details are correct? Please see this link to check/register [My UNISON | UNISON National](#)

Don't forget.... We need you, your voices, your participation, your information/documents/evidence, your issues, UNISON is member led - If you want

to get more involved with your union, learn and develop your skills please contact us at your UNISON branch office unison@oxfordshire.gov.uk or call 01865 815990.

Best wishes

From all of us, your UNISON Oxfordshire County Branch Team

Magdalena Gabala – UNISON Branch Administrator

Anya Greig - UNISON Lead Officer for Private, Voluntary and Community Sector members

Jennifer Dedja - UNISON Branch Case worker and Organiser, P, V and C sector members.

Peter Fryer – UNISON Senior Branch Officer, Oxfordshire County Council members

Shirley Owens and Claire Stanhope, UNISON Branch Officers/OCC members

Janie Wease - UNISON Branch Secretary (Strategic Lead Officer for Oxfordshire County UNISON Branch)