

### UNISON Branch Office

Your UNISON branch office is here 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](mailto:unison@oxfordshire.gov.uk) or call 01865 815990

For any Legal, Personal injury enquiries please contact  
UNISON direct 08000 857857

UNISON National website for many other UNISON members benefits [www.unison.org.uk](http://www.unison.org.uk)  
[UNISON Member Benefits | Member Benefits](#)

### What your UNISON Branch Team do:

- We are here to assist, advise and support our UNISON members
- We provide group and individual representation.
- Promote equality and inclusion in everything we do
- We are your collective voice, we raise your concerns with recognised employers, with UNISON Regional and UNISON National Committees.
- Represent alongside you in regard to 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.
- 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](mailto:unison@oxfordshire.gov.uk) or call 01865 815990.

What you can do .....[Get active in your workplace | Get involved | UNISON National](#)

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](mailto:unison@oxfordshire.gov.uk) or call 01865 815990.

## Oxfordshire County Council

Your UNISON Branch have been working alongside HR/Oxfordshire County Council benchmarking how collaborative working can deliver real benefits for our members/employees, the organisation, and the communities we serve. Our journey has not been without challenge, but the mutual commitment to problem-solving, learning, and continuous improvement has created lasting change.

## UNISON and OCC HR Key Joint Initiatives

- UNISON Anti-Racism Charter: Co-developed, signed and embedded across all directorates, leading to a 28% improvement in staff perceptions of inclusion.
- Menopause Support: Introduction of a ground-breaking menopause policy and support network, with over 150 staff members accessing support in the first year.
- Disability Leave and Informal Support: New processes for disability leave and informal support have reduced absence by 11% for disabled employees.
- 11 Re-organisations – all members/staff involved fully engaged, consulted and have 121's, active engagement as well as any members/staff at potential risk being redeployed to ensure we keep our talented members/staff.
- Effective redeployment processes and transparent communication channels have supported over 70 staff into alternative roles, avoiding redundancy.
- Facilities Time and Recognition Agreement: A modernised recognition agreement and fair allocation of facilities time ensure UNISON can represent members effectively, strengthening organisational voice and employee relations.
- UNISON and HR have jointly promoted and shaped apprenticeship programmes, mentoring schemes, and early careers initiatives.
- As a result, the number of apprenticeships has doubled in three years, with a 35% increase in successful completions.
- UNISON's support for internal movement and upskilling has seen a 27% rise in internal promotions, closing critical skills gaps and ensuring that talent is nurtured from within.
- Notable outcomes also include a 22% increase in applicants from under-represented groups, a 12% fall in long-term vacancies, and a 17% drop in agency reliance—delivering annual savings of over £400,000. This partnership working demonstrates the positive impact of evidence-based good industrial relations in order to protect or members jobs, local government public services for our members, their families and all our Oxfordshire community.

## National Joint Council Pay claim 2026 – 2027

Local government staff keep our communities safe, clean and accessible, often for little to no recognition. Without dedicated staff, local government will collapse. And without fair pay, Councils will continue to struggle to recruit and retain staff.

### **Our claim includes (based on a one-year settlement):**

- An increase of at least £3,000 or 10% (whichever is greater) on every pay point
- A minimum pay rate of £15 an hour for all staff
- A two-hour reduction in the working week
- An increase of one day annual leave
- The ability of all school support staff to take a day of paid leave during term time

Please see this link with more details [Council and school staff pay - UNISON National](#)

## West Oxfordshire District Council and Publica

A decision was taken by West Oxfordshire District Council to take many of its services back in house from outsourced company Publica. The branch have supported members with a TUPE transfer back to the council. Both Publica and West Oxfordshire District Council worked closely with UNISON to ensure that the transition was as smooth as possible.

**Following this transfer** the Oxfordshire County UNISON Branch (OCUB) signed its first recognition agreement with West Oxfordshire District Council (WODC). In Oct 2025 the first JCC meeting was held. WODC have worked extremely constructively with UNISON and are consulting with us effectively on all issues effecting their employees. OCUB has conducted a number of drop-in sessions there throughout the year and our membership is growing steadily. The branch very much looks forward to building this relationship and will be working to find a train a steward at WODC in the coming year.

## Cherwell District Council

### **Pay Offer**

OCUB have a local agreement with Cherwell District Council when it comes to pay negotiations. The branch are currently consulting with members around a pay offer for 2026 and 2027. This recent offer is for 2% increase in April 2026 and a further 2% in April 2027. The offer is well below the NJC claim submitted on behalf of Local Government employees nationally and is below the rates currently under consultation in some other councils locally. With this in mind, OCUB has been unable to recommend this to our members. A survey has been sent to all members to canvass their views and we will be returning to the negotiating table once we have received feedback.

### **Overtime**

Early in 2025 Cherwell District Council proposed cuts to weekday overtime rates. OCUB met with members who were naturally unhappy with this proposal. UNISON provided drop-in sessions at all CDC premises to get feedback from our members. Following excellent membership engagement, Cherwell District Council took the welcome decision to drop this proposal. This was a great example of strong membership engagement leading to successful outcomes.

## Oxfordshire MIND

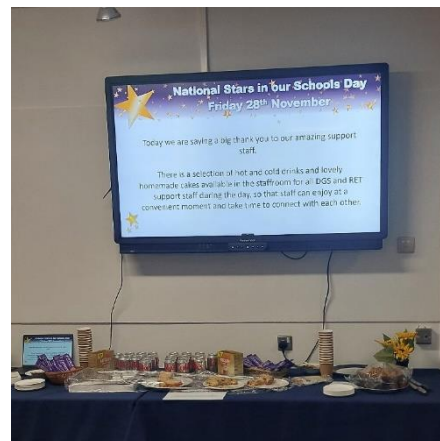
UNISON supported members with a significant restructure within Oxfordshire MIND. Due to cuts in funding within the sector a proposal was put to consultation to reduce costs with an impact to staffing levels/hours. This was naturally a stressful time for our members. Our fantastic rep Jo Keats provided solid support for our members and arranged a number of member meetings to ensure that their concerns were consistently feedback into the consultation. Thankfully none of our members faced redundancy. This cut in funding demonstrates a concerning trend within the sector which has seen many local mental health charities struggling for funding.

## Elmore Community Services

Our brilliant rep Francesca Moll has completed her steward's training and has been hugely proactive in building membership engagement and has worked extensively to represent members concerns with management. She has been very effective in raising a number of issues ranging from access to facilities for trans people to health and safety concerns relating to asbestos. She is currently campaigning with member to ensure that they receive a reasonable pay increase this year. The OCUB branch will continue to support her in working towards better pay for out members.

## Stars In Schools

The Branch worked with our amazing rep, Tracey Mock at Didcot Girl's School to hold a celebration event for support staff there as part of UNISON's Stars In Schools campaign. This was an opportunity for the school leaders and pupils to celebrate and recognise the wealth of support that our members across the school offer. Cakes were kindly provided by the head teacher and goody bags by the branch. The pupils took time to write messages of appreciation for staff, all of which was very well received by our members. Our huge thanks to Tracey for supporting this event every year.



## 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
- 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.

## Thank you

We wish to thank our Amazing UNISON Branch Committee, Self-Organised Groups, Stewards, all our Reps in workplaces across Oxfordshire within multiple employers, our UNISON Regional team and you all, it is thanks to all of us, working together that ensure your rights and our 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](mailto: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)

## UNISON Campaigns

[Oxfordshire County Council is the first local authority in the South East to sign the anti-racism charter | Article | News | UNISON South East](#)  
[Migrant workers | Vulnerable workers | UNISON National](#)

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

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

[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](#)