WIRRAL UNISON
ANNUAL REPORT

To be presented at the Annual General Meeting of the Branch on Wednesday, 1 March 2017 in the Civic Hall, Wallasey Town Hall at 12.15 pm and Branch Office, 5 Sandford Street, Birkenhead at 4.30 pm

CONTENTS

Paragraph	Subject	Page No.
	I Branch Secretary`s Report	
1	General	3/4/5
2	Standing Committees	5
3	Annual/Service Group Conference	5
4	Representation on Other Committees	6
5	Acknowledgements	7
	II Branch Officers Reports	
6	Steve Bennett	8
7	Nick Bower	8/9/10
8	David Jones	10/11
9	Gill Whitfield	11
10	Rebecca Call	11/12
11	Paul Wiggins	12/13
	III Departmental Reports	
12	Wirral Metropolitan College	14
	IV Minutes of General Meetings	
13	Minutes of 19th AGM (inquorate)	15
14	Minutes of 18th AGM (inquorate)	15
15	Minutes of 17th AGM	15-23

I

BRANCH SECRETARY'S REPORT

1. GENERAL

There is no let-up in the continued, sustained attack on the public sector from this Conservative Government. A Conservative Government hell-bent on eroding the public service provision in this country.

Our membership and the Trade Union movement as a whole is a target for this Government. The phasing out of the revenue support grant, changes in The Housing Bill, The Trade Union Bill, real time school funding, funding of social care and changes to personal injury claims are only some of the attacks we face, these add injury to insult, as the majority of our members have suffered a real time pay cut of up to 15% since 2010.

This branch continues to do all it can to mitigate against any compulsory redundancies across ALL areas. Terms & conditions that have been fought for, negotiated and protected by those who have gone before us, need protecting now and this is a fundamental aim of the branch.

We continue to face challenging times with no let up on the horizon. We need to continue to develop more effective working practices that maintain and increase our presence in the workplace, at local level, at regional level and also nationally. We will continue to be open, honest and accountable as we strive to become even more efficient. There will be some difficult discussions and decisions that will need to be made; we may well need to move away from how things have been done historically to tackle the issues we face. To do this and protect our members we need a determined, educated and united team going forward.

Communication is vital to any successful branch and steward committees have been established and some re-aligned to reflect on going changes, these may need further tweaks going forward.

The branch now has a fully working application; it enables push notifications to members on the move and keeps them up to date with developments in their workplaces. The 'app' is the first for any North West Branch and the licence for the build belongs to your branch. The 'app' brings the branch additional income as others that use our build to develop their own version pay us a commission. Stewards are encouraged to use this vital tool to further engage with members. Alongside our website, with its dedicated sections for all areas of our membership, the branch will continue to communicate and engage with our membership in the most efficient way in the digital age.

I have further developed our media profile and now have a good working relationship with the local written press. I have also made representations on local radio and TV as I continue to protect and defend our members.

We now hold two AGM's and some Branch Committee meetings could well be held outside standard office hours. This is to enable more engagement which makes us more transparent.

Wirral Council

Wirral Council have issued a 4 year budget strategy from 2017/18-2020/21, with proposals to save £139.9m (as at 08.02.17) split into 3 specific themes. Delivering Differently, Income and Resources and Service Changes.

I have made strong representations to the Leader and management on what, I consider, being yet more optimistic saving targets, targets that make a lot of assumptions. Assumptions that include a total of £95.7m being generated through Income and Resources. The house building program in itself will be challenging.

It is clear that the way the council operates and delivers services going forward will change. We have seen the set-up of Edsentials and Wirral Evolutions. We have 5 'live' Alternate Delivery Models and are working hard to ensure the protection of jobs and Terms & Conditions. We continue to press for recognition in all these areas and have submitted ethical elements that we would like to add to the procurement process. This also forms part of regional negotiations on the Combined Authority.

Local Government members have seen the new Chief Executive implement a new operating model. We have 3 strands, Strategic Hub, Business Services and the Delivery arm. As stated previously we have set up steward committees to reflect this.

Magenta Living

Magenta Living has this year reduced sickness payments to 3 months full pay and 3 months half pay. Despite getting a deferral to when this proposal came in, by writing to all board members, the new policy is now up and running.

Management had wanted to impose a pay freeze for 4 years, but we asked that this be reviewed on a year by year basis. As a result of hitting financial targets and our perseverance, staff will have a 2% pay rise this year.

Proposals to change the essential car usage have met strong opposition from members and hopefully management have taken this on board. It could well lead to us being in dispute with Magenta should they force this through.

We do not underestimate the task faced by Magenta Living giving pressures in social housing provision. Our team is willing to work alongside management in these difficult times, but proposals need to be fair for our members.

Wirral Met College

Proposals to save £700,000 have been discussed and consulted on. The steward team at the college have done an excellent job in protecting and supporting our members. We have scrutinised the financial impact of these proposals and will work to increase usage of facilities by pressing the council to use the college, alongside Birkenhead 6th Form College, as provider for apprenticeship training.

Wirral Evolutions

Formal Consultation on unpaid leave took place recently. We managed to secure the removal of unpaid leave and monthly reduction in pay by staff giving up 3 days of their annual leave entitlement. This will still form part of a closedown and the company will 'gift' staff the 4th day. Also during these meetings we agreed to implement a 1% pay award for staff. These changes take effect from 1st April 2017.

Schools

A campaign has been launched for 'More real term funding for schools, based on a per pupil funding formula'. Letters have been sent to all 4 MPs, all 66 Councillors and every Head Teacher on Wirral to gain support for the campaign.

A parliamentary petition is up and running as Wirral Schools could lose £15,696,153 in real terms funding by 2020. This equates to 421 teachers or 872 support staff.

The campaign is ongoing and region have taken on board our material and used the template across the North West.

2. STANDING COMMITTEES

The following Standing Committee has met during the course of the year:-

	Secretary
Health and Safety	Nick Bower

3. ANNUAL CONFERENCE/SERVICE GROUP CONFERENCE

The Branch was represented at Annual Conference in Brighton by the following delegates:-

Paddy Cleary, Steve Bennett, Angie Redgrift, Gill Whitfield, Gill Harris, Rebecca Call

4. REPRESENTATION ON OTHER COMMITTEES

During the past year the Branch has been represented by the following members on Committees:-

North West Regional Council

Paddy Cleary, Steve Bennett, Dave Jones, Phil Hamilton, Dave Hardcastle, Nick Bower, Sue Kellett, Angie Redgrift, Gill Whitfield, Rebecca Call

North West Regional Local Government Committee

Paddy Cleary, Steve Bennett, Nick Bower, Dave Jones ®, Angie Redgrift, Gill Whitfield, Hannah Plimley, Sue Kellett ®

North West Regional Committee

Paddy Cleary and Nick Bower

Regional Health and Safety Committee

Nick Bower

Pensions Board

Paul Wiggins and Phil Goodwin

Pensions Committee

Paddy Cleary

Sports & Social

Matty Moores

Welfare

Gill Whitfield

Publicity

Steve Bennett

International Relations Committee

Phil Hamilton

Learning and Organising Committee

Nick Bower and Dave Hardcastle

5. ACKNOWLEDGEMENTS

I would like to acknowledge the work of Sue Kellett who will no longer be a Branch Officer from 1st April. Sue has worked tirelessly for the Branch and has been, not just a trusted colleague, but a friend who I worked closely with since becoming a Branch Officer. I would also like to acknowledge the work of Ian Upton who himself has stepped down from the Branch Officer group. Some of Ian's work went unnoticed and he was always willing to take on difficult casework.

My predecessor, Phil Goodwin, sadly passed away this year and I would like to acknowledge all the work that he did for the branch.

I would also like to thank Branch Officers, Stewards, Representatives and members for their continued support, advice and help during the year. My thanks also need to go to the Branch office staff, Maureen and Jayne for the work they do and finally, to Tony Caffery our Regional Officer.

PADDY CLEARY - BRANCH SECRETARY

II

BRANCH OFFICERS REPORTS

6. STEVE BENNETT

Schools

Wirral UNISON is applying for funding from Region to mount a campaign against the cut in school funding, which will result in massive cuts to school budgets in Wirral. This will have an effect not only on members jobs but the overall education of children in Wirral. We will be asking all members to unite in fighting these cuts and help support the campaign.

Parks

UNISON has succeeded in ensuring the vacancy in parks has been ring fenced to Apprentices, which is a reward for the hard work that they have put in during their time with the Council.

CYPD

The restructure of Children with Disabilities has now been scrapped and I would like to thank members in that area for their help and positive attitude in achieving this.

Talks are planned soon with unions on the way forward after Ofsted and we will report on that once those meetings have taken place.

Wirral Met College

The College has issued us with notice, that due to financial reasons a restructure is planned and there are proposed redundancies which will affect some of our members. UNISON attended the consultation meeting and will be working with our stewards in the college on behalf of our members.

STEVE BENNETT – VICE-CHAIR

7. NICK BOWER

This year has been another busy year both locally and nationally for Health & Safety issues.

Nationally

Brexit has left a lot of people nervous over the future of Health & Safety, with a lot of our H&S legislation influenced and protected by European Law, such as the Management Regulations and the PPE Regulations. European Law sets a minimum standard and also ensures governments cannot make H&S legislation worse by complying with European Directives on H&S.

It is not clear yet what will happen to our H&S legislation once we leave the EU and we must fight any attempts by this aggressive Conservative Government to dumb down Health and Safety.

Regionally
I am currently representing Branch on several committees, Regional Committee, Regional Local Government Service Group, Regional H&S Committee, Vice Chair and Regional LAOS, Vice Chair. I have just been asked to attend the National Learning and Organising Forum in London in May on behalf of Region.

Hazards Conference 2016
July saw me, Adele Oldrid and Carl Fryer representing Wirral UNISON at the National Hazards Conference at Keele University. This was a well-attended event with Safety Reps attending from UNISON and other unions such as ATL, FBU, NASWT, PCS and Prospect. We also attended workshops and theme/campaign meetings on such topics as Behavioural Safety, International Solidarity and an Update on the legal state of Health and Safety

.

There were a range of excellent speakers including: Hugh Robertson, Head of H&S for the TUC, who spoke about protecting H&S after Brexit, Professor Steve Tombs, who talked about changes in regulation and who they really benefit. To finish with we had Roy Bentham from the Blacklisting Support Group and Shadow Chancellor, John McDonnell speaking about the recent success in the courts over blacklisting. John then gave an excellent speech, where he committed to repeal the Trade Union Bill and strengthen workers' rights once in power.

Once again, I was joint Facilitator for two Workshops based around Risk Assessments and Safety Reps. This workshop dealt with what is the Employers responsibility and the Safety Reps role with regard to Risk Assessment. These were well attended and thoroughly enjoyable and rewarding to be involved in.

Locally
I have been advising members on a wide range of issues.

The main focus this year has been:

Asbestos - with members concerned in several sites over the presence of asbestos. Working with our Asset Management team I have been able to help alleviate their concerns.

If you do have any concerns over this then please get in touch through Branch.

Workplace Temperatures, this is an issue that crops up every year, whether it is too hot or too cold in work. The minimum workplace temperature for sedentary jobs is 16C and for jobs where you move round it is 13C.

Schools have their own requirements under The Education (School Premises) Regulations require that schools must have heating systems capable of maintaining specified minimum temperatures. They also require that school classrooms are actually heated up to at least those minimum temperatures and the temperatures maintained for as long as the rooms are used for their normal purpose.

The Regulations provide that, in areas where there is the normal level of physical activity associated with teaching, the appropriate minimum temperature is 18oC (64.4oF). In areas where there is a lower than normal level of activity (e.g. sick rooms) or higher than normal level of activity (e.g. gymnasia and also washrooms), the appropriate minimum temperatures are 21oC and 15oC respectively. Temperatures in school classrooms should therefore be at least 18oC (64.4oF)

I recently met with Corporate H&S over the effect of the restructure will have on how they work and how H&S is dealt with by the authority. The Corporate H&S team are moving under the HR section and will be based at Wallasey Town Hall. This has now been delayed till September. I have asked for a review of the Authorities H&S structure and want to see the reintroduction of departmental H&S meetings.

If anyone is interested in becoming a H&S Rep then please contact me via email or through Branch and I will be able to guide you on this rewarding role.

NICK BOWER – HEALTH AND SAFETY OFFICER

8. DAVID JONES

My responsibilities in this role have been restricted to Departmental and non-Council level rather than corporately within the Council. I have taken a twin approach of defending member's conditions in consultations, whilst at the same time working to improve the union's visibility and increase the Stewards base. I have also been representing many members in personal cases in the past year with an encouraging rate of success.

Adult Social Services

The major concern has been the proposed (and delayed) integration and transfer to the NHS of operational services. We have numerous concerns notably around retaining LGPS Pension, agreeing a nationally negotiated pay rise, and maintaining a profile for social care.

Girtrell Court

This service, at a reduced level has transferred over to the private sector as of 6 February. I obtained an agreement whereby staff had the choice of TUPE transfer or taking EVR. The Branch Secretary is still pursuing the issue of TU Recognition.

Wirral Evolutions

This Service is currently in consultation to rescind the unpaid leave days and restore pay levels. It is hoped that this will be concluded by April.

Autism Together
I have been taking steps to improve our organisation and stewards base within Autism Together to make us stronger going forward.

Children's Services
I have worked here alongside Steve Bennett to address the challenges our members face post-Ofsted. This work will be ongoing in the next year.

DAVID JONES – BRANCH NEGOTIATOR

9. GILL WHITFIELD

I attended the local government conference last June. UNISON Welfare had information about the full range of help available to members. Throughout the year I have informed members about UNISON's 'There for You' charity, culminating in a Welfare newsletter in the autumn. The newsletter gave valuable contact details for financial assistance, legal help, Wellbeing breaks and debt advice, and was done as a quick reference for members. It included information about fuel and school uniform grants, for low paid members.

I have successfully assisted members in securing financial help through the 'There for You' charity, and also given welfare advice and support to members at a difficult time in their life. I've had very positive feedback from members, they've felt support from UNISON, and it's been great to see them getting the help that they need. I've noticed an increase in requests for help, I'm sure that this is a consequence of the savage cuts that this government is implementing. I will continue to promote the 'There for You' charity, and plan a charity fundraiser letter in the year.

GILL WHITFIELD – WELFARE OFFICER

10. REBECCA CALL

Well it has been another interesting and challenging year as Women's Officer. In March, for International Women's Day, I organised tickets for our members who wished to attend a free screening of the film Suffragette put on by UNISON Sefton Branch. Prior to the screening there was a presentation by historian and writer Louise Raw about the Matchwomen's Strike of 1880 which was fascinating.

June was a busy month where I attended the Durham Miner's Gala and marched with thousands of other trade unionists. It was an incredible feeling of solidarity and I felt truly humbled by the experience. It's held annually so I really recommend that you try to go one year. I also went to the UNISON Local Government Conference in Brighton. It's wonderful to see how our Branch fits into the wider organisation and to have the chance to have a say on how decisions are made.

This year I started up a Women's Group giving female members from across the different work areas a chance to come together, discuss issues that they face in the

workplace and help each other find solutions. I know that everyone in the group has found it really helpful to be able to get things of their chest and to feel like they have support and are not alone. It is also a chance to discuss any training or courses that female members would like and we have had a visit from Jayne from the Lifelong Learning Team and I also met with tutors from the TUC to discuss free courses that are available.

This week I shall be attending the UNISON National Women's Conference in Brighton. It's a chance to meet up with other female Trade Unionists from across the country and to help improve the rights of women in the workplace. There are also a series of fringe meetings at lunch times and in evenings and this year I have let members decide which meetings they would like me to attend and report back on. Women's Pensions seems to be the most popular choice so far!

There has been much change in the area I work in, formerly Regeneration and Environment. As I am sure is the case in many departments there have been teams split up and staff moved to new locations. We have seen an increase in generic job descriptions meaning staff are no longer having a specialism in one area. Many staff are having to be trained in different areas and there are a few teething issues whilst this settles down. Within my area I have dealt a lot with staff querying their Job Descriptions and Grades. It has been a really good learning experience and I have received a lot of help from HR on this. Nothing seems to happen very quickly in this matter but there have been some successes so I shall continue to liaise with members and HR to get the best possible outcome.

REBECCA CALL – WOMENS OFFICER

11. PAUL WIGGINS

Following the decision of the previous Section this was sadly disbanded a number of years ago, due to the lack of active membership.

Due mainly to the huge request by newly retired members the Wirral UNISON Retired Members Section was reformed in 2014 and held its inaugural meeting in the December of that year.

To date the Section has nearly 800 retired members and the Section holds bi-annual meetings through the year, which are fairly well attended.

Although our meetings are held fairly formally many are arranged to include a guest speaker. This last year these have been from the Branch Secretary, U3A (University of the Third Age) and the History of Birkenhead Park, from one of the Park Rangers.

For meetings in 2017 we have lined up so far presentations from the Branch Women's Officer, as well as one from the Branch Welfare Secretary.

We have been included in the most recent NW UNISON Educational Programmes and hope that some of our members use this as an opportunity to update their training skills which can then be used to assist the branch still further and this year we hope to hold some social events.

The Section was very successful this year in producing a co-ordinated Motion (with Wigan Branch) to the National Retired Members Conference regarding Local Government Pensions arrangements and the need for retired members representation at all levels of governance and investment decision making.

The Section is very pleased that it's Secretary has again, for the third year in a row, been successfully elected to the NW Regional Retired Members Section.

Anyone requiring any further information regarding the activities of the Section please contact the Section Secretary:-

Paul Wiggins email paul.wiggins@sky.com

PAUL WIGGINS – RETIRED MEMBERS SECRETARY

III

DEPARTMENTAL REPORTS

12. WIRRAL METROPOLITAN COLLEGE

Our year has been quite different from usual.

Apart from the usual round of sickness monitoring interviews and other procedures, we have the threat of the return of Ofsted still over us. The Principal, Sue Higginson has been off sick for some time. There is usually a core of senior management who remain but not so this year. We have Michael Norton as Acting Principal and a new lady to the College called Maura Cummings as Vice Principal. Given the circumstances they are making changes the Unions wanted to move forward.

The College Governing Body has approved a plan to remove a line of managers, mostly on the curriculum side. Support staff has for a number of years been gradually cut down. This is intended to cut the costs and move towards a position where the college breaks even. You would think this would be an easy fix but at the moment we are in the middle of complex redundancy and redeployment processes. Thank goodness for Paddy Cleary and Steve Bennett as they have been great helping us out with it all. Instead of losing numbers, ours are growing and our stewards are busy supporting staff through the processes. We can always do with more stewards, but I am happy to say we are all working together for our members.

We have also lodged a pay claim as we have had no pay rise or progression for some time. We hope that by the next annual report we will have had a pay rise and got Ofsted off our backs. We also hope to still be Wirral Met an independent FE College and not linked with anyone else through the area review.

BARBARA SCULTHORPE, ALLEN DUNN, GEORGE JONES
WIRRAL METROPOLITAN COLLEGE STEWARDS

IV

MINUTES OF GENERAL MEETINGS

13. MINUTES OF NINETEENTH ANNUAL GENERAL MEETING HELD ON WEDNESDAY, 24 FEBRUARY 2016 IN THE CIVIC HALL, WALLASEY TOWN HALL AT 12.15 PM AND 4748, HAMILTON SQUARE AT 5.15 PM (There are no minutes as the meeting was inquorate)

14. MINUTES OF EIGHTEENTH ANNUAL GENERAL MEETING HELD ON WEDNESDAY, 11 MARCH 2015 FROM 12.15 PM IN THE CIVIC HALL, WALLASEY TOWN HALL (There are no minutes as the meeting was inquorate).

15. MINUTES OF SEVENTEENTH ANNUAL GENERAL MEETING HELD ON WEDNESDAY, 12 MARCH 2014 FROM 12.15 PM – 1.15 PM IN THE CIVIC HALL, WALLASEY TOWN HALL

PRESENT:	Sue Kellett	-	Chairperson
	Phil Goodwin	-	Secretary
	Paddy Cleary	-	Branch Treasurer
	and 125 members who signed the attendance sheets		

IN ATTENDANCE: Tony Caffery, Regional Officer

- SUE KELLETT IN THE CHAIR –

1.0 CHAIRPERSON'S OPENING REMARKS

The Chairperson welcomed everyone to the meeting. She asked that a minutes silence be observed for Bob Crow, NUT Leader who died yesterday and for those members who have passed away during the last twelve months. The Chairperson asked for an Emergency Motion to be accepted for debate – this was **AGREED.** She then introduced the guest speaker.

2.0 GUEST SPEAKER – GLEN WILLIAMS, CHAIR LOCAL GOVERNMENT SERVICE GROUP EXECUTIVE AND VICE-PRESIDENT OF THE NORTH WEST REGION

Glen paid tribute to Joe Taylor and Diane Kelly who were a tremendous asset to the Branch over the years and wished them good luck in their retirement. These are difficult times for the Branch regionally and nationally. It's a myth that not getting a pay rise will save jobs and your diluted terms and conditions are no different from the rest of the country. We need to begin to get angry. We are 18% worse off in our pay than in 2010. Our Region continues to take the lead, we have to fight back and get local councillors to get involved.

Join the March and Rally in Liverpool – "Fair Funding for Public Services" on Saturday 15 March 2014 assembling at the Pier Head at 10 am.

Thanks for the invite and I wish the branch every success for the challenges ahead.

3.0 APOLOGIES FOR ABSENCE

Nissa Coull, Alison Jones, Nicky Long, Sandy Thomas, Eileen Bennett.

4.0 TO RECEIVE THE TREASURER'S FINANCIAL STATEMENT AND ANNUAL REPORT FOR THE YEAR ENDING 31 DECEMBER 2013

Having answered questions from members it was duly **PROPOSED** and **SECONDED**

"That the Financial Statement for 2012 be accepted including the honoraria payments."

On being put to the vote was **CARRIED with 1 AGAINST AND 15 ABSTENTIONS.**

5.0 TO RECEIVE THE ANNUAL REPORT

Having answered questions from members it was duly **PROPOSED** and **SECONDED**

"That the Annual Report be accepted and that the minutes of the AGM dated 13 March 2013 be agreed.

On being put to the vote was **CARRIED**.

6.0 TO ELECT THE FOLLOWING OFFICERS FOR THE ENSUING YEAR (nominated by Branch Committee and not opposed):-

Branch Chair	- Sue Kellett
Branch Vice-Chairperson	- Steve Bennett
Branch Negotiator	- Brenda Hall
Branch Treasurer	- Paddy Cleary
Communications Officer	- Sheila Henry
Education Co-ordinator	- Ian Upton
Health and Safety Officer	- Nick Bower
Membership Services Officer	- Ian Ward
Sports and Social Officer	- Steve Randles
International Relations Officer	- Rebecca Call
Branch Auditors (2)	- Les Kelly/Paul Byrne

7.0 TO ELECT THE FOLLOWING BRANCH OFFICER POSTS

In line with Branch Rule 14(h) a postal ballot was held.

Tony Caffery Returning Officer confirmed the result of the ballot as follows:-

The following nominations were received:

(1) BRANCH SECRETARY

Phil Goodwin	420 votes
David Jones	316 votes

Phil Goodwin was therefore elected as Branch Secretary.

(2) ASSISTANT BRANCH SECRETARY

Mathew Behan	273
Sue Mathie	456

Sue Mathie was therefore elected as Assistant Branch Secretary.

(3) EQUALITIES OFFICER

Mandy Gorman	436
Gill Parry	287

Mandy Gorman was therefore elected as Equalities Officer.

(4) WELFARE OFFICER

Lisa Founds	299
Angela Redgrift	425

Angela Redgrift was therefore elected as Welfare Officer.

(5) WOMENS OFFICER

Danielle Kerr	283
Adele Oldrid	432

Adele Oldrid was therefore elected as Womens Officer.

(6) YOUNG MEMBERS OFFICER

Lois Founds	285
Hannah Plimley	443

Hannah Plimley was therefore elected as Young Members Officer.

8.0 RATIFICATION OF WORKPLACE STEWARDS

FAMILIES & WELLBEING (1)
Michael Connor, Phil Hamilton, David Hardcastle, Glynn Morgan, Lisa McShane, Adele Oldrid, Gill Parry, Sandy Thomas.

FAMILIES & WELLBEING (2)
Jane Barclay, Peter Ferguson, Daniel Hitchell, David Jones, Lisa Lilliott, Susan Mathie, Matthew Moores, Karen Noonan, Stephen Randles, Judith Townend.

REGENERATION & ENVIRONMENT
Mathew Behan, Rebecca Call, Lisa Founds, Carl Fryer, Jon Hardwick, Paul Sinclair, Mark Traynor, Nick Bower, Brenda White, Ian White.

TRANSFORMATION & RESOURCES
John Atherton, Michelle Bartley, Stephanie Caldwell, Patrick Cleary, Mark Delap, David Griffiths, Sarah Kennedy, Hannah Plimley, Angela Redgrift, Ian Upton, Karl Wakeham, Ian Ward, Gill Whitfield, Carl Williams.

SCHOOLS
Stephen Cotgrave, Nissa Coull, Susan Draper, Gill Harris, Barrie Hibbert, Lyn Kelly, Elizabeth Waring.

WIRRAL MET COLLEGE
David Brooks, Stephen Easdown, Barbara Sculthorpe, Dianne Kelly.

BIRKENHEAD 6TH FORM COLLEGE
Margaret Hulse.

BAM NUTTALL
Christopher Clare.

MAGENTA LIVING
Sean Evans, Sheila Taylor.

WIRRAL AUTISTIC SOCIETY
Stephen Feeney, Alison Jones, Thomas Kelly, Joseph McGowan, Stephen Price, Catherine Titherington.

Anyone still wanting to be a steward see me at the end of the meeting or contact the Branch Office.

9.0 MOTIONS

9.1 EMERGENCY MOTION – FUTURE COUNCIL PROPOSALS

This AGM notes with concern the proposals entitled "Future Council" due to be decided upon at the Cabinet meeting of Wirral Council on the 13 March 2014. This was previously presented to Council employees under the Budget Option 'Transforming Wirral Council'. As previously detailed in the Wirral UNISON newsletter of 1 November 2013, "It proposes to re-evaluate, redesign and restructure the whole organisation. It will remodel the Council from top to bottom. The primary objective of this option is a reduction in our workforce."

This AGM notes after receiving a report commissioned from the consultants Ernst Young, the Council proposes to:

- Conduct a series of service reviews that will decide the services it will continue to directly provide, the services it will commission via shared or third party provider, and the services it will no longer continue to provide or support.

- Undertake a Job Evaluation exercise of all Council employees using the Hay method. That this will place all employees into a job family framework with a series of pay ranges in each of the job families. It will set a new payline for all Council employees.

- Optimise spans of control for management roles by setting defined Team Leader to employee ratios and Manager to Team Leader ratio. This will reduce the numbers of supervisors, Team Leaders and Managers within the Council workforce.

- Rationalise Business Support which will reduce the workforce in this area.

This AGM believes that these proposals

- will cause a major reduction in the Council workforce

- have the potential to cut members pay by the Job Evaluation exercise and the new payline

- are "provider neutral" in that they do not express any preference for in-house services and that this has the potential to lead to large scale commissioning of services from external providers

- are based on a timetable for implementation that is not realistic if proper negotiation and consultation with the trade unions is to take place

- escalate the already high levels of stress and worry in the workforce

This AGM therefore instructs the Branch Officers:

1. to demand that a proper framework for trade union consultation, engagement and negotiation be established covering all aspects of the Future Council project including an adequate timescale for such discussion.

2. to seek assurances from the political leadership of the Council regarding the provider neutral focus of the Ernst Young proposals and to consistently make the case for in-house services

3. to initiate a programme of communication and consultation with all affected members to include regular stewards meetings, membership meetings, newsletters and branch website updates

4. to reconvene a General Meeting of all affected members to report back on the progress of negotiations at an appropriate time, but no later than 31 July, to enable members to determine the appropriate course of action prior to any final decision by the council on the future of individual services and/or the setting of a payline.

PROPOSED BY PHIL GOODWIN (BRANCH SECRETARY)
SECONDED BY NICK BOWER (HEALTH & SAFETY OFFICER)

On being put to the vote was **CARRIED.**

9.2 NATIONAL PAY DEALS

"That this AGM notes that following negotiations with the Council, and a vote of its membership, Wirral Unison agreed to defer the nationally agreed pay rise for 2013/14. This was deferred pending the identification of mutually agreed cuts of £1million that could be delivered by 31 March 2014. This exercise was to be conducted in association with APSE.

This AGM notes that, to date, no relevant savings have been identified and agreed with the Council. Under the terms of the agreement, if the savings were not agreed and implemented by 31 March 2014 the pay rise will be lost. This follows a national pay freeze of three years, meaning the Wirral employees have face a four year pay freeze. It is also noted that Local Government Pay is the lowest in the public sector – from the top to the bottom of the pay rise.

This AGM notes that Unison's national Conference in 2013 re-affirmed its commitment to national pay bargaining and recognised the dangers of local pay bargaining.

This AGM therefore agrees that Wirral Unison will oppose and actively campaign against any attempt to defer or refuse to implement and future nationally agreed pay rise."

PROPOSED BY DAVID JONES (DASS)
SECONDED BY GILL PARRY (CYPD)

On being put to the vote was **CARRIED.**

9.3 AMENDMENT TO BRANCH CONSTITUTION, RULES AND STANDING ORDERS

In accordance with the UNISON Code of Good Branch Practice the following amendments be made to Wirral UNISON's Constitution, Rules and Standing Orders:

OLD 3. CHANGES TO RULE

Branch rules must be agreed by two thirds of members present and voting at a quorate branch meeting. Branch rules must be approved in accordance with UNISON's procedures. Any changes to branch rules must be agreed and approved in the same way.

NEW 3. CHANGES TO RULE

Branch rules must be agreed by two thirds of members present and voting at a quorate branch meeting. Branch rules must be approved in accordance with UNISON's procedures. Any changes to branch rules must be approved by the Annual General Meeting and then by the Regional Office

OLD 5. AIMS AND OBJECTIVES

The aims of the branch shall be to achieve the aims and targets set annually through the branch assessment.

NEW 5. AIMS AND OBJECTIVES

The aims of the branch shall be to support and pursue the aims and objectives contained in the UNISON Rule Book and the objectives agreed by UNISON's National Executive Committee annually and to achieve the aims and targets set annually through the branch assessment.

OLD 13. QUORUM
The quorum shall be:
(1) The Branch AGM: 125 members.
(2) The Branch Committee: 25 members.

NEW 13. QUORUM
The quorum shall be:
(1) The Branch AGM: 100 members
(2) The Branch Committee: 22 members.

OLD 14. ELECTION OF OFFICERS
The following officers of the branch shall be elected at the AGM:-
(a) Branch Chair
Branch Vice-Chair
Branch Secretary
Assistant Branch Secretary
Branch Treasurer
Branch Negotiators
Communications Officer
Education Co-ordinator
Welfare Officer

Equalities Officer
Women's Officer
Health & Safety Officer
Membership Services Officer
Sports and Social Officer
International Relations Officer
Young Members Officer
Branch Auditors (2)"

NEW 14. ELECTION OF OFFICERS
The following officers of the branch shall be elected at the AGM:-
(a) Branch Chair
Branch Vice-Chair
Branch Secretary
Assistant Branch Secretary
Branch Treasurer
Branch Negotiator
Communications Officer
Education Co-ordinator
Welfare Officer
Equalities Officer
Women's Officer
Health & Safety Officer
Membership Services Officer
Sports and Social Officer
International Relations Officer
Young Members Officer
Lifelong Learning Co-ordinator
Branch Auditors (2)".

PROPOSED AND SECONDED BY BRANCH COMMITTEE

On being put to the vote was **CARRIED.**

10.0 PRIZE DRAW

£10 in high street vouchers was won by Sandra Whittaker (Magenta Living
£25 cash was won by Judith Townend (DASS)
£25 cash was won by Sheila Henry (Universal & Infrastructure)
£50 cash was won by Carol Mussa (DASS)

There being no more business the meeting closed at 1.40 pm.