



Richmond upon Thames

**Branch Committee Meeting
Thursday 29 October at 12.00
The Terrace Room, York House**

Apologies: Greta Farian, Alice Dawney; Joanna McCoulough

Present: John Holroyd (Branch Secretary); Mike Potts (Treasurer); Bill Read (Welfare Officer); Ernie Hunt (Retired Members); David Hodgson (Libraries)

Minutes: Maggie Fordham

MP assumed role of chair

1. Minutes agreed

- 2. Wandsworth: JH** reported back. Wandsworth staff have new contracts since beginning of Oct, therefore some aspects of T&Cs have not yet been practiced and monitored. IS (Ian Steadman) asked what he is prepared to move on, especially sickness and overtime? Key meeting next week 3 November – to resolve where both sides stand and to reach an agreement on joint communication plans. Inner/Outer London weighting still an issue, how to harmonise both?

PRP percentages unfair above/below P07; complicated calculation involved, scores A-D

DH reported that some departments do not give As

MP questioned whether Wandsworth already use this calculation

JH: Some Richmond staff get 32 days leave – likely that we will stick with the status Quo for now – change of contracts for new staff.

Some aspects of proposals just not possible to harmonise eg London Weighting

Discussed setting up new company like AFC but probably councils will be run by joint committee.

IS was not involved in initial discussions - Appendix7 designed by Wandsworth; merging of policies does not seem possible.

MP commented on the range of people who attend these joint meetings, some of whom are not interested in reaching agreement merely focusing on getting the best deal for their own members.

JH said there is friction between Unison and GMB. Unison is committed to a negotiated settlement but situation may come to a head – Wandsworth to gain, Richmond to lose.

How and when to communicate to members was discussed; JH in favour of PP presentation to all staff and councillors, everything open and transparent.

MP commented that these kinds of negotiations are not without precedent, can lead to two tierism with new staff employed on new T&Cs.

JH If all pay was harmonised to Inner London Weighting, all problems would go away.

DH different rates of pay in one organisation cannot be acceptable.

BR says this can affect team work, PRP percentages keeps the pay differences. In his opinion, LAs do not like standardised pay; managers seem to like different tiers.

MP said that 25 years ago we were all on the exact same T&Cs

3. **Branch Assessment 2015** JH gave a brief overview of the document and the committee approved.
4. **Wellbeing Day and (5) Recruitment** MF suggested she write a short statement on Shared Services to encourage discussion and recruitment. It was agreed, and BR suggested that we promote the website on the document. He also suggested incorporating some statistics from the recently published Staff Survey which he found worrying but concluded that nothing would happen as a result. Arrangements were progressing and both MF and JH appreciate the work of Sana Foss-Smith, Senior Communications Officer with the council, who has been invaluable in organising the event with us. Offers of help on Wellbeing Day: BR 12-1; MP anytime; DH 12-2; DR photography. From Region, GF and AD from 11-3
5. **Website** MF stated that the time factor prevents her doing as much as she would like with the website and that she still found the site difficult to manage. She would like the committee's approval to ask her friend who is a computer programmer to give her a hand. Approval was given and MP suggested payment of £20 be given if arrangement proves workable.
6. **AOB** BR thanked JH for his efforts in trying to organise a meeting to nominate a candidate for General Secretary.
7. MF distributed a document concerning the call to lobby against the odious Trade Union Bill on Monday 2 November. She had contacted Conservative MP Tanya Mathias to request an audience as a local resident, but had not yet received a response. Offers to attend – JH & BR
BR suggested we devise an action plan at next committee meeting in preparation for the removal of 'check-off' when the Trade Union Bill is passed. We need action plans for other aspects of the Bill.
8. EH delivered August 2015 newsletter for the Richmond forum for older people, also from the Consumer Association, both for information only.

Meeting closed at 1.30; next meeting Thursday 3 December, 12-2 Terrace Room. Mince Pies?