



Branch Newsletter

Special Edition
September 2006

Fighting for entitled pay



UNISON PAYROLL ACTION

UNISON have been in discussions with the Trust over the failure to pay staff wages correctly. Whilst we accept that the payroll problems are not strictly originating within the Trust, the responsibility for third party contractors must be taken by the Trust's directors.

Following a meeting on the 16th August of this UNISON branch, it is the agreement of the UNISON officers that, legal action against the Trust will commence with immediate effect.

UNISON are requesting that immediate and effective steps are taken to:

- 1) Prevent the underpayment of contractual basic wages,
- 2) Prevent the overpayment of contractual basic wages,
- 3) Provide an adequate and full pay statement, fully detailing all payments over the contractual basic wages,
- 4) Provide the prompt calculation and payment of any and all Agenda for Change arrears.

UNISON's demands are supported by the Employment Rights Act 1996.

The branch wish to make it clear that industrial/dispute action is not being considered at this time, but legal prosecution through HM Tribunal Services is planned.



Tribunals Service

UNISON Branch Secretary, Jackie Robinson, said:

"The union is working to protect all staff within the area who have undoubtedly not had the service they need or deserve. Meetings are already being set up which will involve staff side, management and the provider. However, we will not drop our plans for legal action until the situation has been resolved once and for all. Whilst we do not blame the Trust for the problems per se, we need to be certain that we will get a final solution to the problems."

Trust Chief Executive, Chris Carney, added:

"We fully understand why the union is taking this action and accept that they will continue with that until a solution has been found. We will be pressing Supporta to find a solution as quickly as possible, but ultimately if they cannot do so, we will need to look at moving payroll to an alternative operator. I hope that staff accept that we are now working in partnership with staff side to sort this situation out once and for all. We ask for their continued patience as realistically there is unlikely to be a quick fix whichever route we take."

Action now

The first stage in the legal action for UNISON is to collate details of staff who are being effected. We think that the number is possibly as high as 600 (70% of the workforce) but we must confirm this in order to make our legal case accurate.

For this reason, we are requesting details of staff with pay errors and details of when they contacted HR dept and what response HR gave them. Staff (both UNISON members and non-members) are urged to email us at **payroll@bhaps-unison.com**

Please put in the email:

- Your name,
- Your rank/dept,
- Your station,
- An explanation of your payroll errors including over or under payments.

If you do not have access to email, please place a written memo to Darren Meads at Welwyn Garden City Station. Please understand, you must still follow the guidelines in place from HR regarding reporting payroll errors.

Emergency meetings are being held now between UNISON, the Trust and the payroll provider. Irrespective of the meetings, UNISON has made its position clear - **legal action will not cease until all staff are paid correctly.**

The very latest information

UNISON's legal progress will be announced in our monthly newsletters that staff can find on their stations UNISON notice board.

For the very latest information, our website at www.bhaps-unison.com/payroll will make you aware of events as they happen.

When and where appropriate, the branch Communications Officer will provide press releases to the local media and any such information will be confirmed on the branch website.

New Memberships

With more than 1.3 million members working across the public services, being part of UNISON means that members have the full weight of Britain's biggest trade union behind you.



Of course UNISON is the only union to be recognised by the Trust's management. Staff wishing to join should contact Jackie Robinson on 01707 361702.

Low cost insurance... ...it's a matter of principle

Insurance with principles

As a UNISON member you can benefit from the close relationship between UNISON and UIA Insurance.

UIA's union heritage means that it shares many of your union's values, whilst its mutual status means that its profits are re-invested to provide the best value service to members.

Home insurance

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For immediate cover, further information or your no-obligation quotation call FREE now on the number below quoting reference DBN

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Did you know..?

Staff have the right to a full and complete payslip each month. If your payslip does not clearly indicate any increased pay and what it was for, then it is unsatisfactory.

The Trust are legally obliged to provide suitable payslips to all of their staff.

(Employment Rights Act 1996 sct 8[1])

Quick contact details

Branch Secretary:	Jackie Robinson,	01707 361702
Branch Vice Secretary:	Stuart Reeves,	07786 511438
Health & Safety, AFC guidance:	June Felstead,	07903 585081
Communications & media support:	Darren Meads,	01707 361702

Our website at www.bhaps-unison.com keeps members up-to-date with all of the current issues and member benefits.

UNISON
the public service union

www.bhaps-unison.com

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