



TO ALL GMB DUNDEE CITY COUNCIL HOMECARE MEMBERS

8 June 2016

Dear Colleagues

Homecare Review & Rotas

Everyone will be aware of the Council's proposal to introduce Split Shifts Rotas and the threats to Terms & Conditions across the Council.

Following a recent meeting with Management on 31st May, Management announced the following:

- Status Quo with regard to existing Rotas is not an option.
- They believe that although not as effective in terms of service needs as their original Rotas a combination of new Rotas below proposed by a staff member would be acceptable to them.
 1. 30 Hour Split Shift Rota
 2. 25 Hour Split Shift Rota
 3. 23 Hours Non Split Rota
- They confirmed that a buy out for those dropping hours would be considered.
- They confirmed that for Homecare workers the All Inclusive Grade would remain.
- They stated that they wanted to test the 3 Rotas in a Pilot for 3 months in two teams who had volunteered.
- They said that they would jointly Review the Pilot with the Trade Unions and the Workforce.
- They stated that over 50% of staff in the one to one meetings held agreed to work the original proposals.
- They believe that a stronger majority will be in favour of the Revised Rotas based on those proposed by a staff member which provide more time off.

The Joint Trade Unions welcome the removal of threat to remove the All Inclusive Grade, welcome the offer to buy out the hours anyone in future opting to reduce hours as a result of the Homecare Review. The Joint Trade Unions met on 6 June to agree next steps. None have taken any position on the proposed trial as we believe it to be a decision that can only be taken by you, the members.

Please note accepting the Pilot proceeding does not in itself mean acceptance of Split Shifts.

The Review of the Pilot in 3 months' time would allow both sides to consider their position and any proposals. Our involvement would ensure that union members not in favour of Split Shifts would engage in the Pilot and feedback after 3 months.

We therefore need to establish a majority position by way of a Consultative Ballot. This decision will be taken by Union members – if you want to have a say in the future terms and conditions then please consider joining a union. GMB have the significant majority in the Homecare division of Dundee City Council.

Yours Sincerely

Helen Meldrum

Helen Meldrum
Organiser
GMB Dundee