

D-DAY!

You should have received by now the letter detailing what grade you will be on in the future and the proposed Terms and Conditions; also set out are details of how you can appeal. School employed staff will receive correspondence after the Easter Holidays.

Appeals Process

There is no appeal on Terms and Conditions. However, UNISON advises that individual members MUST appeal if YOU feel:

- that your grade is wrong
- the JE Scores or the JE Factor Scores are wrong,
- or your job profile is wrong

It is your right to Appeal and you must not be persuaded against appealing.

It is important to emphasise that UNISON and other Trade Union's have been able to persuade the Employer to improve on the original proposals; such as:

- A 5 out of 7 day working week
- Payment for the first 3 days of sickness absence
- Pay protection for 1 year
- Excess travel costs for 1 year
- Enhanced pay for Saturday working as well as Sunday
- Car Mileage rate increase from 40p to 50p per mile. Whilst this does

not compensate for the withdrawal of the Essential Car User Allowance it is an increase for Casual Users.

Additionally, UNISON has secured:

- Increased Leave on Entry
- An improved Flexi-Scheme
- Long service award after 15 years service
- 1 years pay protection



EQUAL PAY CLAIM - LANCASHIRE COUNTY COUNCIL MEMBERS

If you wish to pursue a UNISON Equal Pay Claim please complete the following proforma and return to:

Equal Pay Unit, UNISON North West, Arena Point, 1 Hunts Bank, Manchester M3 1UN

Name..... Address.....Postcode.....

Telephone Number..... UNISON Membership Number or Nat Insurance No.....

Job Title..... Start Date..... End Date (if applicable).....

Please tick as appropriate:

- I have not previously completed a UNISON Equal Pay CASE Form
- I have previously completed a UNISON Equal Pay CASE Form

Please bear in mind that there are very strict time limits for presenting equal pay claims and each of the following acts will trigger the time limit:

- (a) If you leave your job (including retirement)
- (b) If you change your job
- (c) If you are promoted
- (d) If your employment is transferred to a different employer.

Equal pay claims must be submitted to the Tribunal within 6 months less one day of the above acts taking place. It is your responsibility to advise us of any of the above actions so that we can diary the correct limitation period for your claim. If you fail to provide us with this information it may result in your claim becoming time barred and as such it will have no prospects of success.

