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**SPECIAL BRANCH MEETING**  
**Monday 7<sup>th</sup> November 2011**  
**12 noon to 2pm**  
Walthamstow Town Hall Council Chamber

**AGENDA**

- 1. Apologies and introductions**
- 2. Minutes of Previous Meetings – 29<sup>th</sup> September 2011**
- 3. Waltham Forest Council Transformation Proposal to Change Employment Pay, Terms and Conditions – Update.**
- 4. Pensions Campaign Update**
- 5. Any Other Business**

*Time off is agreed for all UNISON members to attend this meeting.*

## **COUNCIL THREATEN TO SACK STAFF WHO DON'T SIGN UP TO THE NEW TERMS AND CONDITIONS**

This branch is utterly appalled at the Council's decision to continue with its dismiss and re-engage strategy aimed at forcing low paid workers to sign up to serious and significant pay cuts whilst continuing to employ consultants on extravagant salaries and increasing the earnings potential of the highly paid chief officers.

The strategy is reminiscent of Rupert Murdoch's attack on New International workers back in the eighties when they were dismissed for refusing to sign up to new terms and conditions. Chris Robbins, now our Council Leader, was a SOGAT official at the time and stood with the pickets against Rupert Murdoch. Now he is the leader who is adopting the same tactics to make sure that residential workers, home care workers, library and WFD workers, Meals on Wheels assistants, environmental health, trading standards, highways workers and OT technicians as well as social workers bear the brunt of the Council's attack on our terms and conditions.

In order to get this through, Councillor Robbins and his Cabinet team have managed to set up a staffing committee led by Councillor Akram who have driven these cuts through without Cabinet or Council having to take a decision.

Meanwhile many of the chief officers have taken pay rises or potential pay rises. Our head of HR, Althea Loderick, who actually signs the letters forcing low paid workers to work for less, has taken a pay rise of £11,000 over the last year and Michelle Maloney, Director of Residents First, has had a rise of £3,500. The rest of us are on a pay freeze.

Nevertheless we are now faced with dismissal notices and this meeting will have to decide what we should do in the face of this attack. The branch has organised lobbies, encouraged members to lobby individual councillors, held large scale branch meetings, argued with management, arranged a no sign campaign and has done all it can to resist the proposals. We have achieved some concessions – the 2% pay cut and attacks on annual leave were scrapped and the sick pay proposals have been parked. However, the position as it stands is totally unfair and completely unacceptable.

We have tried to arrange strike action but have been thwarted and not supported by our Regional Office. So we meet today to decide what we should do next. Please make sure you are part of that discussion.