

News from **UNISON**



June 2022

News from the largest union in GMIC

CONTACT YOUR UNION

Branch Office:
0161 291 5212

UNISON Direct:
0800 0 857 857

..or contact a local rep by email (details on page 4)

Moving with you into the new Greater Manchester Integrated Care

Following months of planning, discussion and preparation, Greater Manchester Integrated Care will come into existence on 1st July, with staff across Greater Manchester's CCGs, Greater Manchester Shared Services and Greater Manchester Health and Social Care Partnership transferring into the new organisation.

Your union has been in discussions with employers throughout the process. We have negotiated an employment commitment for staff below board level. We have called for and agreed changes to the published measures in order to ensure you and your representatives (through your union) have a strong voice in developing workplace policies and procedures, as well as protecting contractual elements of policies transferring through TUPE.

We have also supported members through the process of agreeing interim working arrangements in some functions, as well as being part of discussions about the development of the Equality, Diversity and Inclusion objectives of the new organisation, the Hybrid Working commitment, and the future introduction of a foundation living wage commitment amongst other things.



We now have more representatives and more members than we did in the sender organisations combined at the start of the process, and a list of your representatives is included in this newsletter. Please contact them if you would like to discuss any issue related to the transfer and your role in GMIC. After 1st July, UNISON members in GMIC will be part of our Manchester University Healthcare Branch, and your new branch contact details are above too.

UNISON is your union, and we will be by your side during the transfer and in the months ahead, when we know there could be some workforce changes as the organisation restructures.

If you're not yet a member, join your union today – visit www.joinunison.org or call 0800 0 857857.

Get Involved & Help Grow YOUR Union

For those members that want to get a bit more involved in discussions and issues affecting your colleagues in CCGs, why not think about becoming a Workplace Contact?

The role of a Workplace Contact is to let your branch know what's happening in your workplace, share information with colleagues and UNISON members and support people looking to join UNISON

Organising Contacts can and do play an important role in helping groups of members to organise effectively.

If you are interested in getting involved, please contact v.walton@unison.co.uk

Interim working arrangements – making sure they're fair

As part of the ICB's transfer 'measures' (which are changes expected to take place after a TUPE transfer for an economic, organisational or technical reason) there is mention of 'interim working arrangements' for some staff transferring into the new organisation for a temporary period.

Some UNISON members have made contact with us about proposals for interim working. Many interim measures are straightforward and uncontroversial, but some areas concerns have been raised that interim duties may not be appropriate, may be part of a new 'structure' which has not been consulted upon, or could place members at a disadvantage in a future restructure.

Interim working arrangements should not be a deviation from your core job description, and should be reasonable. They may be changes to line management reporting, an emphasis on particular aspects of part of a job description, or a slightly different way of doing something covered within your job description to fit the needs of the organisation, for example. They should not, however:

- Be a substantial or significant change to your duties, or outside of your job description.
- Involve changes to working hours, pay, work location (if not reasonable and/or agreed) or levels of responsibility
- Remove part of your role in a way which could place you at a disadvantage in a future organisational change process. Where it is necessary to place more emphasis or focus on a particular part of your role, there should be opportunity to demonstrate and undertake other parts of your job and maintain your skills (for example, through task rotation).

If you are one of the staff in scope of 'interim working arrangements', your manager should have discussed this with you already. You should receive (or have received) details of any interim working arrangements in writing, so that it is clear what the expectations of you are, and you have the opportunity to raise any concerns.

In functions or departments where interim working arrangements are required, we know that a number of engagement sessions have been undertaken with staff to consult on how the interim arrangements could work best in practice, and UNISON has also been involved in discussions in some areas where our members have asked us to be involved.

If you have any concerns about interim working arrangements in relation to your own role, it's important to address them at an early stage so that we can resolve any issues and ensure your contractual rights are protected. Your UNISON representatives can support you in working through any areas of concern, help you access advice and assistance on whether an interim arrangement is appropriate within the scope of the transfer measures or whether it could be viewed as a more substantial contractual change, and provide guidance. Please speak to your representative if you have any concerns.

It's also important to ensure that your existing job description reflects your role accurately, as this could also impact upon the 'reasonableness' of any interim arrangements – it could become important later on. If you believe your job description doesn't reflect your role properly, amend a copy to add or remove any duties you do undertake or no longer undertake as appropriate, and speak to your UNISON representative or branch for advice. You have the right to ensure your job description is accurate, as well as ensuring it is fairly evaluated against an NHS pay band in line with the NHS Job Evaluation Scheme.

Not yet a UNISON Member?

JOIN YOUR UNION TODAY

Join online at www.joinunison.org or call 0800 0 857 857

UNISON Representatives in Greater Manchester Integrated Care

Area	Name of Activist	Union	Activist Contact Details
GM	Eileen Bond	UNISON	eileen.bond1@nhs.net
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Bury	Steve Voyse	UNISON	steve.voyse@nhs.net
Manchester	Zubair (Z Y) Ghanchi	UNISON	zubair.ghanchi@nhs.net
Oldham	Bridgeen Kane	UNISON	b.kane1@nhs.net
Oldham	Alan Porter	UNISON	alan.porter1@outlook.com , alan.porter@nhs.net
Stockport	Claire Pimlott	UNISON	claire.pimlott@nhs.net
Trafford	Samantha Gillett	UNISON	samantha.gillett@nhs.net
Wigan Borough	Tracie Smith	UNISON	Tracie.Smith@wiganboroughccg.nhs.uk