

TYNE AND WEAR FIRE AND RESCUE AUTHORITY

Item No. 8

HUMAN RESOURCES COMMITTEE: 14 JULY 2014

SUBJECT: NOTIFICATION OF BALLOT RESULT - UNISON

**JOINT REPORT OF THE CHIEF FIRE OFFICER, THE CLERK TO THE
AUTHORITY, THE FINANCE OFFICER AND THE PERSONNEL ADVISOR TO THE
AUTHORITY**

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to advise Members on the ballot results from UNISON received on 23 June 2014 and provide information regarding the on-going industrial action by FBU together with planned action by GMB.

2 BACKGROUND

- 2.1 On the 13 May the Fire Authority received written notification from Unison that they intend to proceed to ballot under section 226A of the trade union and labour relations act 1992. The ballot lasted between 23 May 2014 and 23 June 2014 and Unison were asking its members 'are you prepared to take part in a strike'.
- 2.2 This action is linked to the existing trade dispute regarding pay rates under NJC (National Joint Council) terms and conditions.

3 BALLOT RESULTS

- 3.1 UNISON's local government and school support workers have voted yes to strike action in a dispute over pay. The low paid, mainly women, workers have faced a 3 year pay freeze and have now been offered a 1% pay rise.
- 3.2 The ballot closed at 10am on 23 June 2014 and the result of the ballot is as follows:

Question: Are you prepared to take part in a strike?

Total number of votes cast in the ballot: 85,020

Total number answering "Yes" to the above question: 49,836

Total number answering "No" to the above question: 35,062

Total number of spoiled voting papers: 122

3.3 The union's national committee have subsequently met and announced the next steps. UNISON have formally notified the Authority that its members in England, Wales and Northern Ireland will be taking one day of strike action on 10 July 2014. In addition the FBU have informed the NJC of their intention to strike on 10 July 2014 from 10:00 hours until 19:00 hours (firefighters in England and Wales). This is in relation to the national dispute over pensions.

3.4 GMB have also published on their website confirmation that its members will be taking a one day strike action on the 10 July 2014.

4 FINANCIAL IMPLICATIONS

4.1 The financial implications are unknown at this time.

5 EQUALITY AND FAIRNESS IMPLICATIONS

5.1 The equality and fairness implications are contained within the body of this report.

6 HEALTH AND SAFETY IMPLICATIONS

6.1 There are no health and safety implications in respect of this report.

7 RECOMMENDATIONS

7.1 The Committee is recommended to:

- a) Note the content of the report;
- b) Receive further reports as appropriate.

BACKGROUND PAPERS

The under mentioned Background Papers refer to the subject matter of the above report:

- UNISON letter to the Authority dated 23 June 2014 – Notification of ballot results.