

Pay Campaign Weekly Update – 21/4/06

Firstly, another apology. The intervention of Easter again prevented me from sending you an update last week: however in the interim we have made some progress...

Summary

- Discussions with DG & HR aimed at trying to resolve the dispute have now been completed, and a note will be issued to all staff this week.
- The campaign continues and details of regional members' meetings are being finalised.

Central Lobbying

- The discussions with HR and the DG that have been haltingly ongoing for some weeks have now been completed. The purpose of these was to look both at how we might resolve our differences from last year and work better together in 2006. The final point that we have reached is as near-as-spitting to the point which I updated you on before Easter; and there are some positives and negatives.
- Firstly on the negative side, despite some strong pressure it has not been possible to secure specific commitments from management either to never impose a deal on staff again, or to specifically address the 2005 PB max issues in 2006. Without these commitments, we have to be clear that the goals of our campaign have not been met, and the will of members as expressed in the pay ballots therefore means that the campaign must continue.
- However on the positive side there is a very significant change in language and tone from management, and a clear commitment from them on how we shall work together for the 2006 & 2007 pay rounds to try and ensure that the 2005 issues are not repeated. I have no doubt that this change in approach is almost wholly down to the hard work which members and all of you have been putting in on the campaign over the last few months.
- The question for us now is whether or not the agreement to work together over the coming months is sufficient to convince us not to further escalate the campaign. The view of the Core Group is that whilst the lack of any specific guarantees means that it would be wrong to end our campaign; if we do get genuine cooperation toward working together this year, then it would also be wrong to *escalate* the campaign further, but rather that it should be continued and maintained at its current level.
- Therefore...

Local Activity - Workplace Meetings

- Several weeks ago in response to requests from individual unions I drew up a campaign workplace meeting pack, and we are now in the process of finalising arrangements for a series of workplace meetings, where members want them.
 - The purpose of the meetings is
 - to explain to members some of the issues behind the notice being issued later this week,
 - to get feedback on the effectiveness of the campaign so far, and
 - to get views on how we should proceed.
 - At the moment we have finalised the arrangements for five meetings and are working on the details for five more. The latest position on these is attached.
1. Details of the meetings will be circulated in a logbook, and put on the intranet later this week, **but *please can you let you members know about any meetings in your area.***
 2. If you would like to arrange a meeting at/near your location then please let me know – facilitators can be provided if you wish.

And finally...

- Given that our discussions have not managed to resolve the dispute, please continue to raise the profile of the campaign with as many members as possible.

- **Postcards, posters, notice-board headers, wristbands, and membership forms:**
These are all available either for download from the intranet or by post from here. If you need any supplies then please let me know.
- **Recruitment:** Despite my gloom two weeks ago we are still seeing a slow increase in members, though it is patchy around the country. I know it's hard work, but please keep trying – there is no doubt that continuing to recruit is vital if we are to prevent any deal being imposed on us again.

Thank you for your ongoing efforts.

Edward Shephard

24/4/06