

May 2015

CCG consultation update

Consultation over the TUPE of Entrust Catering, Cleaning and Grounds staff to Chartwells is ongoing and we have received assurances from representatives of both companies that progress has been made on many of the concerns we have raised regarding Chartwells' understanding of the business they are taking on, its structure and the growth and investment opportunities Chartwells can offer.

We are anxious to see how this potential will be realised but are pleased by some of the details that have been shared concerning planned investment in the services that have the potential to bring added value, greater support for staff and job security if this translates into growth by attracting new business.

We are also pleased to have received assurances from Chartwells regarding the proposed clocking in and out system, one of the main concerns expressed by frontline staff. Chartwells have advised us that this system will be phased in and a common sense approach will be taken to operating this in order to ensure that staff retain the benefits of flexibility that they are used to where appropriate, with the added bonus of greater protection for lone workers.

UNISON Workplace Rep Mick Barker is personally affected by this transfer and will be moving to Chartwells when the consultation closes at the end of this month. Mick has been involved at every step of the process and has voiced his own concerns in meetings with management, as well as those of his members.

Careers and Participation Service (CAPS) pay award

Earlier this year UNISON raised the fact that colleagues in CAPS were the only members of staff within Entrust not to receive the pay increase agreed nationally due to a legal technicality that makes adopting the pay award optional for Entrust.

UNISON believes it is unfair for any group of staff to be disadvantaged in this way and for the two tier pay system that currently exists between TUPE'd staff and staff on Entrust contracts to be made worse by creating a third tier.

However, we are pleased to report that UNISON has agreed nearly exact parity for CAPS staff and will be meeting management to discuss the details of implementing the pay award as Entrust want to include performance related pay as part of the deal.

New UNISON workplace rep Frank Stretton

UNISON is pleased to announce that Frank Stretton, a Careers Advisor in CAPS, has volunteered to serve as a UNISON workplace rep.

Frank previously served as a rep for the Communication Workers Union and agreed to come forward as a UNISON rep after contacting UNISON over concerns about CAPS staff pay increase offer.

Of his decision Frank says *"I'm keen to assist colleagues and to ensure that any potential challenges in the future are supported through UNISON and to keep staff informed"*.

Frank's contact details are given below.

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Tipping Street,
Stafford.
ST16 2LP

Tel 01785 356656
E-mail: frank.stretton@entrust-ed.co.uk

New HQ

Many members have expressed concerns over rumours they have heard in the run up to moving to the new Entrust HQ. In response UNISON raised these issues with management and have received assurances that, whilst staff are encouraged to use the kitchenette and breakout areas, no hard and fast rules have been set about consuming food and drinks at desks. Similarly, staff can use the same dining area as customers but are encouraged to use the staff areas during busy periods in order to avoid congestion.

There will be a number of hot desks for staff who are not based at the HQ full time. However, managers have supplied details of any and all staff that require their own desk and this has been accommodated.

Therefore, the general message is that the facilities at the new HQ will be more than adequate and staff are encouraged to use them and to exercise common sense, as outlined above, in doing so.

We have also been advised that all parking permit holders will be able to access a space covered by this arrangement within a reasonable distance of the building.

Impact of stress in the workplace

According to the Health and Safety Executive 11.3 million working days are lost on average every year in the UK as a result of stress, depression or anxiety, with the average case accounting for 23 days of absence.

Employers have a duty of care to their employees not only to ensure a working environment that is free of physical hazards but also to minimise the risk and impact of issues such as stress, depression and anxiety.

Entrust staff are able to access the Think Well service provided by Staffordshire County Council. UNISON encourages you to talk to your manager about any issues affecting you and seek support, whether they are workplace related or not. If you do not feel comfortable talking to your manager you can make a self-referral by e-mailing Think.Well@staffordshire.gov.uk or by calling Tel 01785 276284.

We have received very positive feedback from members who have used the service regarding the professionalism of the counsellors and the support given overall.

Get involved

If you're interested in helping to improve your workplace and support your colleagues please contact us about becoming more involved in UNISON.

Your UNISON branch

Staffordshire UNISON

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Entrust UNISON workplace reps



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