



## Management refuse to lift threat to impose by sacking so:

# Strike action called for 3rd, 6th and 7th July

Tower Hamlets management have refused to defer imposing Tower Rewards contracts on 6th July, or make any revised proposals at ACAS talks.

They leave UNISON members with no alternative but to set dates for strike action, starting with three days from Friday 3rd July. UNISON members had voted by 89.6% for strike action. We suspended our action due to the Covid-19 crisis, and the Council were shamed into suspending imposition.

Shockingly our Labour Council now seems intent on sacking and reengaging the whole workforce to impose contracts that the workforce has overwhelmingly rejected. This is their way of thanking the workforce for the essential work we have done supporting our community through the Covid-19 crisis.

That crisis has highlighted the fact that many of the most essential workers are in the very groups of lower paid workers who gain nothing from Tower Rewards. It has also underlined the dreadful effect of inequality, which Tower Rewards will widen further.

Tower Hamlets management claim workers below Principal Officer Grades are paid well enough – despite the fact that real pay has been cut by around 25% throughout the years of austerity. They insist on cutting the entry points for Scale 6 to SO2, instead of using new increments to reverse some of the pay loss essential workers have suffered, while

increasing pay for higher grades.

Other essential workers like social workers see any increases offset by cuts to travel allowances and market supplements.

Management have refused to provide accurate equalities data on the affected grades – because they know it would show that the workers gaining nothing are disproportionately women, black and ethnic minority staff.

They refuse to move on proposals to

slash severance payments, leading staff to fear that we may face mass redundancies on the cheap.

The Council has made many pronouncements about its commitment to equality in reaction to the Black Lives Matter movement. But actions speak louder than words. Imposing by sacking and reengagement are the actions of a Management and Council that won't listen. If they impose now what comes next?

That's why we must all stand together.

## What detrimental changes remain

- Entry point for Scales 6 to SO2 cut by one increment instead of using new NJC increments to extend grades upward from Scale 4 to SO2.

- Severance payments on redundancy still to be cut by at least 80%, with a limited 40% severance payment applicable to payments below £25,000 (and capped at £25,000).

- Substantially reduced flexi scheme – allowing a maximum of one day per calendar month; maximum seven hours credit or debit; loss of credit not used in

following month.

- Review of Special Leave entitlement

- Travel Allowances will still be cut by £596; more restrictive criteria for ECUA

- Night work supplements to start at 9pm instead of 8pm

- Disciplinary and grievance procedures to be made non-contractual making them easier to

change and offering less protection in TUPE transfers

- Mobility clause to work outside Tower Hamlets with limited compensation for excess travel cost over 10 miles and none for travel time

- Market Supplements subsumed into normal pay if pay increases – and potentially only paid to new starters in future