The Royal College of Midwives

NO TO THE LOCAL PAY RCM

DEFEND AGENDA FOR CHANGE

RCM Workplace Reps Conference Masterclass:

The Future of Agenda for Change

The Royal College of Midwives

NO TO THE LOCAL PAY RCM

DEFEND AGENDA FOR CHANGE

The Future of Agenda for Change

Jon Skewes, Director of Policy, Employment Relations and Communications

The Royal College of Midwives

NO TO THE LOCAL PAY RCM

Agenda for Change is under an unprecedented attack from:

- Local Foundation Trusts e.g. North Tees and Hartlepool
- Groups of Trusts working together e.g. South West Pay Cartel
- The Government want to move away from national agreements
- NHS Employers want to renegotiate to ensure AfC is sustainable for the future

The Royal College of Midwives

NO TO LOCAL PAY THE RCM

This masterclass will equip you with the skills and knowledge you need to defend Agenda for Change. We will discuss:

- Responding to the threat
- Working with others
- Campaigning and communicating
- The last resort

The Royal College of Midwives

NO TO THE LOCAL PAY RCM

DEFEND AGENDA FOR CHANGE

Responding to the threat

Denise Linay, Head of Organising and Engagement

Fiona Sullivan, RCM Steward

The Royal College of Midwives

NO TO LOCAL PAY THE RCM

Foundation trusts have the power to opt out of Agenda for Change

The RCM believes that nationally agreed terms and conditions are fair and right for the NHS.

Workplace Reps MUST NOT agree to any changes or moves away from the national agreements.

The Royal College of Midwives

NO TO LOCAL PAY THE RCM

Workplace Reps should always attend JNCC – you can't defend AfC if you don't know it's under attack

Ask the trust for information e.g. Statement of Accounts

Challenge the employer:

- Have they considered alternatives?
- Have they exhausted all non-pay savings?
- Is there money in reserves?
- Are they using existing flexibilities in Agenda for Change?
- Have they done an equalities impact assessment?
- Demonstrate the level of goodwill by NHS staff

The Royal College of Midwives

NO TO LOCAL PAY THE RCM

You should tell your Regional or National Officer

Be aware that some trusts might go around the trade unions and go directly to staff

Members should not ignore employers but rather reaffirm that their RCM Workplace Rep represents them and they do not agree to any moves away from national terms and conditions.

The Royal College of Midwives

NO TO THE LOCAL PAY RCM

DEFEND AGENDA FOR CHANGE

Working with others

Pam Ward, RCM Steward

The Royal College of Midwives

NO TO THE LOCAL PAY RCM

Make sure you attend the JNCC

Keep in regular contact with Workplace Reps from the other Trade Unions

Try to share information and resources so there is no duplication of work

Send joint communications to members with all logos displayed

The Royal College of Midwives

NO TO LOCAL PAY THE RCM

Organise regular staff side meetings

Never meet with the employers on your own

All NHS Trade Unions oppose the move away from national agreements.

The Royal College of Midwives

NO TO THE LOCAL PAY RCM

DEFEND AGENDA FOR CHANGE

Campaigning and communicating

Amy Leversidge, Employment Relations Advisor

Bridget Dack, RCM Steward

The Royal College of Midwives

NO TO THE LOCAL PAY RCM

Communicate with members – make sure they know not to agree to any changes!

Organise a branch meeting – invite your Regional Officer to attend

Recruit new members

The Royal College of Midwives

NO TO LOCAL PAY THE RCM

Set up a petition – e.g. the No to Postcode Pay petition on the Government's website

Write to your MP

Use social networking sites e.g. Twitter and Facebook

The Royal College of Midwives

NO TO THE LOCAL PAY RCM

DEFEND AGENDA FOR CHANGE

The last resort

Tom Jones, Thompsons Solicitors

Joanne Howard, Thompsons Solicitors

Jon Skewes, Director of Policy, Employment Relations and Communications

The Royal College of Midwives

NO TO LOCAL PAY THE RCM

To change terms and conditions employers have to:

- Gain agreement from staff or the trade unions representing them

Or

- Terminate staff and rehire them on new terms and conditions

This is open to legal challenge e.g. unfair dismissal

The Royal College of Midwives

NO TO THE LOCAL PAY RCM

If the RCM has tried to find a solution through good employment relations practices, campaigning and legal challenges and the employer is still going to use their last resort…

Are we prepared to use ours?