

MINUTES OF GMB MERTON BRANCH MEETING ON 5th OF March 2025, MEETING HELD IN GMB OFFICE, CIVIC CENTRE, MORDEN

I. Present: 4 members including: Branch President, Branch Secretary, and two representatives. The meeting was not quorate. We continued informally without decision-making.

II. Meeting opens at 17:00,

The President welcomed attendees, provided opening remarks, and facilitated introductions.

III. Agenda Items:

1. Apologies:
 - Five apologies received.
2. Notification of reports and any other business:
 - No notification of any other business received
3. Minutes from previous meeting:
 - Minutes were read and accepted with no matters arising.
4. Branch Secretary Report:
 - a. Admin Staff Restructure - concerns
 - New structure of the hobs
 - New management structure
 - Deletion of 16 posts raising concerns over service impact
 - Generic job descriptions may not accommodate specialist knowledge
 - Consultation closure set for 28th of April
 - Action: the Branch will monitor the feedback from affected members and consider further representation.
 - b. Pay Review
 - Main reason for review is struggles with recruitment
 - Benchmarking with other Councils based on pay points
 - Deletion of ME2 and ME4
 - No change to ME9 to ME11
 - ME 4 to ME8 to receive additional spine point
 - No staff will lose pay but not every staff will gain

Additional benefits:

Wed 05/03/2025 15:21

	Leave Type	Current	Proposed
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1	Maternity/ Adoption	<ul style="list-style-type: none"> • 6 weeks 9/10 • 12 weeks @ 50%+SMP • 21 weeks SMP only • 13 weeks unpaid 	<ul style="list-style-type: none"> • 8 weeks @ Full pay • 18weeks @ 50%half pay+SMP • 13 weeks AMP only • 13 weeks unpaid
2	Paternity	2 weeks @184.03	2 weeks @full pay
3	Neonatal	none	6 weeks full 6 weeks half
4	Surrogacy /Fertility	None	Up to 5 days in rolling 12 months
5	Grandparent Leave	None	Up to 3 days
6	End of life care	None	Up to 5 days
7	Carers	Included in Dependency	Separate from dependency and allow up to 5 days
8	Birthday	None	1 day
9	Buying Additional Leave	None	Up to 5 days

5. Branch Account:

Quarter 4.2024 Financial Report available for members present at the meeting.

Summary:

Net payment: £719.85

Balance: £5361.76

Spending: £878.19

Action: Continue financial oversight and ensure transparency in future spending.

6. Education Convenor Report (presented by Branch Secretary):

a. London Weighting

- Demonstration on 22nd of January – over 130 people attended

Next steps:

- Multiple meetings scheduled with: Bev Hendircs, Elizabeth Fitzpatrick and Mildred Philips to continue negotiations
- Council deadline to respond to grievance by 24th of March
- If no clear response is not received, the branch will move to the next step of campaign – an indicative ballot.
- MP Engagement: Michelle Gordon wrote letters to MP's – leading to a confirmed meeting with Paul Kohler (Liberal Democrats) in Westminster on 19th March.

Action: Continue to pressure the Council for a fair resolution and escalate the campaign if necessary.

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b. NJC Pay update

Action: Await further updates and communicate with members on potential impacts.

c. H&S update

- Audits in Schools: 8-10 audits have been carried out so far, with a goal to complete all by the end of the school year.
- Concerns Identified:
 - o Accident Underreporting: Members are not consistently reporting workplace injuries.
 - o Mental Health Absence Increase: A noticeable rise in work-related stress and mental health absences.
- Action: Address concerns through training, awareness campaigns, and discussions with management.

7. Date of next meeting 18th of June

8. Meeting closed at 18:00.

Summary of Key Actions:

1. **Admin Staff Restructure:** Monitor consultation process and gather feedback from affected members.
2. **Pay Review:** Keep track of potential pay structure changes and their impact on members.
3. **Leave Policy:** Await Council response to proposed leave enhancements.
4. **London Weighting Campaign:** Prepare for indicative ballot if the Council does not respond adequately by 24th March.
5. **Health & Safety:** Address accident underreporting and rising mental health absences.