

C&G IT Appeals Process Update

Members will be aware from my last Newsletter, that following the Grade Alignment Process and the introduction of the new pay and grading structure, it was agreed that a revised appeals process should be adopted to speed up the decision-making process.

LTU and Group IT agreed to set up a joint Appeals Panel consisting of 2 LTU and 2 Group IT representatives to review all the appeals that required LTU representation. It was the responsibility of the Appeals Panel, which operated on the basis of unanimity, to decide whether Appeals were successful or not. The Appeals Panel hearings for LTU members were heard by Bryan Jackson, Deputy Chairman of LTU, and Larry Hinrichs, a member of LTU's Group IT Negotiating Committee. In C&G, the individual hearings were held and the results of those have been reviewed by the full Appeals Panel to ensure consistency across Group IT. Appellants will shortly be advised in writing of the outcome of their appeal.

If an appeal has been successful then any changes to terms and conditions of employment, including salary uplifts and higher benefits package, will be backdated to the 1st July 2004. LTU are still discussing arrangements for adjusting Flavours payments for 2005.

Final Appeal Hearing

Appellants who were unsuccessful at Stage 1 of the Appeals Process can instigate the final stage of the Appeals Process. Before members do that we would advise them to speak to either Simon Reynolds or Peter O'Grady at the Union's Bedford Office on 01234 262868.

If you decide to take your appeal further then you will need to request the S2I from the Group IT Grading Implementation Mailbox by 9.00 am on Friday, 17th December 2004. Appellants have got until 9.00 am on Friday, 7th January 2005 to complete the form and return it to the Grading Implementation mailbox.

The panel hearing the final stage of the process will be as follows:

<u>Final Panel Hearing</u>	
Panel Structure	Process
Hoff / Director from a different Directorate	Appellant/Union Representative addresses panel
Senior HR Manager	Panel ask Appellant/Union Rep. questions
Senior Union Representative	Panel Deliberate*
	Panel Decision
* In exceptional circumstances the Panel may ask for further information	

LTU members wishing to instigate the final stage of the Appeals Process should contact the Union's Advice Team on 01234 262868.

Overtime Pay

C&G IT staff at Grade E and above have been told that they will not be able to claim overtime in future. This is despite the fact that they have previously worked and claimed overtime.

Whilst we accept that the capped level at which overtime is paid is different for C&G and Group IT staff, the principles on which overtime is based applies to all staff in Group IT. If you are on a project which requires you to work overtime, and that overtime is sanctioned by your line manager, then it should be paid regardless of any preconceived budget constraints.

We understand that in order to avoid paying overtime C&G IT staff are being asked to change their contractual working hours and work more flexibly. The introduction of quasi-shift arrangements to avoid paying overtime is totally unacceptable.

Members who have been experiencing any problems in claiming overtime should contact the Union's Bedford Office on 01234 262868.

Mark V Brown
Assistant General Secretary