

## APPENDIX 1

UNISON is not in a position to collectively agree the Council's proposals for an extension of 1.5 days unpaid leave for Council staff as part of the Budget savings for 2017/18. UNISON will not enter into a collective agreement which reduces the terms and conditions of its members.

UNISON is in opposition to the proposal to extend the unpaid leave and would challenge the Council on the savings attached to the proposal.

We do not believe that the figure takes full account of the cover that is being provided by agency staff within the authority, back filling in services where there is a demand for front line provision. As staffing levels are not robust enough in some areas such as social workers to meet demand, there is regular usage of agency staff at a high cost to the tax payer therefore the unpaid leave does not make savings.

We know that our members are working hard to deliver services to the residents of Trafford in very difficult circumstances. Even some statutory services which deal with the most vulnerable residents are stretched to breaking point. In those services staff are struggling to take holiday owing to the volume of work. When staff return they are faced with a backlog of work and have to do additional hours to keep up. These staff feel that they are not actually getting 1.5 days unpaid leave, just being forced to not attend work one day only to work longer the next.

We have also been given examples where members are unable to take their annual leave entitlement without the additional 1.5 days, owing to pressure of work.

This is a situation which is not only likely to continue but to get worse as there are further cuts to staffing as part of the other proposed budget measures.

UNISON would ask the Council to reconsider this proposal and seek to find the budget cuts elsewhere.