



ISSUE No: 2

DECEMBER 2009

Ministry of Defence Guard Service SW/619 National Branch UNITE NEWSLETTER

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INFORMATION FOR UNITE MEMBERS

UNITE NATIONAL BRANCH FOR MOD GUARD SERVICE

Our National Branch is made up solely of Unite members who are employed in the MGS. We have National status and the branch elect their own executive biennially. All of our shop stewards and representatives are employed in the MGS as guards, something that we are very proud of, ensuring that our members are represented by the very people who have the day to day knowledge of the terms and conditions for MGS and associated rules and regulations for shift workers in the MOD.

If you know of a colleague who is not a Trade Union member and wants to join Unite, please ask him/her to contact one of the reps listed on the back page of this newsletter.

Unite the union

2/619 National Branch Secretary; Ken Tuckwell: 01952 672603 (07881916191): ken.tuckwell416@qcis.mod.uk
2/619 National Branch Chairman; Gordon Woodyatt: 01690 720291 (07788571118): gordon@woodyatt.fsnet.co.uk

MGS ISSUES

Unite members will be well aware of the many concerns facing the MGS. You will also be aware of some of the current issues such as enforced detached duty and the civil service compensation scheme - just 2 important issues that our members disagree with.

It is intended in this Newsletter to explain the rationale of Unite's actions and recommendations and how, with your help, we could improve the way currently, that our members are being treated, especially whilst the PR09 and PR10 measures are being implemented.

The following pages list many specific outstanding MGS issues, as well as Unite information.



All Unite members are entitled to use the free will service.

Please contact your local rep for further information on this service.

MMA

Under another Mandatory Instruction (No 15), the MDPGA have decided that our members could not now claim MMA when making an additional attendance at their duty station.

Notwithstanding PR09, Unite have been pursuing this issue with MDPGA - **who have failed to give a formal response.**

Unite are now progressing this issue at the next level.



TOIL ON COURSES

Unite has attempted to resolve the unfair implementation of TOIL when attending courses. In addition, our members also, in certain circumstances, suffer financial detriment when attending courses. This is totally unacceptable and unfair to our members in the MGS - you will see later in this Newsletter reference to this issue.

ENFORCED DETACHED DUTIES

MDPGA have recently enforced guards to move on detached duty, making our members in the MGS, cover shortfalls at other sites, as an outcome of PR09. Unite members will know that under PR09, where there are gaps (vacancies etc) the task should fall, and the advice from Wethersfield to forceably move our members to cover such gaps is in direct contradiction of the PR09 proposals from Wethersfield.

Unite advises members that until the dispute is resolved they should, when being forced to go on a detached duty, either offer an acceptable reason why you cannot go, or advise your manager that you will be going under duress and that you will raise a grievance on this issue. Please contact your local rep for any assistance in this matter. However, at this stage Unite will NOT advise members to refuse to go on detached duty, thereby putting themselves in a possible disciplinary situation, which would cause undue stress to the individual

The latest advice that Unite has received from PPPA is that an individual cannot be compelled to use their private vehicle to cover a detached duty. Therefore, if you are placed in this situation, and you are not a volunteer, you should ask your manager to provide a duty vehicle for you to take you to, and return you from, the detached duty site within your normal working hours. Until further notice we advise members to keep a record of all details under these circumstances.

A Formal Disagreement from the Joint TUs was submitted to Susan Scholefield, the Agency owner to try and resolve this issue. However, at the last National JCC the TUs attempted to resolve this with the Chief Executive, unfortunately to no avail. This issue has now been forward further up the chain through the Defence Industrial Whitley to seek an amicable solution.

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SIA TRAINING

Management have issued a consultation document (CD) on the proposals to mandate SIA training. Some of the reasons given were that guards were either declining to go on the course or were cancelling them at the last minute as it was only voluntary. In addition to mandating the course, management advise that course failures would be dealt with under the current restoring efficiency rules.

The TUs responded by disagreeing with managements proposals. It was felt that guards would attend SIA training if it were to be held regionally rather than at Wethersfield.

Consultation is still ongoing - please feel free to forward any comments you may have.

CIVIL SERVICE COMPENSATION SCHEME (CSCS)

Unite members will be aware that on 4 Dec 09 the Cabinet Office determined their response to the TUs proposals without any dialogue. They are looking to impose their proposals from 1 Apr 10.

'I am furious at the cavalier attitude of the Government', said Kevin Coyne, Unite National Officer.

Kevin will be arranging a national meeting of all senior reps within the MOD in Jan 10 to discuss the next stages.

Please feel free to forward any comments you may have to Ken Tuckwell.

For full details of the CSCS, please go to www.unitetheunion.org click on sector then click on MOD.

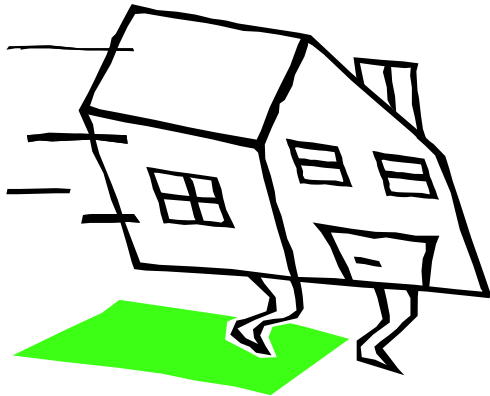
MEAL BREAKS

Our members, in most circumstances, are now forced to take meal breaks. Unite do not oppose the taking of meal breaks but oppose the way Wethersfield seem to have ignored how difficult it is for some of our members just to leave a gate unstaffed. Our members still have a concern for the reputation of the MGS, and the way in which this was imposed, causing difficulty to our members with the local customer which is totally unacceptable - Unite believe this was just a knee jerk reaction by Wethersfield without being thought through.

It is unfair to our members and to local MGS managers.

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Change of Address

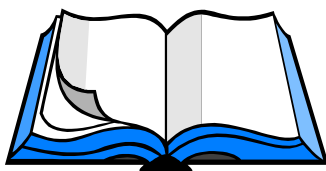
Have you moved recently!

Please let us know of your new address so we can ensure that you receive up to date information.

ART AND GARRISON WORKING

The above consultation document (CD) was sent to the TUs for a response by 22 Dec 09. Unite has issued the CD to all their reps and many members for discussion and comment. Unite do not believe that there is a cost saving by converting from a flexi roster to the fixed 4 shift roster system.

Furthermore, your Branch Executive are also not convinced that there are any advantages to our members by adopting the 'Garrison' concept. If you have not seen a copy of the CD please contact your local rep in the first instance. Should you wish to make further comments please forward them to Ken Tuckwell soonest.



DIARIES

All members of the National Branch will be receiving their 2010 diary in the coming days.



TIGER TEAM AGREEMENTS

The TUs met with management and representatives from DCP in **Jul/Aug 08** and finally agreed:

- a. To introduce proposals to improve the working life balance of all guards, improve morale and agree further constructive arrangements that will apply across the MGS, **this has not yet been completed!!**
- b. Wethersfield would clarify how TOIL would work when our members are unable to take it. Management agreed to establish the problems and consult with the TUs - **this has not yet been resolved!!**
- c. **Respect Agenda:**
 - Facilities/Accommodation. It was agreed that Wethersfield would ensure that the minimum standards expected are provided by the customer - **this item is still outstanding.**
 - MGS HQ to review the JSP 315 (accommodation manual) - **not completed.**
 - MGS HQ to consider replacing standards of dress and behaviour mandatory instruction into a PRG - **not yet completed!!**
- d. MGS HQ will brief the TUs on the Terms of Reference for all CSO grades - **not yet complete!!**

It has now been a year since the first meeting and you will see from above that there were many issues raised by the TUs, on behalf of our members, which were agreed by management, yet are still outstanding. Unite have raised these issues again with management and an update statement is being published in this months edition of Flashlight.

However, most other issues raised by management have either been implemented or are about to be!!!!

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HUTCHINSON REPORT

The above report has not yet been made available to the TUs. The report is being submitted to the Defence Management Board on 15 Jan 10 after which it is submitted to the Minister for a decision.

It appears that the report offers several options regarding armed and unarmed guarding requirements.

Whilst the TUs have not formally received a copy of the report it is widely known that there are 'floating' copies out there!! Once Unite has received formal notification, our members will be fully informed and consulted.

Where are we now:

The Branch Executive met with our National Officer to discuss all these issues. It may be likely that the executive will recommend and agree that we organise an indicative ballot of all Unite members in the MGS - **we would ask for your support on any proposed industrial action**. Unite believes that if we are to protect our members, your jobs as MGS Officers - then we need to take action now - and our members must be allowed to voice their concerns. Our members in the MGS are professional and loyal, but there comes a stage when that loyalty and professionalism is tested. However, to ensure maximum support a national meeting is being arranged for Unite senior reps in the MOD in Jan 10. Further information to follow.

Industrial action is not something Unite do without due consideration. However, if management intend to continually erode our members terms and conditions and impose practices that are draconian, affecting our work life balance - then this, we believe, is worth fighting for and worth protecting.

Unite will, as ever, seek to work with our colleagues in other Unions in a united bid to show solidarity and to prevent management from continuing with these unfair and unjust impositions. Unite are also prepared to talk with management to find acceptable solutions.

Please be assured that once the meeting in Jan 10 has taken place our members will be informed of the outcome on any proposal to ballot. If you have any questions please contact anyone on the Branch Executive - details are on the last page of this newsletter.

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UNITE REGIONAL REPRESENTATIVE FOR OUR MGS MEMBERS

Listed below are the names, telephone numbers and e mail addresses of our Branch Executive who also act as Regional Representatives:

<u>Name</u>	<u>Region</u>	<u>Telephone No</u>	<u>E-Mail Address</u>
Gordon Woodyatt	Region 3	01690 720291	(gordon@woodyatt.fsnet.co.uk)
Ken Tuckwell	Secretary	01952 672603	(ken.tuckwell416@qcis.mod.uk)
Tam Franks	Region 1	0131310 5349/2873	(tamfranks@aol.com)
John Edwardson	Region 1	07599306442	(john_edwardson@hotmail.com)
Brian Roberts	Region 2	01904 66 2866	(roberts_brian6@sky.com)
John Clark	Region 4	01980 674002	(clarkofthecourse@ntlworld.com)
Roy Hughes	Region 4	01869 256864	royhughes@derwent15.freerve.co.uk)
Laurie Bowden	Region 5	01803 67 7244	(lawrence@lbowden1.orangehome.co.uk)
Michael Keenan	Managers Rep	01412242541	michaelkeenan@hotmail.com

ARE YOU A MEMBER OF A TRADE UNION?.....



If not, why not join :

UNITE the Union....

a Trade Union that has specifically set up a National Branch solely to represent MGS Officers.

The National Branch has Regional, Area, Group and local reps, all of whom are MGS Officers themselves, this does not happen in any other recognised Trade Union.

If you want more information or wish to join us, please contact Ken Tuckwell on 01952 672603 (mil: 94480 2603), or 07881916191, or ken.tuckwell416@qcis.mod.uk or ken.tuckwell@unitetheunion.com

The National Branch Executive would like to wish all members and their families a very Merry Christmas and a prosperous New Year.

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