

April 2020

SEPA UNISON NEWS



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PAY

Without having Workplace Meetings because of COVID-19 SEPA UNISON will be using an online survey to gather thoughts from members what they would like to see in their Pay Claim for 2020/2021.

I would urge all members to look out for this in April 2020.

COVID-19

At the last JNCC of 11th march 2020, SEPA UNISON gained assurances from SEPA management that staff would receive their full pay regardless of their COVID-19 status and ability to work from home e.g. self-isolating, caring for children unable to attend school.

SEPA UNISON have been attending this week's Emergency Management Team meetings and would like to provide feedback on these three key points;

- SEPA UNISON urges SEPA to take due cognisance of Scottish Government Guidance and ensure all staff can work from home, it is SEPA's responsibility to support people to work at home wherever possible. This support should be made available now for workers that are still having to attend a SEPA office due to the lack of IS equipment to allow them to work at home safely.
- If SEPA staff are required to provide an emergency response, SEPA must ensure that they have the appropriate training and personal protective equipment (PPE) to ensure their safety.
- SEPA has a duty to protect staff's personal data. UNISON are aware of several recent data breaches and ask that any new tracking spreadsheets or reporting tools should be checked by Information Governance to ensure that our members data is safe. This needs to be done pro-actively, not in retrospect.

Hydrology Review

A hydrology review is currently taking place and SEPA are consulting with us throughout the review. If you have any feedback or questions on the review, please contact Liz Dundas or Louise Giblin.

SEPA Control Centre (SCC)

SEPA UNISON have successfully negotiated a shift allowance for SCC staff working on a shift pattern that was not negotiated as part of the Shift Working Agreement. These members will receive the shift allowance and any associated back pay till 2013 or whenever they started SEPA.

SEPA Recruitment

Recruitment methods in SEPA will be raised by UNISON as part of the next JNCC meeting on 22nd April 2020. If you have feedback or questions on recruitment, please contact James Dillon or Zia Hussain.

Health & Safety

If you have any health and safety concerns about any duties you have been asked to do you can contact Jim Dillon or William Wilson our SEPA UNISON Health and Safety Officers.

Home working

We are all adjusting to different working patterns and arrangements, here is a handy guide from ACAS to ensure you are looking after your mental and physical health during this time;

<https://www.acas.org.uk/working-from-home>