

# UNISON URGES BRADFORD COUNCIL TO ADDRESS EQUAL PAY



**It has come to our attention that staff in the department of waste have been permitted to work on a task and finish basis, while still receiving full time pay. If proven, this practice results in a higher hourly rate of pay for waste staff in comparison to some of our member's working on the same or similar grades, potentially creating an 'equal pay liability' for the Council.**

We believe that all employees should be treated equitably regardless of their job role.

Task and Finish inflates hourly pay, so UNISON raised this as an Equal Pay issue with the Council at a recent meeting.

Officers of Bradford Local Government Branch asked the Council directly: "Do you believe that the Council has any liabilities relating to Equal Pay". The Council said "No".

UNISON will not leave the matter there – we will be seeking and searching for further evidence and working with UNISON's Regional and National legal officers to pursue any Equal Pay claims where they are proven to exist.

The job roles with potential claims will need to be identified by the branch working in conjunction with the union's regional officers and legal advisers.

In the meantime, to assist to identify any potential claims, we are asking members to complete a UNISON Case Form as soon as possible.

Any member employed by the council on Band 5 to SO2 should complete a Case Form. We are also preparing a collective grievance to submit to the Council.

The branch will review all returned forms whilst seeking further discussions with the Council. We will keep you updated as to any progress whenever there are significant developments.

<https://yorks.unison.org.uk/equal-pay-bradford-2/>

**Complete and submit your case form along with the requested information (see letter to members)**

Spread the word - Please speak to your colleagues who are not in UNISON and encourage them to join.

## **UPDATE YOUR MEMBERSHIP**

It's important UNISON records are up to date if you have moved workplaces or home. You can amend these by calling the branch on 01274 513170 or logon to MyUNISON.