

The

Update

*News from Derbyshire UNISON for all Derbyshire
County Council Adult Care members February 2019*

Home care services – annual leave, rotas and bank holiday working



Derbyshire UNISON has had to deal with many cases where Care Worker (Community) staff who work weekends have complained the council has applied an inconsistent approach to annual leave requests.

The council have confirmed to us they guarantee every care worker can have three weekends (from scheduled 'working weekends') off every year as annual leave. Any additional weekend days will be down to local circumstances and the necessity to cover all appointments.

Leave at weekends can be just the weekend shifts; you do not have to book the whole week off.

As with all work arrangements, your first port of call is your manager. If you then continue to run into problems, please contact Derbyshire UNISON through your local rep or me as senior convenor. Your weekly rota should reflect your contract hours as far as is reasonably possible. Occasionally, this may have to be averaged out over a slightly longer period than a week. The rota should be

available in time for you to plan your work/life balance in advance.

You can work more than your contracted hours - up to 37 hours per week but your manager should ask you if you want to work additional hours beforehand. Occasionally this may not be possible, ie when some calls/shifts run over unexpectedly.

You can request to take bank holidays on the day by asking your manager in advance. Obviously, there will be occasions when requests cannot be granted for operational reasons. However, these should be handled fairly so all staff have an opportunity to take some bank holidays off.

UNISON is currently negotiating a protocol with the council to ensure a fairer distribution of bank holidays on your work pattern.

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The future of learning disabilities in Derbyshire

The council is currently consulting with service users and carers on how learning disabilities services should look in the future.

UNISON needs to know your views and ideas.

We believe Derbyshire County Council should maintain a strong, direct, in-house service with a collaborative/complementary approach to developing learning disabilities services, continuing to provide a safety net for vulnerable adults.

As a starting point, we have come up with the following:

Existing day services should be retained as an option for current and new service users, as part of a service mix in learning disabilities services with the focus on:

- **A safe and enjoyable service**
- **Groups and meaningful activities**

- **Intensive interactions**
- **Key worker support**
- **Personal care**
- **Encompassing and enhancing staff skills and knowledge**

The consultation finishes at the end of March 2019. So we can fully respond on behalf of all members, please let your UNISON workplace representative have your views, or email danny.treacy@unisondc.co.uk

