



UNISON

Spotlight on iCov Review

Issue: 08

Date: 24.01.11

At last weeks iCov meeting management team and the trade union side discussed the following areas:

- progress regarding recruitment to vacant R2 posts. Thus far two posts have not been filled by internal applicants.
- The un-ring fenced posts that have no outstanding challenges will be advertised this week.
- 35 challenges have been received
- They are being assessed by a panel consisting of Mark Chester, Liz Heald, Kevin Malone Mark McArdle and Sue Tandy (HR)
- Managers have been asked to input as necessary to confirm content of challenge in specific areas.
- The challenge information will be shared on Monday. It was felt (given potential the impact of successful challenges on others) that all the challenge information would be distributed via an updated consultation document.
- Management reported that there would be a meeting to discuss any changes to the ring fences as a result of challenges upheld.
- Management are beginning to schedule 1:1's

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- Management reported that decisions in the challenge process were evidenced to inform questions individuals may have. This would be available but there is no “appeal stage” in the process. People unhappy with the outcome of the challenge process would still have the corporate grievance procedure to follow if they felt it necessary.
- Emails will be sent to alert people to the fact that final notices are about to be distributed.
- The timescales involved will result in notices running into another financial year. HR are aware of and are investigating the implications of this in terms of individuals, increments and calculations for length of service.
- As is the norm for the Authority there will be no payment for outstanding flexi leave, toil or a/l.
- Release dates will be negotiated with regard to the needs of the service
- UNISON expressed the concerns of some staff that communication between I.T. management and members had not been consistent and negative implications could be drawn from this.

If you have concerns or need support in your 1:1 please get in touch with Dawn Palmer-Ward as a matter of urgency.