

Ref: PD/LS

Date as post mark

DISMISSAL AND RE-ENGAGEMENT LETTERS

Dear Colleague

If you have not already accepted the new terms and conditions you will have received a further letter from the Council. The letter gives you notice of dismissal from 31st March 2010 and offers re-engagement on the new terms and conditions from 1st April 2010. As the acceptance form makes clear, dismissal and re-engagement will not affect your continuity of service.

If this latest letter that you have received does not contain identical information regarding your offer letters' then this will be an error. You must therefore register a query with the pay review team and obtain a reference number, but do not sign if it's incorrect.

For all others we now set out our latest advice:

It is requested that the form is to be returned by the 31st January 2010.

We do not advise any of our members to reject the offer of re-engagement. We advise members to return Acceptance Form C at the end of January 2010 with the following advice:

1. Ensure that you write at the bottom of the form:

"Please note that I reserve the right to take an unfair dismissal claim arising out of my dismissal and re-engagement, and/or an equal pay claim, arising out of the flawed job evaluation scheme, if so advised".

As previously stated, we cannot guarantee that at this stage unfair dismissal claims will be taken. Further legal advice will be given in due course.

2. You should also lodge an appeal against dismissal, on or before 31st January 2010 (we have received assurances from the Council that the deadline date of the 4th, included in the letter, is extended to the 31st). Your appeal should state the following in a standard letter with the words 'dismissal appeal' as the heading:

"I consider that your dismissal and re-engagement is unfair because the dismissal arises out of the implementation of a job evaluation scheme which is fundamentally flawed, does not deliver equality, and in relation to which the scores have been manipulated to save the Council money" [feel free to add your own take on the job evaluation scheme, but please run this by one of our convenors or reps if you do].

We have arranged the following surgeries in the New Year to help with these appeals and/or any other issues that you may have with regard to Pay and Grading. Please contact us and book an appointment if you require further support.

The surgeries will be available on the following dates:

	WED	THU	WED	THU	WED	THU	WED	THU
December 09							16 th	17 th
January 2010	6 th	7 th	13 th	14 th	20 th	21 st	27 th	28 th

You can book a start time of: 4:00pm, 4:30pm, 5:00pm, 5:30pm, 6:00pm, 6:30pm, 7:00pm or 7:30pm.

How to book: Members can either complete and post the booking request below, e-mail the request to Sheffield@gmb.org.uk, or telephone our office on 0114 2768017 and we can check availability and confirm the booking.

NAME / S	DATE	TIME	CONTACT PHONE NUMBER OR E-MAIL & WORK DEPARTMENT/DIRECTORATE

I realize that you are facing a difficult period in your employment and that the information that we have been able to give you has been scant at times. We have based this latest information on our most up-to date legal advice. Please let me assure you that we will be doing all that we can to assist you and do not hesitate to contact us if you require further help with this or indeed any employment issue.

Yours sincerely

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