

Workforce Issues:  
Engagement, impact  
on equalities, job  
descriptions and  
TUPE implications

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# Introduction

UNISON: The voice of local government workers

Setting the context

Engagement: Early, Meaningful, and Continuous

Equalities

Job Descriptions and Job Evaluation Schemes

TUPE Implications and legislation awareness

Summary and Q&A.



# UNISON: The voice of local government workers

- With more than 1.3 million members, UNISON is one of the UK's largest trade unions and Europe's largest public service union
- Local Government makes up the largest sector
- More than 70% of our members are women
- UNISON is spread over 12 UK regions
- There are nearly 800 UNISON branches around the UK



# Context: Shared Objective for Success



SHARED OBJECTIVES



WORKFORCE STABILITY  
AND SERVICE DELIVERY



TRADE UNION  
PARTNERSHIP



BENEFITS OF  
COLLABORATIVE

# Context: why partnerships with trade unions matter

Role of the trade union

Early engagement benefits

Governance and legal compliance

Inclusive leadership and Outcomes

UNISON Position

Facility Time

Context: the scale  
and human  
impact of  
reorganisation

Human impact of reorganisation

Challenges in service delivery

Importance of communication

Role of the trade union

What we're hearing

# Engagement: Early, Meaningful, and Continuous

- Early Engagement Importance
- Meaningful Dialogue and Influence
- Continuous Engagement Benefits
- Legal and Strategic Value
- Trade Union Time and Space



# Equalities

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- Risks of reorganisation
- Equal Pay Challenges
- Equality Impact Assessments
- Partnership and Leadership
- Time off for Trade Union Equality Officers



# Job Descriptions and Job Evaluation Schemes



Importance of  
Transparent Role  
Matching



Legal Considerations in  
Job Design



Trade Union  
Involvement



Benefits of Fair Job  
Design

TUPE  
Implications  
and legislation  
awareness

Legal Compliance and Consultation

Alternatives to Redundancy

Strategic Risk and Governance

Impact Mitigation and Collaboration

Trade Union will be ready to challenge



## In summary

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Foundations of partnership

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Early engagement

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Trade union contributions

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Principles for fair reorganisation

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Inclusive leadership benefits

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Not just structural but human