



WORK in
**SOUTHERN CROSS
HEALTHCARE**

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NEWS BULLETIN

Southern Cross Senior Management meet with GMB

GMB officials recently met with Southern Cross Healthcare's senior management to discuss a variety of issues of importance to you as a GMB member, and this News Bulletin is to inform you of those discussions.

Firstly, *Disciplinary and Grievance*: Southern Cross has undertaken a review of the current Disciplinary and Grievance procedures and has asked GMB, as the only recognised trade union at Southern Cross, to comment on their proposals to vary the policies. GMB officials, on your behalf, have submitted general comments and strongly responded on a key issue of concern; i.e., the *informal* investigation stage of the Disciplinary procedure.

For some time now, GMB workplace representatives, through GMB's Southern Cross National Committee, have voiced their concerns that members, who agree to be interviewed without representation at the *informal* investigation stage, were, in some instances, unjustly disadvantaged, because information gathered at the *informal* stage was being used against them at any subsequent formal disciplinary stage.

The Company accepted that, on occasions, the current policy was being misused and, therefore, on GMB's proposition, they agreed to reflect on

the matter of including representation at this stage of the disciplinary procedure.

Other issues raised by the senior management included:

The Company's business performance in the market;

Implications for the care sector following the Government's plans to cut spending in the public sector;

Progress on the New Horizons programme;

The importance of training and development for staff,
which is a significant part of GMB's 2010 Pay Claim
for all staff employed by Southern Cross, a copy of which
can be found on GMB's website www.gmb.org.uk.

Finally, the timetable to commence *talks on this year's Pay Claim*: Southern Cross has agreed to meet GMB's Southern Cross National Committee, which consists of representatives from England, Scotland, Wales and Northern Ireland, in mid-August.

Further updates on the pay claim will follow for consultation with GMB members.

Sharon Holder
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If you are not a GMB member but would like to be consulted on the pay claim and other policy issues at Southern Cross Healthcare, join GMB on-line at www.gmb.org.uk/join