**REGISTRAR’S REVIEW**

**UNISON response.**

Many issues have been highlighted as part of this consultation and below is a summary of those points.

UNISON have been contacted individually by 10 people and has taken comments from the consultation meetings.

The proposed closure of registration offices in some areas is by far the most controversial element to this proposal.

Banchory

Turriff

Alford

Maud

and home based registration in Insch are all proposed to be closed for varying reasons. All these offices provide a much respected service to the local community and it is believed their loss will impact greatly on those communities.

Banchory is a busy office with many advance bookings for weddings and the closure has impact not only on the staff affected but the economy of the local area through loss of revenue for weddings etc. It is one of the busier offices and to close it in favour of Aboyne seems to be questionable.

UNISON feels that both offices serve a population that values its work.

Aboyne covers Upper Deeside and remote areas and Banchory covers Lower Deeside and the lucrative wedding market.

Turriff is again part of the Community and to lose the registration service when a newly refurbished suite remains available seems to be counter intuitive.

Alford serves a wide rural Community and other locations can be difficult to access from the Alford area. Thus if removed, the proposals would not be serving the community and forcing the public to struggle to access the Services.

Maud although close to other settlements again serves the rural population of North/Central Aberdeenshire. A service valued by those that use it.

Insch provides a unique bespoke service that again is much valued by those that use it.

The closure of offices is always controversial but with registration, people are keen to keep the service close to home.

For staff the primary concern is the tenure of their employment and if they were to remain in a job, where that job would be and if they could get to it.

Staff at present feel very much in limbo with no ability to plan for the future. They do not know if they will have a job in just a few months time or if they can even get to that job.

The consultation and matching process is the area causing most concern.

Questions of who gets jobs where, how, and qualification issues are all to the fore and staff are concerned about applying for their own jobs and competing against friends and colleagues for the posts. This is removing the good team working and mutual cooperation that has existed for years.

The not knowing is the hardest thing for everyone and the ability to plan ahead has been removed.

Staff are concerned about the people that use the service and letting people down for their important events.

The introduction of the purely registration service is the least controversial side of the proposals but staff feel that there are not the staff or facilities in place to pick up the other work they do and the public that access these other services through the registrars will be confused and angered by the changes and lack of clarity. It is believed there will be a great deal of public pressure to retain services and staff will still end up doing these other duties but without the time and manpower to do them.

**In conclusion**

UNISON on behalf of the members consulted ask that the proposed closures are reconsidered.

That planned reductions to staff again are reconsidered?

That clarity be given to the futures of those individuals involved.

**Inez Teece**

**Branch Secretary**