

UNISON IN THE CITY

Newsletter of Nottingham City UNISON

*The
Public
Service
Union*

Nottingham City

Fighting To Defend
Jobs & Services

Nottingham City Council Budget Proposals

As a consequence of the brutal government cuts to local government funding, the City Council announced the following proposals at a meeting on Friday 10 December, which they anticipate will save between 4-6 million pounds over the coming financial year.

Voluntary measures:

- The introduction of a voluntary reduction of hours and purchase of additional leave sabbatical options.
- Encouraging flexible retirement – for employees aged 55 or over to reduce their hours/grade in order to access their pension early.

Changes to terms and conditions:

- The removal of Senior Leadership Management Group Competency based pay.
- The introduction of car parking charges for colleagues and councillors in addition to, and in advance of the introduction of the Workplace Parking Levy.
- Reducing the time spent on the redeployment register from 6 months to 3 months.
- Reducing redundancy pay (discretionary redundancy compensation payments) from 2.5 times the statutory amount to 1.5 times the statutory payment (statutory payment is a week's pay capped at £380).
- Freezing incremental pay for two years.
- Removing contractual sick pay for the first 3 days of sickness absence.

Notwithstanding the fact that we have only just been made aware of these proposals,

we have already **indicated our strong opposition to all bar the voluntary measures**, subject to consultation with our members.

Whilst it is clear that the City Council have financial difficulties at present, what is even clearer is the fact that so much money has, and continues to be wasted across the authority. Their appear to be more consultants and agency staff than ever in post across the council, and to attack the "discretionary compensation" payments for the second time in 12 months, is particularly hard to swallow given the excessive six figure sums that were paid to chief officers earlier this very year.

We have another meeting with management scheduled for Friday 17th December, where further specific details are expected, with regards to the equality impact assessment, car park criteria etc, and once in receipt of this information we will be setting up meetings in the New Year in order to start consultation with our members.

We have also agreed with the other recognised Trade Unions that we will endeavour to work jointly with regards to the proposed attacks on our member's terms and conditions. Please check our website www.nottinghamcityunison.org.uk for further details over the coming weeks

Gary Ward
Branch Secretary

BRANCH OFFICERS

Branch Secretary

Gary Ward - Tel: 9156938

Assistant Branch Secretary

Clive Norris - Tel: 9156179

Service Conditions Officer

Christina Sanna - Tel: 9155879

Chair

Jean Thorpe - Tel: 9156890

Central Panel Officer

Mark Towle - Tel: 9150326

Treasurer

Steve Hales - Tel: 8764155

DEPARTMENTAL ORGANISERS

Chief Ex's and Resources

Clive Norris
9156179

Children and Families

Jean Thorpe
9156890

Schools

Chris Hill
9156887

Communities

Michele Thackray
9156801

Development

Greg Foister

Nottm City Homes

Carol Brodrick
9156886

Community & Voluntary Sector

Mick Moreton
9156892

MESSAGE FROM MEMBERSHIP OFFICER

Could all members please check their payslip to ensure that UNISON subscriptions are being deducted. It is important that you notify the Branch as soon as possible if you change your job, home address or personal details.

If you are leaving your employer please let know so that your name can be deleted from our database. However if you are:

- Retiring and have at least 2 years continuous membership, you can become a retired member for a one off fee of £15.
- Made redundant or dismissed, you can become an unemployed member for 2 years providing you remain unemployed, for a fee of £4 per year.

If you are unsure about your UNISON subscriptions please contact me on 9156893 or email dawn.jackson@nottinghamcity.gov.uk

**TO KEEP UP TO DATE BETWEEN NEWSLETTERS - VISIT
WWW.NOTTINGHAMCITYUNISON.ORG.UK**

**WHY NOT REGISTER TO RECEIVE FUTURE CORRESPONDENCE BY
E-MAIL - VISIT THE WEBSITE TO FIND OUT MORE**

NATIONAL DELEGATE & LOCAL GOVERNMENT CONFERENCES

Next Years Conferences will take place from 19 - 24 June 2011 in Manchester. The Local Government Conference (19-20 June) will precede the National Delegate Conference (21-24 June).

Our Branch is entitled to send six delegates to the Conference. Delegates must be representative of our membership and there is strict proportionality and fair representation criteria. We often have difficulty in filling all seats, particularly the young members seat (aged 26 or under) and the low paid seat (earning less than £8.75 per hour).

All accommodation and travel costs are met by UNISON and if you have children to care for, you are able to take them with you as a crèche is provided. All first time delegates will be invited to attend a briefing session prior to the conference.

If you are interested and wish to be considered to attend one of the conferences please e-mail susan.chettle@nottinghamcity.gov.uk or phone 9156891 by Friday 7 February 2011 to register your interest. If more members are interested than places are available, an election will take place at the Annual General Meeting on 8 March 2011.

**The Branch would like to wish all their members a very
Merry Christmas and Prosperous New Year**

The Branch Office will close for Christmas at Lunchtime on Thursday 23 December and will re-open on Tuesday 4 January 2011.

If you need to contact a UNISON representative during this time,
please call UNISON Direct on 0845 355 0845.

SENIOR REPS

Communities

Jim O'Dwyer
Parks/Open
Spaces
9151789

Adrian Picton
(Adults)
9156884

Duncan Farrell
(Adults)
9150325

Development

Matt Niman
9150325

Nottm City Homes

Debi Maddocks
9156879

Schools

David Wand
9156890

NOTICE OF ANNUAL GENERAL MEETING - TUESDAY 8 MARCH 2011

Notice is given that the Branch Annual General Meeting will take place on Tuesday 8 March 2011. Meetings will take place at 12.30pm AND 2.00pm in the Tea Room at the Council House, Nottingham.

During the meetings the Branch Annual Report and Financial Accounts will be received and Branch Officer and Steward Nominations ratified. The meetings consider motions and changes to the Branch Rules. We also invite speakers to the meetings, although the topic is yet to be decided.

Elections

All Branch Officer and Steward Posts are up for election. The period of office is 1/4/11 – 31/3/12. Branch Officer Nominations must be proposed and seconded by two members. Steward nominees must be supported by the majority of members within their section. For large sections, 10 members should nominate them. Where more than one nomination is received for one position, each nominee has the opportunity to give an election address of no more than 500 words.

**EXISTING BRANCH OFFICERS AND STEWARDS WHO WISH TO CONTINUE IN POST MUST BE RE-NOMINATED
H & S REPS AND ULR'S DO NOT NEED TO BE RE-NOMINATED**

Interested?

If you wish to be considered for a post, please contact the UNISON Office on 9156883 and ask for a nomination form. All forms must be returned to the Branch Office by **Friday 7 February 2011**.

Motions / Agenda

Motions must be submitted in writing to the Branch Secretary, Nottingham City UNISON, 4-6 Perth Street, Nottingham, by **7 February 2011**. A full agenda will be distributed at the meeting and copies will also be available from Perth Street. Please contact the UNISON Office if you require a copy of the Agenda in another format, need a signer / lip speaker, assistance with childcare / travel costs to attend

JOIN THE MARCH FOR PUBLIC SERVICES

On **Saturday 26 March 2011** thousands of people will join the TUC March in London to tell the government that savage spending cuts are unnecessary and unfair.

We don't believe the coalition when they say we are all in this together - their public service cuts will hit the most vulnerable the hardest.

There is an alternative. Join us and tell the government to change course.

A coach will be arranged by the Branch (free to members and their immediate family)

To book your seat call the Branch Office on 9156883.

NOTTINGHAM CITY COUNCIL DISTURBANCE POLICY

Reminder for those who have moved to Loxley House

The Councils Disturbance Allowance Policy states that colleagues will be reimbursed the additional costs arising from a compulsory change in their place of work by means of a one-off lump sum payment to reflect the additional costs incurred over one year. These costs include additional fares, excess mileage (authorised users) at the rate applicable, and a lump sum to cover the cost of child care/ dependent care responsibilities or a working time adjustment. If you have any queries please contact Mark Towle on 9150326. or e-mail mark.towle@nottinghamcity.gov.uk

Lastly, a few of our Senior Reps will move to Loxley in the New Year, in addition to the Stewards, H&S Reps and learning Reps that we already have based on all floors in Loxley House. If you are unsure as to where your Steward is located please contact the Branch Office.

NEW BENEFITS FOR MEMBERS

LAUNCH OF DISCOUNT CARD FOR UNISON MEMBERS

The Branch has recently purchased a number of Discount Cards for members. Because the cost of the card has to be met by the Branch, cards are limited and will initially only be available to Branch Activists, and to Members who recruit a new member by 28 February 2011. In the unlikely event that any cards remain after this date these will be allocated to members on a first come, first served basis



The UNISON DISCOUNT CARD enables Members to receive a minimum of 10% discount on products and services with local independent retailers, Discounts are available across a variety of categories including restaurants, beauty salons, gyms, clothes shops, jewellers, garages, cafes, takeaways, theme parks and many more. Members will also have an opportunity to personalise their card with discounts relevant to them by recommending specific local independent retailers they would like to see offer a discount.

In addition the UNISON DISCOUNT CARD also provides access to discounts with over 300 National High Street Brands. Whereas all the local independent discounts are redeemable on production of the UNISON DISCOUNT CARD in-store, the National Brands are redeemed in different ways;

- * On production of the card in-store
- * By re-loadable gift card
- * Online OR over the phone quoting a code
- * Via pre-purchased vouchers from the member helpline

The UNISON DISCOUNT CARD provides members a great opportunity to offset the cost of their monthly subscriptions and can save members over £600 per year.

IF YOU WOULD LIKE A UNISON DISCOUNT CARD PLEASE COMPLETE BELOW AND RETURN WITH THE NEW MEMBER'S APPLICATION FORM BY 28 FEBRUARY 2011.

**AFTER THIS DATE, FORMS RETURNED WITHOUT NEW MEMBER FORMS MAY BE ALLOCATED A CARD ON A FIRST COME, FIRST SERVED BASIS IF STOCKS ALLOW.
YOU WILL BE CONTACTED TO ARRANGE A CONVENIENT TIME TO COLLECT YOUR CARD**

I WOULD LIKE TO APPLY FOR A UNISON DISCOUNT CARD AND PLEDGE MY SUPPORT TO UNISON'S MILLION VOICES CAMPAIGN. (Please fully complete the form so we can ensure our records are up to date).

NAME: _____ **M/SHIP NO:** _____

CONTACTS:

PHONE: Mobile: _____ **Home:** _____ **Work:** _____

E-MAIL: Work _____ **Home:** _____

EMPLOYER:: _____ **JOB TITLE::** _____

DEPARTMENT: _____ **WORKPLACE::** _____

HOME ADDRESS: _____

I WOULD LIKE TO RECEIVE FUTURE CORRESPONDENCE VIA E:MAIL

If Yes to which e-mail address

YES / NO

Work / Home

I PLEDGE MY SUPPORT TO UNISON'S MILLION VOICES CAMPAIGN CALLING FOR....

Nottingham City Council to:

- Lobby the government for increased funding
- Consult with UNISON now over the 2011/12 budget

The government to:

- Increase funding to Nottingham City Council
- Implement a "Robin Hood Tax" on the "casino banks" that caused the recession
- Recover the £95bn lost in tax evasion and avoidance



UNISON campaigning
for a fairer society

unison.org.uk/million

SIGNED: _____ **DATE:** _____

BENEFITS OF MEMBERSHIP

UNISONPlus Membership Services

UNISON has appointed 16 companies as UNISONPlus approved suppliers. To get this endorsement not only must they be able to offer members savings and added value offers but UNISON also requires them to operate very high standards of customer care and to support the unions aims and objectives.

UNISONPlus approved companies must agree to...

- Support and encourage trade union membership for their own staff
- Support UNISON's regions and branches and national campaigns
- Support the UNISON Welfare Debt Service
- Operate equal opportunities, ethical and environmental policies
- Operate an agreed complaints procedure
- Operate responsible lending and debt management policies



Each year over 500,000 of these services are used by UNISON members, Look for the UNISONplus logo.

Legal Expenses Insurance

Many insurance companies will try to include legal expenses insurance for personal injury claims with your insurance policy, often at an additional cost. As a UNISON member you get free legal assistance when you sustain a personal injury through UNISON's legal assistance scheme. This is provided by UNISON's lawyers Thompsons Solicitors. UNISON endorsed insurers, UIA and LV Frizzell, who do not include legal expenses insurance to cover these circumstances in the policies offered to UNISON members and refer all such claims to Thompsons Solicitors. For information about the UNISON legal assistance available from Thompsons please contact UNISONdirect tel 0845 355 0845.

UNISON Recruitment

There has never been a more important time for workers to belong to a union. Please encourage any non union colleagues to join UNISON. An application form is printed on the back page. If you are quick, you could benefit from a UNISON Discount Card too (see Page 4). The more members - the **STRONGER** our **VOICE**.



To find out more about membership benefits contact our UNISONdirect on
0845 355 0845. Email: direct@unison.co.uk
Lines are open 6am-midnight Mon to Fri and 9am-4pm Sat.

OR VISIT

<http://www.unison.org.uk/benefits/index.asp>

SINGLE STATUS

Single Status within Nottingham City has now been implemented, though many of our members remain unhappy with the grade that they were allocated. Within the Branch office we are fortunate enough to have considerable knowledge and experience with regards to Job Evaluation, and we will be happy to support any members wishing to submit an appeal against their current Job Evaluation score, and their subsequent grade. Please contact the Branch office for further information and assistance.

Despite NCC pausing the implementation of Single Status within Schools, the Branch still needs members to sign the Petition and complete the School Support Staff Survey. The more responses we receive the stronger our negotiations will be. For further details please visit <http://www.nottinghamcityunison.org.uk/Single%20Status.htm>

SURVEY AT LOXLEY HOUSE

Many staff have now relocated to Loxley House and some of our Senior Branch Reps will be based there in the near future. Over the last few months Branch Representatives have arranged a stall in the Atrium and during this time staff have been asked to complete a survey on how their move went and what its like working at Loxley. A summary of the results can be found below,

If you would like to pop along and see representatives of the Branch you will find us in the Atrium every other Wednesday commencing on 12 January 2011.

128 staff completed the questionnaire – 75% were UNISON members

Questions	Yes	No	Unsure	Comments
Did your move to Loxley go smoothly?	76%	19%	5%	Main concerns focused on IT problems
Have you received an induction on the working procedures at Loxley?	88%	12%		
Are there any day to day operations that have a detrimental impact on you?	51%	49%		Main issues:- Noise levels, car parking, no opening windows, IT problems, hot desking
Have you been instructed to wear appropriate business dress?	46%	54%		
Have you been instructed to use flexi leave for all breaks	41%	59%		
Do you have sufficient work and storage space	73%	27%		
Are you able to fully adjust your chair, desk and PC screen?	86%	14%		
Are you aware of any risk assessments?	18%	82%		
Have risk assessments been reviewed since you moved to Loxley?	5%	95%		
Are you aware of fire procedures?	92%	8%		
Are you aware of first aid assistance?	57%	43%		
Do you know how to report an accident?	28%	72%		
Do you have enough space to store your coat etc. in wet weather?	67%	33%		
Has the move resulted in taking longer to get to work or had an impact on child care?	63%	37%		
Are you aware of the disturbance policy?	14%	70%	16%	
Have you had / or due to have, your car parking space revoked?	9%	62%	29%	
Is the locker storage and drying area adequate?	47%	18%	35%	
Do you know who your UNISON Steward is?	41%	59%		
How would you prefer UNISON to contact and consult with members at Loxley?	111 answered this question:- Over 50% suggested via e-mail. Others suggested: Workplace meetings, Intranet, atrium, plasma screens, posters, regular desk in reception			
Other problems working at Loxley	43 raised other problems, the main ones being:- air conditioning – too hot or too cold, different rules for different departments particularly about eating and use of flexi. Break out areas too small and not enough seating In canteen			

The Branch will be raising these concerns with management. If there is anything else you feel should be included please contact Mark Towle on 9150326, or if it is in respect of a Health and Safety issue, please contact Clive Norris on 9156179

JOBS AND SERVICES ARE UNDER SERIOUS THREAT

Mick Moreton, Community & Voluntary Sector Officer

The impact of Government and Local Authority cuts and savings is already having a detrimental effect on members and staff in the voluntary sector, and the services, (mainly to the most vulnerable people in society) they provide. The following details some of the employers locally facing a serious hit.

Framework Housing Association

- Proposals for an 8% pay cut
- Cuts to annual leave and sick pay

UNISON is fully engaged in the consultation process. We are also trying to establish a negotiating forum / committee.

Framework has already implemented a number of redundancies due to the Supporting People budget cuts.

Many of you will have seen the recent Nottingham Evening Post articles, and the potential for Framework to lose up to 400 jobs. They employ around 700, hence the risk of devastation to the organisation and services to many people affected by the traumas of homelessness. UNISON is committed to, and is actively engaging in lobbying in support of Framework.

Nottingham Community Housing Association

- Redundancies
- Cuts in hours and terms and conditions

UNISON is engaging in several negotiations to try and protect our members

Metropolitan Support Trust

- Pay cuts
- Cuts to annual leave and sick pay
- Increase in contractual hours
- Change in job roles

MST have called this a "Rewards Package" - not surprisingly, this is not what the staff and members are calling it!

We have recently established a Joint Negotiating Committee with MST in the Midlands.

The recruitment of 4 very able Stewards is a great asset in making this new Committee crucial in UNISON's attempts to effectively respond to further threats to our members and services.

Womens Aid Integrated Services

Outrageously, the Government and the Local Authority are not committed to protect the current limited provision for women escaping domestic violence. As a consequence of their heartlessness refuges and safe bed places are being reduced in Nottingham. Inevitably support staff face potential redundancy. UNISON has a recognition agreement with WAIS with whom we are trying to mitigate against detriment to jobs. We fully support WAIS in their lobby of councillors and officials responsible for implementing the cuts.

Don't believe anyone from Government, both national or local, who says that "we are all in this together and frontline services will not be affected." As the examples I have provided show, such comments are a bare faced lie!

Care Workers

We have recently recruited over 40 new members from Crossroads Care - a major player in the provision of homecare in the East Midlands. As a consequence of this membership increase, we have established positive communication and meetings with HR and management.

Academies

At present the Branch is a part of the union recognition with each of Nottingham's four academies. As you may be aware, there are moves to convert other schools in the City. In this regard we are affiliated to the Anti-Academies Alliance and actively following UNISON's position over this matter. Recent authoritative reports show that academies do not provide a higher standard of education as the Government would like us to believe.

TUPE

Finally, I report on a TUPE transfer affecting 6 of our members at Nottingham City Homes. This transfer (to Framework Housing Ass) was meant to happen over 2 years ago and members have been left in a state of uncertainty and anxiety throughout. Our members have now been told it is unclear as to who holds their contracts of employment! To date, no one from the City Council has responded to our protest and legal advice is being sought.



1. YOUR PERSONAL DETAILS

Please tick or fill in boxes below

Mrs Ms Miss Mr Other

First name

Surname/Family name Date of birth / /

Home address

Postcode

National Insurance number (from your payslip)

Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below.

Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home

Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

Postcode

Payroll number (from your payslip)

PLEASE RETURN YOUR COMPLETED FORM TO:
Nottingham City UNISON
4-6 Perth Street,
Nottingham, NG1 3LU

3. WHAT YOU PAY – CURRENT RATES (SET OCTOBER 2003)

Please tick the appropriate box for your earnings before deductions.

WEEKLY PAY	ANNUAL PAY	YOUR SUBSCRIPTION—WHAT YOU PAY		
		PER WEEK	PER MONTH	BAND
Up to £38.47	<input type="checkbox"/> Up to £2,000	£0.30	£1.30	A
£38.48–£96.16	<input type="checkbox"/> £2,001–£5,000p	£0.81	£3.50	B
£96.17–£153.84	<input type="checkbox"/> £5,001–£8,000p	£1.22	£5.30	C
£153.85–£211.53	<input type="checkbox"/> £8,001–£11,000	£1.52	£6.60	D
£211.54–£269.23	<input type="checkbox"/> £11,001–£14,000	£1.81	£7.85	E
£269.24–£326.92	<input type="checkbox"/> £14,001–£17,000	£2.24	£9.70	F
£326.93–£384.61	<input type="checkbox"/> £17,001–£20,000	£2.65	£11.50	G
£384.62–£480.76	<input type="checkbox"/> £20,001–£25,000	£3.23	£14.00	H
£480.77–£576.92	<input type="checkbox"/> £25,001–£30,000	£3.98	£17.25	I
£576.93–£673.08	<input type="checkbox"/> £30,001–£35,000	£4.68	£20.30	J
£673.08+	<input type="checkbox"/> over £35,000	£5.19	£22.50	K

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10 per year.

Please tick the appropriate box to indicate how often you are paid

Weekly Fortnightly Four Weekly Monthly

4. POLITICAL FUND

UNISON's **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's **General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

If you have been a member of a trade union before, please state which one:

The information provided by you shall be recorded by UNISON for statistical purposes and used for sending you UNISON publications, ballot forms and otherwise communicating with you. If you do NOT want any mailings from UNISON, besides those required by statute, please tick this box

To keep you fully informed of the services we arrange for members we want you to receive details of benefits offered by or in conjunction with UNISON's affinity partners. The affinity partners are organisations with close links to UNISON that share our ambition to provide you with the best possible range of benefits. Under the Data Protection legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you WANT to receive details of the full range of benefits you **MUST** tick this box

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and
- I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: *Tick one box only*

Affiliated Political Fund **General Political Fund**

Now please sign and date below.

Signature

Date

OTHER WAYS TO PAY (please tick if appropriate) direct debit cheque