

UNISON IN THE CITY

Newsletter of Nottingham City UNISON

*The
Public
Service
Union*

Nottingham City

Fighting To Defend
Jobs & Services

LATEST NEWS ON REDUNDANCIES WITHIN NCC

Throughout the consultation process the vast majority of meetings have been tokenistic in our view, due to a lack of information. Frequently managers carrying out these meetings were often as perplexed as to the rationale for making their staff redundant, as the members we've been representing, making it a very difficult and stressful time.

To make matters worse, it has come to UNISON's attention that the council has inserted additional wording into all of the contracts issued to staff who have been successfully redeployed within phase one. This wording has not been agreed by UNISON and we have made it clear that they need to reissue all of the contracts with the correct agreed wording. They have indicated that they intend to do this but in the meantime please check your contract which will have the heading "Alteration to Written Statement of Particulars of Employment", section 2 - Terms and Conditions of Employment.

The additional sentence which should be removed is as follows - "The Council reserves the right to make amendments to

your terms and conditions of employment. These changes may, but not necessarily, be the result of negotiations between the Council and the recognised trade unions." This is clearly an attempt to undermine your union's ability to negotiate on your behalf, and whether it was intentional or an error, it is clearly unacceptable. Thankfully UNISON has a strong network of stewards and members which helped us to identify this problem.

Issues have arisen in relation to Pay Protection when being redeployed, particularly where members are applying for posts which are more than two grades below their existing grade. The council has stated that they will offer no protection whatsoever under such circumstances, however UNISON has argued that some protection should be offered. This matter is ongoing.

There are indications from various sources that there will be further redundancies in the next financial year as the council has to make increasing levels of efficiency savings/cuts. UNISON will continue to campaign against these cuts with our members' support.

SINGLE STATUS

There continues to be a myth that the Trade Unions are responsible for the delay in implementing Single Status. This is not the case. There has been a considerable delay in getting all of the information required by UNISON to assess the proposals, which the council agreed to provide in April 2008. UNISON

finally got all the required information in April 2009, which has since been reviewed by our Regional Office and is now with the National Office in order to carry out a full legal and financial assessment of the proposals.

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BRANCH OFFICERS

Branch Secretary

Gary Ward - Tel: 9156938

Assistant Branch Secretary

Clive Norris - Tel: 9155567

Service Conditions Officer

Christina Sanna - Tel: 9155879

Chair

Jean Thorpe - Tel: 9156879

Central Panel Officer

Mark Towle - Tel: 9156887

Treasurer

Steve Hales - Tel: 9155292

CONVENORS

Chief

Executives

Clive Norris
9154467

Resources

Clive Norris
9154467

Environment & Regeneration

Jim O'Dwyer
91541789
Christina
Sanna
9155879

Children's Services

Jean Thorpe
9156879
Chris Hill
9156886
David Wand
(Education)
9156880

Community & Culture

Michele Thackray
9156801

ASH

Adrian Picton
9156884
Gary Ward
9156938

Nottm City Homes

Carol Brodrick
9150325

Community & Voluntary Sector

Mick Moreton
9156892

Additional Convenors

Vacancy
(Mon-Wed)
Matt Niman
(Thur-Fri)
9150326

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 me as soon as possible, if you change your home address, your name, job, or transfer departments.

If you are leaving the Authority, 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 have any amendments or are unsure about your UNISON subscription deduction please contact me on 9156893 (Tues-Thurs 7.30am - 3.30pm) or email me dawn.jackson@nottinghamcity.gov.uk

Dawn Jackson
Nottingham City UNISON Membership Officer

UPDATE ON LOCAL GOVERNMENT PAY CLAIM

The Employers' Side met on 21 July 2009 and agreed to increase their offer to a final offer in settlement of our 2009 pay claim as follows:

Pay

From 1 April 2009 an increase of 1.25% on SCPs 4 to 10 inclusive.
From 1 April 2009 an increase of 1.00% on SCPs 11 to 49 inclusive.

Annual Leave

From 1 April 2009, an increase from 20 to 21 days in minimum annual leave for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 would therefore be amended to read as follows, with effect from 1 April 2009:

7.2 Annual Leave

*The minimum paid annual leave entitlement is **twenty one days** with a further **four days** after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.*

Joint Statement on Best Practice in Handling Redundancies

By 1 December 2009, the NJC will produce joint guidance on best practice in handling redundancies.

We were only given 4 days to consult and the overwhelming feedback from stewards, branch officers and members we were able to speak to was to reluctantly accept the offer.

BRANCH OPENING HOURS
Mon - Thurs - 9.00am - 4.30pm
Fri - 9.00am - 4.00pm
Tel: 9156883

BRANCH WEBSITE
www.nottinghamcityunison.org.uk
EAST MIDLANDS BLOG LINK
www.unison-em-locgov.blogspot.com

SINGLE STATUS

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However, UNISON has recently discovered that the council has undertaken further moderation of certain posts, resulting in a lowering of the grade. Although the moderation work is supposed to be undertaken by representatives of all three Trade Unions (UNISON, GMB, UNITE) and management representatives, UNISON did not take part in this because we have made it clear that we would only be involved in moderating new/changed jobs. Unfortunately the other two Trade Unions *did* take part, and agreed to the changes to the scores, which subsequently led to the proposed lowering of the grades. UNISON has and continues to challenge the decision to change these grades, as it is clearly contrary to the agreement we had with management only to look at new or changed jobs. This could now potentially lead to further delays as the grading information provided to us, has now changed.

SINGLE STATUS WITHIN SCHOOLS

UNISON has recently found out that the Single Status Team has written to all Head Teachers notifying them of changes to Single Status grades for TA's Level 2 (Grade D to E) and Senior Midday Supervisors (Grade D to C).

The Communication states that these changes have been "formally agreed" by the trade unions". **THIS IS NOT CORRECT.** UNISON has **NOT AGREED** to any of the Single Status proposals as agreement can only be reached following a ballot of our members.

Following the consultation meetings we had with members in schools late last year, it was quite clear to UNISON that the level 2 TA's had not been properly evaluated. Therefore we asked for a review of the evaluation, which has resulted in an increase in the grade. However, **UNISON DID NOT** ask for a review of Senior Midday Supervisor evaluations - this was done at the request of Head Teachers.

SCHOOL SUPPORT STAFF NEGOTIATING BODY

You should be aware that discussions are underway with the Government about establishing a new School Support Staff Negotiating Body (SSSNB).

Why is the SSSNB Being Set Up?

School Support Staff have consistently told us that they want national terms and conditions that address

issues such as term time only contracts, fair access to training, nationally agreed pay rates and nationally agreed job descriptions. Members have also told us that they want any terms and conditions to have a statutory underpinning, as for teachers. The SSSNB aims to address these issues.

Will This Affect My Terms and Conditions?

Yes. It will affect all support staff employed within all involved Local Education Authority Schools. It includes Foundation Schools and Voluntary Aided Schools, but NOT Academy Schools.

Will There Be a Detriment to my Pay or Terms and Conditions ?

UNISON are pressing very hard for proper protection arrangements to be put in place.

Will My Head Have to Implement the New National Agreement?

Yes. S/he will have to as it is proposed that any agreement will have statutory underpinning. UNISON have identified inconsistencies across schools and across LEA's within the UK. The new body will address these issues.

What About Job Evaluation?

There will be nationally agreed job descriptions that will be subject to a national job evaluation scheme (JES). The JES will be one especially for school support staff. **Please see previous article which details the current position with Single Status proposals.**

KEY THINGS YOU NEED TO KNOW

All members will be balloted on any proposals before they are accepted - members will have the final say.

UNISON are fighting to address the issue of term time only contracts and unpaid overtime.

When major contractual changes like this are proposed we always get better results if members get involved. Please elect a Steward for your school.

UNISON CONVENOR

Jean Thorpe will be supporting David Wand with regards to representing UNISON members in Schools. Her contact numbers are 0115 91556879 and 07946334752

EAST MIDLANDS BRANCH OF THE YEAR - IT'S OFFICIAL - WE ARE THE BEST !

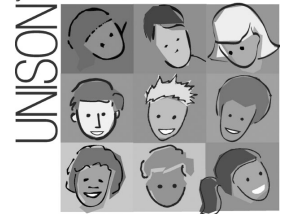
Nottingham City Branch of UNISON has more members than all the other unions together at Nottingham City Council - and there's a good reason for that! People join UNISON because we are the best and if you have a problem at work you would want a representative to give you the best advice and support possible.



Because of the expert knowledge of Branch Officers and Stewards and the ability of the Branch to organise and represent members, the employers listen. Nottingham City UNISON also makes sure we attend all of the meetings that matter to members.

Please encourage any colleagues who are not in a union to join UNISON today. An application form is printed on the back page. Remember to put code ACE01 followed by your m/ship number or name on the form.

your friend at work



Nottingham City UNISON recently won the "Branch of the Year Award" .

Quality cover with flexible options at a great price

Great discounts for UNISON members

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UNISON COMMUNITY & VOLUNTARY SECTOR SEMINAR, GLASGOW 13/14 MARCH 2009

Arranged by UNISON's National Community & Voluntary Sector (CVS) Committee, over 50 delegates from across the country gathered at the Crowne Plaza Hotel on the banks of the River Clyde. An appropriate location for trade unionists to meet as it is situated on land formally occupied by the shipyards, whose workers throughout the 20th century gained a formidable reputation for union strength and solidarity.

This modern day seminar focused on the largest challenges faced by workers and their trade union representatives. The perennial themes, shared with workers throughout history, were threats posed to working conditions and job security.

People employed in the Community and Voluntary Sector, all in one way or another, are involved in working with the most vulnerable in our society – the “safety net” of social housing, and provision of care services across a wide spectrum – homelessness, alcoholism, drug addiction and health.

An increased number of such services dedicated to addressing in many ways, the effects of poverty, are now the responsibility of voluntary organisations. Shamefully, as both central and local government transfer, outsource, and sell off these crucial services, adequate funding fails to be put in place. In so many areas the Community and Voluntary Sector scrambles around for financial support. All too often this is time limited, creating a contract culture, where organisations and workers are compelled to spend more time chasing funds, then providing the support their roles are meant to emphasise.

It was encouraging to meet activists and hear that UNISON is at the forefront of response and action. As voluntary organisations struggle to meet costs, working conditions are the first cut in such a labour intensive “industry”.

In order to meet the challenges faced by the “third sector”, (a government term for CVS), UNISON has established a charter for “Fair Funding” in some areas of the country. This involves working with the major CVS providers, (indeed trade unions share much in common with these altruistic organisations) as a means of lobbying government for proper funding.

To be more effective we have to recruit and organise at these employers (many charities and social housing providers have become more like businesses, due to the stark realities of financial pressures) so that we have a substantive and significant voice. It was reported at the conference that membership has risen to 62,500. An increase from 60,000 last year. It was noted that for too long CVS has been seen as a “fringe” body within UNISON. These membership figures and the raised profile created by this seminar should go some way to putting CVS in a stronger position in UNISON's internal structure.

The conference itself was based on plenary and workshop sessions, allowing for debate on the above matters, plus specific concentration on the impact of procurement and TUPE transfers, racism in the workplace, and the Government's Independent Safeguarding Authority (an additional form of registration for all workers involved with vulnerable people).

The workshop on the ISA was attended by our other Branch delegates, who voiced concern that not only is the cost implication (£64 per employee to register) an issue, but also that the new scheme could put existing employees jobs at risk, allowing employers to dismiss people for previous unrelated (and spent) criminal convictions.

Since the conference, the government (under some pressure from UNISON) has decided to delay implementation, originally due to come into force in October this year.

As ever at UNISON national conferences, it was of great value to meet and share experiences with other delegates, and to realise that the challenges we face here in Nottingham are not unique.

Whilst the gathering may not have exactly rekindled the socialist and trade union actions of “Red Clydeside”, it was a morale boost to know that the union is still active and determined to protect and defend in these changed, but still unstable times.

Mick Moreton
Community and Voluntary Sector Organiser

National Women's Conference 19-21 Feb 2009**Introduction**

I felt the conference ran smoothly and was very well organised, I particularly enjoyed the opportunity to listen and learn from the many committed women who have attended for a number of years from our region. There were a number of key themes within the conference which I will focus on in this report, after giving a brief overview.

The conference was well attended, with most women remaining in the hall during all motions. Although the conference had representatives from all backgrounds it did seem that BME women in particular were unrepresented in the speakers. All the substantive motions were passed, although a number were contested in the debates, the only motions which were not agreed related to the Standing Orders for conference, was some disagreement over the particulars and wordings of the changes.

Motions I Spoke On

The Nottingham City Motion which I introduced, Postal Votes Affecting Women's Rights to Vote, was well received. In addition to my own speech to move the motion, which included reference to relevant reports from the electoral commission, court cases since 2000 and to the prominent Asian Women's rights campaigner Salma Yacoub, there were three more speakers in support of the motion. One of the speakers gave the Motion additional gravitas by relating it to her own experiences of speaking to Asian female voters in Coventry, who said they had to vote the way the male community leaders told them to. The motion was supported by a very significant majority.

The only other motion on which I spoke was on the Equality Bill and Procurement, the mover was calling for a bill with teeth, which I agree it must be. However they were also calling for all local authority sub-contractors and commissioned service delivery bodies to be subject to the same rules and requirements with regard to monitoring and implementing policies to promote equality. I spoke in opposition to ensure that any measures are proportionate to the size of the organisation, so that small, family run care homes, voluntary groups and fledgling social enterprises are not disadvantaged in comparison to large businesses in competing for public sector contracts.

Key Themes

Women's issues - are increasingly being worked on within wider equalities remit, many women viewed this as a threat, although a number of the delegates were pleased that it would help women in all their diversity.

Domestic Violence - issues were raised by a number of branches, there was real anger that it was still such a widespread problem and that there are now threats to support services too, particularly in small authorities and for BME women.

Maternal rights – the need to ensure women can take their full entitlement of time off to fully recover from birth and to bond with their child, and the fact that poverty is often what stops them.

Women's Health – particularly in relation to women's cancers and the need to identify and fund treatment while raising awareness of symptoms.

Equalities – the presentation by Southall Black Sisters and a number of related motions highlighted the importance for commissioners and service providers of thorough equalities impact assessment, and that there are now legal implications for disadvantaging a group of service users. (this is something I have been able to take back to both my own job and to UNISON in relation to proposed job losses in the City Council).

Female Role Models – although this only had one motion, it was a subject which was highlighted by a number of speakers, Dave Prentis included, the issue was not a lack of females to look up to, but a lack of awareness of who they are and a lack of education for young women and girls about their great sister both past and present.

Conclusion

For me there were three clear highlights: The support I received when speaking. I also enjoyed Dave Prentis' speech, which included reference to a new economy for the good of all and to the fact that UNISON has no place for BNP members. My third highlight was in the Pensions Seminar, where it was very clearly explained how the LGPS works, where money is put and that ' we are all capitalists now ' owning significant proportions of major businesses and should therefore be able to influence their policies. I felt the conference was an excellent way to get more involved in UNISON and would like to thank the regional women's committee for all their thought and care in looking after us before and during conference, I hope many more women will have this opportunity.

Amy Bladen
Nottingham City Branch Member

A RANGE OF CONFERENCES TAKE PLACE EACH YEAR. IF YOU ARE INTERESTED IN FINDING OUT MORE PLEASE CONTACT:-

Sandra Brothwell, Black Members Officer, 9156890
Sophie Whitely, Womens Officer, 8762469
Adrian Picton, Disabled Members Officer, 9156884

Julio Villasante, LGBT Officer, 915600
Young Members, c/o Branch Office 9156883
Pat Hamilton, Retired Members, c/o Branch Office 9156883



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

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