

### FIVE TERM YEAR HOLIDAY PATTERN CHANGES

After talking to our members we felt it important to inform you that it is the intention of UNISON, along with the other Unions in Nottingham City to take out a dispute in relation to the introduction of the five-term year. It is the view of the Trade Unions that this decision has been introduced despite an overwhelming proportion of professionals working in schools being opposed to it. We therefore ask you to support the campaign and let the Local Authority hear your voice by signing the petition (link below).

<http://www.nottinghamcitynut.org/5termpetition.html>

Members concerns over the five-term year are:

- Any staff with children at county schools would have to find extra child care with added costs
- Staff with partners working in the county would not be able to go on holidays together with their family.
- Site staff would not be able to do all the work required of them in the shortened holidays.
- Site staff would not be able to take their leave in the shortened holidays.
- Support staff that have both year round and term time only contracts, who have commitments in the holidays would not be able to carry out the commitments.
- Any building work that runs over the shorter 4 weeks would have an impact on the attainment of the children.
- The weeks that have been moved to the exam revision week which will lead to a decrease in attainment as the children will be on holiday instead of revising in school.
- The LA has said that the academies have shown the way with better attainment. The academies do not have to follow the National Curriculum and the attainment that they are experiencing is due, in large part, to the primary sector on the present holidays.
- Parents with established child care would have to disrupt their children by changing the days with possible added costs.

The LA has not shown any evidence of the change leading to the raising of pupil attainment.

### SINGLE STATUS PROPOSALS

As most of you are aware, the Trade Union's submitted a robust written opposition to the Single Status proposals which accompanied the Councils Report, which was to be considered at November's Appointments and Conditions of Service Committee (ACOS). ACOS decided not to consider the Report in November and asked for further work to be done. Recently the Council have informed us that they will share with us revised proposals in early January. As soon as we are made aware of these we will consult with you.

#### New UNISON Contact Details

Nottingham City UNISON  
Gate House  
73 Hounds Gate  
Nottingham, NG1 6BB  
Tel: 0115 8762441

E-Mail: [unison@nottinghamcity.gov.uk](mailto:unison@nottinghamcity.gov.uk)

On the Branch web site there is a full list of contact information for all stewards in Nottingham schools.

[www.nottinghamcityunison.org.uk](http://www.nottinghamcityunison.org.uk)

#### SCHOOL CONTACTS:

**David Wand, Dept Organiser**  
Tel: 8762596  
**Matt Niman, Senior Rep**  
Tel: 8763922

## SCHOOL VISITS

I wrote to all Head Teachers in September asking for meetings with staff before Christmas where the MDS, TAs, Admin staff etc could be briefed on the benefits of joining UNISON. 38 out of 106 schools had visits but many schools didn't.

If you would like a visit to your school please contact David Wand at the UNISON Office on 8762596.

## FACEBOOK PAGE

I have recently set up a Facebook page called "Nottingham City School Support Staff." Please be aware that this is an open media and not to criticise other colleges or service users. What the site will do is enable staff at different schools see the strength of feeling about decisions made about them and enable UNISON to coordinate a rapid and effective response.

- Contact the UNISON office with your views on issues.
- Look and take part in discussions on the Facebook page - "Nottingham City School Support Staff"
- Become a contact person. A contact person is a member that gives their email to UNISON so that information can be disseminated quickly.
- If your school does not have a UNISON Steward and you would like to find out more about becoming a Steward please contact David Wand.
- Finally, please encourage non union members to join UNISON - Application Form on back page

**[Link to Nottingham City school support staff face book page.](http://www.facebook.com/#!/pages/Nottingham-City-Unison-School-Support-Staff/212678505421338)**

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## UNISON DISCOUNT CARD

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 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 reloadable gift card; on line or over the phone quoting a code; or via pre-purchased vouchers from the member help line.

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. Contact the UNISON Branch Office on 8762441 for an application form - be quick as cards are limited.

## UNION LEARNER REPS

Union Learner Reps help members with all aspects of learning, training and development, whether it is for progression at work, personal development or just as an interest or hobby. We advocate life long learning.

Learning is vital in the workplace, and as most organisations know, the staff are the greatest asset. Yet many reports indicate that the skill levels of the UK workforce fall behind those of many other countries.

For any job that involves serving the public, good written and oral communication skills are needed.

Not only that, employers who are serious about retaining staff and encouraging progression recognise the barriers that a lack of confidence with literacy, numeracy or computer skills represent in preventing staff from taking on new responsibilities at work.

### **The Role of a Union Learner Rep (ULR)**

ULRs are enthusiasts and advocates for learning. Their actual role will vary according to their own organisation and circumstances but can include:

- Raising awareness of lifelong learning issues in the workplace, especially for non traditional learners through stalls, interviews, newsletters and any medium we can
- helping to identify the learning needs of particular groups of members/potential members, through surveys and 1-2-1 feedback
- recruiting new members into the branch and encouraging existing members to get more involved through their interest in learning
- supporting members who are currently learning
- signposting potential learners to possible courses
- representing and negotiating on behalf of members on issues around learning and development

Supporting members – This is the bedrock of our role and we would like to increase the amount of support and 1-2-1 guidance we give our members across all sites.

### **Why We Need You?**

At present we are a select few and thus can not always support our members in the timeframe they deserve, thus we are looking for like-minded individuals who are passionate about learning and committed to helping people to ensure members get the best possible support.

**Please contact Rachel Burnett at [Rachel.Burnett@nottinghamcity.gov.uk](mailto:Rachel.Burnett@nottinghamcity.gov.uk) for further information**



**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**  
**Gate House, 73 Hounds Gate**  
**Nottingham, NG1 6BB**

**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