

MANCUNION

THE UNISON NEWSLETTER

CHRISTMAS/NEW YEAR 2010/11



*A Merry Christmas & A Happy
New Year to all of our members
from everyone at the Branch.*

In the first instance, if you have a work problem or query then get in touch with your local UNISON steward or workplace representative. Otherwise, telephone the Branch Office directly on the number below.

**UNISON Manchester, Sixth Floor,
Sunlight House, Manchester M3 3JZ
Tel: 0161 254 7500
Fax: 0161 274 7365**

If you have a membership query, please contact the Branch on the number above or you can email the Branch via the website at:
www.unisonmanchester.org

UNISON Manchester is organised by the Branch Executive Committee and is supported by skilled staff - locally, regionally and nationally. The UNISON Manchester Branch Officers are listed below.

Branch Chair: Noel Bayley

Vice Chairs: Kate Russell & Eddy Redmond

President: Mo Baines

Vice Presidents: Rodney Lund & Kate Russell

Branch Secretary: Pat McDonagh

Assistant Branch Secretaries: Debs Christie, Evelyn Doyle, Eddy Redmond, Jane Slater, Brian Stangoe, Julie Connolly, Steve Swift & Rena Wood.

Joint Trade Union Nominee to m people: Pete Banks

Equality Officer: Sonia Stewart

Branch Treasurer: Bob Oram

Communications Officer: Rod Fawcett

Mancunian Editor: Noel Bayley

Proofreader: Mark Bowden

Education Officer: Steve Swift

Chair & Secretary of Health and Safety Committee: Geoff Archibald

International Officer: Isobel McVicar

Welfare Officer: Helen Clarke

The Branch Executive Committee, the Branch's decision-making body, comprises of stewards from across all the workplaces represented by the Branch plus elected Officers.

All members of UNISON Manchester are encouraged to attend meetings, vote in Branch elections and get involved in our campaigns and activities.

We are always looking for people who feel they can contribute to the work of the Branch and help other members. This could be a regular commitment or you could be a 'mailbox' steward and help pass on UNISON information to members in your workplace. The Branch provides training courses, advice and support for all our stewards and officers. If you can help, get in touch.

Front & below: The landlord has provided these reindeers outside First Street. Photos: Noel Bayley

In my view...



First of all want to wish all our members a happy and healthy New Year. And I'd like to thank all of our stewards and officers for their hard work on behalf of the Branch and our members in all of our employers.

This truly was a terrible year for our public services and those who depend upon them, with the election of a Con-Dem Government determined to slash public services by up to 40% in some cases, without any mandate to do so. They are the most savage cuts ever inflicted on our services.

There is no need to do this on any economic basis and the detailed arguments to show why this is the case are outlined on our website which we strive, as a union, to argue wherever possible.

The fact is that this is a purely political attack on public services on ideological grounds, and a vindictive one in terms of where the cuts are being made.

One look at the political map shows how polarised the Con-Dems have been in redistributing resources from Labour-controlled areas such as Manchester to the Tory leafy shires. They don't even try to hide it and they are brazen in their decision to attack working people on every level.

The mantra of 'creating space' for development in the private sector is nonsense. Cuts in public services knock on to private suppliers of goods and



services and contractors. It is a vicious, downward spiral.

The next year will be one of the worst with latest estimates that the Con-Dems have reduced Manchester City Council funding by £110m.

These decisions are bound to impact on organisations which rely on Council support.

Manchester, however, has always been at the forefront in defending as far as possible our public services and supporting our people, who depend upon them, even in the worst of times.

UNISON will continue to work with the Council in every way to explore options to maintain our commitment to avoid compulsory redundancies, including making the most of people arrangements, that our members voted for, work effectively.

There will very soon be the option for people to take up voluntary severance if it is attractive for them, depending on their personal circumstances. Others may take the opportunity to take up new options for more flexible working arrangements.

But the New Year will be a tough one in which we need unity and strength within our Branch. If you work next to someone who is not in a union ask them to join us.

If you do not already have a steward in your workplace, then consider being one. The Branch will provide training and support.

Finally I would urge members to get even, not just angry, and take the opportunity in the Baguley by-election in January and in next May's local elections to work to remove the Con-Dems from power and together continually challenge the destruction they are seeking to inflict on our members and our communities. *Pat McDonagh*



Good to Meet You... Jane Slater

Name: Jane Slater

Job: Deputy Branch Secretary

How long have you been a member of the union? 20 years; I was previously a NALGO member.

What do you like about your role in UNISON? I enjoy helping members to achieve fairness and equality in the workplace working with Manchester City Council.

Whereabouts do you live? In Middleton.

Where would you want to live? In Tipperary.

What is the trait you most deplore in yourself? Having an OCD!

What is the trait you most deplore in others? Lack of fairness.

What superpower would you like? Being telepathic.

Who or what is your inspiration? My mum and dad.

If you were Prime Minister, what would you do first? Have another look at real priorities to benefit people.

Best thing about UNISON? Working with my colleagues and working with the Council to effect long-standing and wide-ranging changes.

What's the worst job you've ever done? Working as a bonus clerk at British Steel.

What's your ideal job? Branch Secretary - only joking, Pat!

Favourite holiday destination? Ibiza.

Favourite film? *The Godfather*

Favourite drink? Gin & tonic.

Football club? Manchester City

What was your best day at work? Every day!

What was your worst days at work? When my parents died.

Why do unions matter? Without unions we'd have inequality in the workplace and women would still be second class citizens. Unions have fought for fairness and created the democracy that some take for granted.

"It's the most wonderful time of the year..."

Not for our members it isn't! With ideologically-driven Con-Dem cuts hitting our services, this will be a worrying time for us all. There really is no more important time to access a union and tell your family members to join one – ours, preferably!

We understand the difficulties to come and are up for the struggle and the fight if necessary. *m* people and members in the City Council will help and we welcome the fact that Manchester City Council have put their hands into their pockets and provided resources to continue their commitment to no compulsory redundancies; we will continue to pro-actively support *m* people and argue on case-to-case bases for our members.

We know times are tough and so we will continue to work hard to do what we can to help members.

Libraries

Still some proposed changes to the service to discuss. We are having regular meetings with management and will be picking this up for more detail and the possible approach early next year.

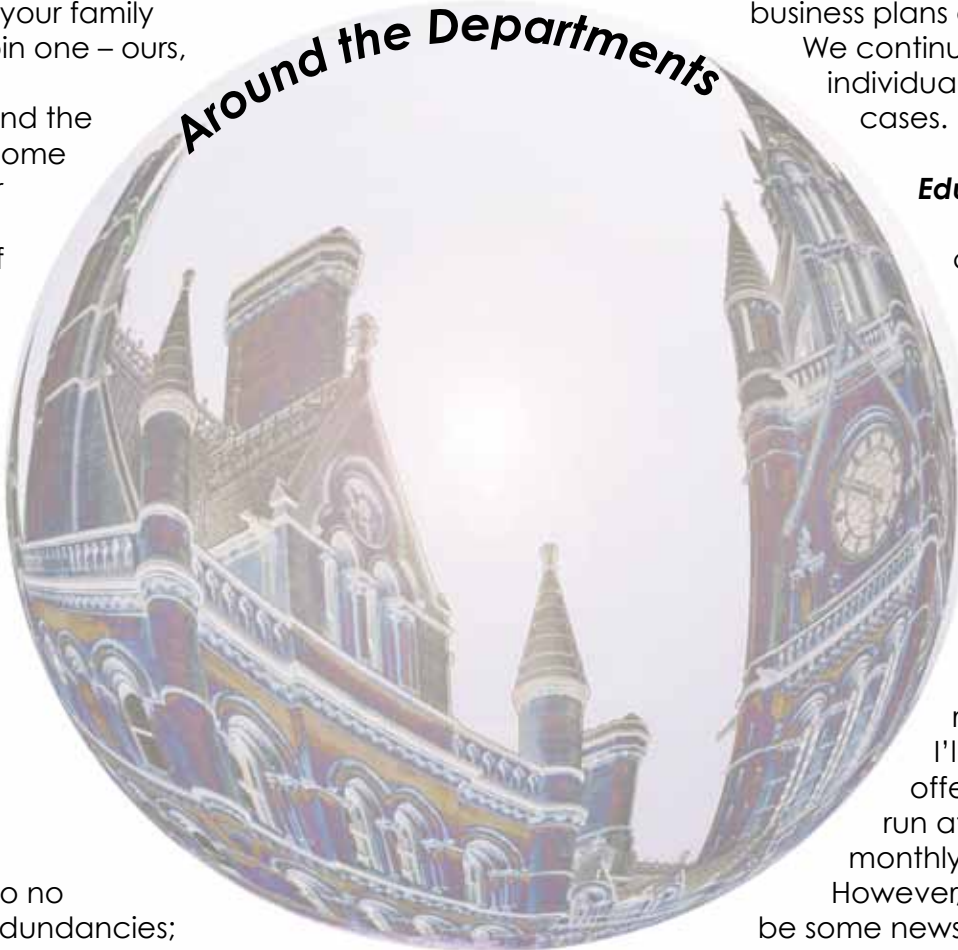
Private Sector Housing

We will continue to work with the Head of Service here to look at future issues and to ensure that the few

redeployees that remain from the recent restructure will be represented; those who have issues with the process are being supported in ongoing cases.

accommodate a tougher UNISON presence. Finance continues to be an issue for Housing Trusts, but as the majority of them have restructured recently, we will be robustly defending any large-scale changes to business plans and practice.

We continue to work on individual issues and cases.



Education

Steward courses, both for those who are new and those who need their credentials refreshed (all a bit "Carry On") continue, along with courses for stewards in representation.

I'll continue to offer courses that run at the region on a monthly basis.

However, there may be some news around UnionLearn and the learning centre in the New Year. It needs to be an accessible, vibrant service that supports lifelong learning for all our members. I think we're moving closer to that. *Steve Swift*

Neighbourhood Services

We know it's coming, and early next year we should know more about the restructure that will affect so many members. We have been involved in the process and will continue to work for members' interests as the process progresses. We intend to convene meetings with all departments affected to take concerns to management and talk through the process.

Housing Trusts

Still a mixed bag and a combination of organisations working with us and those working in their own way; they are now having to

Corporate Services

The Corporate Shared Service transformation has started and concludes on 17 January 2011. The new service will include Finance shared service, payroll and the personnel shared service centre. The new integrated service will be housed at the refurbished Fujitsu Tower from April 2011. The structure has been issued with the ringfencing documents. The first union meeting on

the subject was held on 20 December 2010 with the three trade unions, and further meetings are to be arranged during the consultation period.

SAP

The transformation of the service is underway. The consultation dialogue event is to take place on 7 January 11 in the Town Hall. This will start the formal consultation. The team is to merge into other areas, and the detail of this will be shared at the event.

There has been a lot of individual casework in the service, including disciplinaries, grievances etc. The stewards' meetings are well attended and the stewards are active in their constituencies.

Chief Execs

The Corporate Contact Centre (CCC) has been created and the consultation around the service started on 29 November 2010 and will run until 4 January 2011. There have been many staff engagement meetings and trade union side meetings.

There have also been many question and answer sessions that are now recorded on the CCC intranet site. The staff involved are from Family Information Service, Revs & Bens, Social Care, Environment on Call and the Emergency Contact Team.

This service will be moving to the refurbished office space at Fujitsu Tower from April 2011. The structure has been shared with staff and the ringfencing information has been released. The Technical Officers in Revenues & Benefits whose role was disestablished, but during the consultation it had now been agreed to re-establish two roles and review the service in 12 months time.

There have been several suspensions, with several staff

being reinstated.

The stewards run an active and well attended committee.

Jane Slater

HATS

The new steward attended the Neighbourhood Services JCC to get an overview of how HATS Manchester Fayre fits into the directorate.

UNISON has secured a favourable outcome for a member following a grievance submitted on the grounds of a breach of Maternity & Parental Leave Regulations.

A number of members have been represented at AMRs.

We have received an acknowledgement of the outstanding 6.7% flexibility back payments and calculations are being worked out; this will take some time as a lot of documentary evidence is being verified.

Education Services

Proposals agreed in principle and endorsed by the Executive Committee meeting in October 2010 have now been shared with the Trade Unions as part of the Target Operating Model (TOM) of the further realignment of some areas within the Core division of the Education Services within Children's Services.

We have been provided with a draft Business Support Job Family for the current Administration provision within Children's Services. Negotiations on the TOMs re-design are ongoing

We are currently representing a number of members with DDA claims with the support of Thompson's Solicitors.

Youth Service

There have been no further negotiations on the final phase of the restructure that includes members on a variety of part time contracts. The Branch

seeking an update on this situation

Royal Northern College of Music (RNCM)

UNISON Manchester negotiated a compromise agreement for a member facing the prospect of redundancy. *Rena Wood*

Children's Services

The Strategic Management Team TOM went to Personnel Committee on 22 December 2010.

The report was agreed and Dialogue Events will be arranged for all employees in Education Services, Family Support Services and Business Support in January 2011.

Can all shop stewards working in the affected areas please contact Julie Connolly at the Branch on 0161 254 7500.

Residential Childcare Workers

This group have been successful in their appeal against their Job Evaluation grade. They have been graded at Grade 6, back-dated to 1 December 2009, and there are 93 employees currently in post. They will continue to receive flexibility payments. *Julie Connolly*

Schools

The government has set a course to change the landscape for schools. It has rushed through legislation to enable all schools to become academies. It has cut all national funding of training for school support staff and has announced its intention to abolish the School Support Staff Negotiating Body.

Academies

So far only one school, Cheetham C of E Community School, has applied and been granted Academy

status under the new legislation. Following pressure from UNISON, the schools' governing body chair has now agreed to meet with officers to discuss TUPE arrangements including a formal recognition agreement and to seek agreement on national terms and conditions.

Training for Support Staff

UNISON nationally has written to both government ministers and the employers about future plans for support staff training. In Manchester we have raised this issue and await a constructive response. As support staff are being asked to take on more and more responsibilities the need for training is as crucial as ever. In Manchester we will continue to press this issue and campaign for the right to training.

School Support Staff Negotiating Body

The government's decision to abolish the School Support Staff Negotiating Body is a huge disappointment for many of our members in schools. The national framework would have introduced core contracts, fair pay based on a school specific job evaluation

scheme with more relevant job profiles and would have tackled the issue of term time only contracts.

In response to the government's announcement UNISON has been, with the support of the teacher unions, lobbying Michael Gove in order to address this issue and wants to see these matters addressed. The Branch will be consulting members in January to gauge their opinions and the direction we should now take. *Brian Stangoe*

Early Years and SureStart

Both are going through another restructure, but at last Early Years' staff have now been moved from Fujitsu House to Overseas House and SureStart's managers are hoping that the new organisation will ensure that the distribution of 'off sites' will be more fairly allocated.

Staff were concerned last month when it was reported by the media that many SureStart centres would close, at least in Manchester the Council have been geared up for the last two years to absorb the massive cutbacks to a certain extent. But nobody expected them to be so savage.

Let's hope that we can

sustain the SureStart Centres as they have made such an impact in the community and surrounding districts.

Adult Care

Another vital service is in Adult Care physical/learning disabilities, who are also being restructured. They are all geared up to move staff about, hoping to reduce the need for agency/bank workers.

This will be achieved by employing more Assistant Network Supporters. Not only will this offer more continuity for the clients, but it will also ease up the assistant managers to do more of the office work necessary to keep the service running smoothly.

We all need to ensure that essential services like these should be safeguarded at all costs to help and support the people of Manchester; the alternative doesn't bear thinking about. *Debs Christie*

£341 million
The loss over two years for Greater Manchester Councils as a result of the government funding cuts.



TUC
All together for Public Services
Mobilising for the March for the Alternative

As we hope everyone now knows, the TUC's national demonstration will be on Saturday, 26 March next year.

Our task now is to ensure that this is the biggest event

in the TUC's history. We will email stewards with further information about booking transport in the New Year. Put the date in your diary now.

False Economy website

The False Economy website at www.falseeconomy.org.uk is an important part of the TUC's campaign strategy.

The site is not a TUC or a union site exclusively, but is a resource hub for the wider anti-cuts movement that has been built by a coalition of unions, on-line campaigners and some people active in

local anti-cuts groups.

A future that works

A national TUC rally for young people will be held in Manchester on Saturday, 29 January 2011.

The aim of the rally is to highlight the impact of the recession and the coalition cuts on young workers and young people in general.

Please note that the final details will be announced early in the New Year.

Women and the cuts

A new TUC briefing explains

Film Club

Update

The UNISON film club presents John Pilger's **The War On Democracy** Showing at the Branch office at 6.00pm on the 27 January 2011.

Bring a bottle and a friend and put your thoughts forward regarding the film!

Democracy is one of the old-fashioned goods which the US have exported to developing countries; to quote President Bush: "America will not impose our own style of government on the unwilling. Our goal instead is to help others to find their own voice, attain their own freedom, and make their own way." Can it be so? Absolutely not. The reality has usually been the other way round. Democracy made in the U.S. is like Pandora's Box for tiny countries.

The War On Democracy, a film by John Pilger, shows the falsity of the US through the revelation of the hidden,

suppressed history in Latin America.

The US has tried to turn over democratic governments under the guise of democracy. Especially, many countries in Latin America have been attacked with the loss of countless lives, and their leaders became the victims of injustice. Jacobo Arbenz, a democratically elected Guatemalan president in 1950, was forced



into exile. In 1973 Salvador Allende of Chile took his life against the bombing led by General Pinochet, America's man.

Duane Clarridge, head of the CIA's Latin American division in the early 1980s in Chile said: "We'll intervene whenever we decide it's in our national security interests to intervene, and if you don't like it, lump it. Get used to it, world - we're not gonna put up with nonsense. If our interests are threatened, we're gonna do it."

Philip Agee, C.I.A. agent 1967-68, also back up the Clarridge's excuse: "In the CIA, we didn't give a hoot about democracy. I mean, it was fine if a government was elected and would cooperate with us, but, if it didn't, then democracy didn't mean a thing to us, and I don't think it means a thing today."

As Pilger says, it's evident that no country has a right to go its own way, unless that way coincides with the interests of the United States.

If you would like to watch the film email contact the Branch to ensure your seat!
Eddy Redmond

the impact of the cuts on women. Here is a link to the press release and report:

Cuts will reduce women's income and widen the gender pay gap, says TUC. Public sector job losses will be felt particularly hard by women working part-time as the average pay for part-time jobs in the private sector is just £6.78 an hour (compared to £9.34 in the public sector).

Lone parents, 90 per cent of whom are female, will be hit hardest by the spending cuts, losing 18.5 per cent of their net household income, or £3,121).

Single female pensioners are next hardest hit, losing 11.7 per cent of their net income, or £1,326.

The TUC report also cites the gender audit of the emergency budget in June carried out by the House of Commons library, which found that 72 per cent of the changes in taxes, benefits and tax credits will hit women.

Keeping up local pressure

An important part of the campaign is keeping up pressure on coalition MPs, particularly those with small

majorities or who stood on a platform of opposing early cuts.

The TUC have identified 152 target MPs. A majority were lobbied at, or near to, the TUC rally in October on the eve of the Government's Spending Review.

If you want to get involved in campaigning please contact the Branch.



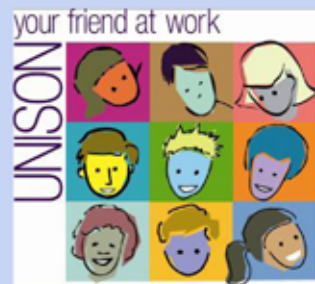


With more than 1.3 million members working across the public services, being part of UNISON means you have the full weight of the UK's biggest trade union behind you.

We have more workplace representatives than any other union in the country - backed up by experienced full-time regional and national experts. Together we can help ensure that your rights are protected at work and that you are in a safe environment.

UNISON members include staff working for the NHS, the Police Service, Colleges and Schools, the Electricity, Gas and Water Industries, Transport and the Voluntary Sector.

UNISON campaigns to keep services public and strengthen the voice of public sector workers. Join us and make sure your voice is heard.



Please fill in this application form in BLOCK CAPITALS and send it to the address shown below.

1. YOUR PERSONAL DETAILS

Mr/Ms/Miss/Mrs/Other	First Name	Other Initial
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Surname	Date of Birth / /
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Home address	
Postcode	Home ☎

National Insurance No. (from your payslip)										
<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>										

How would you describe your ethnic origin?

<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Asian Other	<input type="checkbox"/> Black Other
<input type="checkbox"/> Chinese	<input type="checkbox"/> Black African	<input type="checkbox"/> White UK
<input type="checkbox"/> Indian	<input type="checkbox"/> Black	<input type="checkbox"/> Irish
<input type="checkbox"/> Pakistani	<input type="checkbox"/> Caribbean	<input type="checkbox"/> White Other
<input type="checkbox"/> Asian UK	<input type="checkbox"/> Black UK	

Please tick this box if you require materials in a different format (e.g. 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

2. YOUR EMPLOYMENT DETAILS

Employers Name

Job Title/Occupation

Department/Section

Workplace Address

Postcode

Payroll No.

Signature

Date

3. WHAT YOU WILL PAY FROM 1 OCTOBER 2003

Please tick your earnings before stoppages

Weekly Pay	Annual Pay	✓	Band	Per Week	Per Month
Up to £38.47	Up to £2,000	<input type="checkbox"/>	A	£0.30	£1.30
£38.48-£96.16	£2,001-£5,000	<input type="checkbox"/>	B	£0.81	£3.50
£96.17-£153.84	£5,001-£8,000	<input type="checkbox"/>	C	£1.22	£5.30
£153.85-£211.53	£8,001-£11,000	<input type="checkbox"/>	D	£1.52	£6.60
£211.54-£269.23	£11,001-£14,000	<input type="checkbox"/>	E	£1.81	£7.85
£269.24-£326.92	£14,001-£17,000	<input type="checkbox"/>	F	£2.24	£9.70
£326.93-£384.61	£17,001-£20,000	<input type="checkbox"/>	G	£2.65	£11.50
£384.62-£480.76	£20,001-£25,000	<input type="checkbox"/>	H	£3.23	£14.00
£480.77-£576.92	£25,000-£30,000	<input type="checkbox"/>	I	£3.98	£17.25
£576.93-£673.08	£30,001-£35,000	<input type="checkbox"/>	J	£4.68	£20.30
£673.08 +	Over £35,000	<input type="checkbox"/>	K	£5.19	£22.50

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

Weekly
 Fortnightly
 Four Weekly
 Monthly

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.

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.

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 to UNISON information to keep my records up to date.
- I authorise deduction of the following political fund payment as part of my subscriptions: **Tick one box only**

Affiliated Political Fund

General Political Fund

Now please sign and date below.

Signature

Date

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

DATA PROTECTION
 UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes. We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want to receive any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.

If you tick either of these boxes then you will be removed from the appropriate mailing lists as quickly as possible but for administrative reasons this may take a couple of months.