

# MANCUNION

THE UNISON NEWSLETTER

XMAS/NEW YEAR EDITION 2016

Merry Christmas

and a

Happy New Year

to all our members

from

UNISON Manchester

BRANCH ANNUAL REPORT INCLUDED  
INSIDE THIS ISSUE

2015 was extremely demanding for our members, activists, officers, staff and the Branch as a whole.

Manchester City Council continued to face ever escalating cuts in Government funding as did many other employers in our Branch including The Manchester College, Housing Associations and Community and Voluntary Organisations.

Regretably the General Election result with a new Tory Government means our members face an even more difficult future given the proposed levels of attacks on public services.

Whilst developments towards Greater Manchester devolution is welcomed with more key decisions taken locally for this to be successful this has to be coupled to increased resources if the positive objectives of devolution are to be reached.

The disappointment of members at the lack of a decent pay settlement last year caused our Branch to lead a successful demand for a Special Local Government Conference. Branches across the Country supported this call and it was held in March 2015, only the second time a Special Conference has been held in the history of UNISON.

Our proposals for greater consultation with members, transparency and accountability to Branches were agreed in respect of future pay negotiations.

Our Branch continues to be involved in all the major campaigns and recently took part in the lobby of Parliament in opposition to the Trade Union Bill which seeks to attack the rights of all trade union members with the aims of weakening opposition to further Tory attacks on our services.

The Branch is grateful for the continued hard work of our Branch Employed Staff Moira Stockton, Miriam Fanning and James Crowley in assisting the membership over the last year.

I would also like to thank all the Branch Officers, Stewards and activists for their continued support for the union in working to represent, advise and support all members.

In particular thanks to Vimal Gader for his past contribution as Assistant Branch Secretary before taking up a new role.

Special thanks are due to Steve Lynch who was one of the founding Joint Secretaries of Manchester UNISON Branch when the union was formed. He has since played a key role for many years as Assistant Branch Secretary and more recently as the Joint Trade Union Learning Co-ordinator and we wish him all the best in his retirement.

We all know we face difficult times ahead but the Branch wishes every member and their family a healthy and happy new year.



## IN MY VIEW

### EVELYN DOYLE

### BRANCH SECRETARY

## IN THIS ISSUE

As with our Xmas/New Year edition last year, we have included the Branch Annual Report in this issue. Alongside Officer reports from each of their respective areas you can read updates on Equalities, m People, Labour Link and Branch Communications.

We also have a double page spread looking at the success of the 'Stars in Our Schools' event that took place on 27th November. Participants should look out for their pictures in this magazine and on our branch website!

Finally, we here at the Mancunion Team wish all our members a Happy Xmas and New Year.

Patrick Taylor and James Crowley - Mancunion Editors

## CONTACT US

Whether you have a problem at work, just need some advice or want to be more involved in the Branch, we are always eager to hear from members. To get in touch you can call the branch office on 0161 254 7500 or send an email to [unison@manchester.gov.uk](mailto:unison@manchester.gov.uk).

If you want all the latest news then make sure you bookmark our website [www.unisonmanchester.org](http://www.unisonmanchester.org). You can also follow @UnisonMcr on Twitter where we pass on all the latest news and post live updates from major UNISON events.

The Branch Office is based in Manchester Town Hall in room 321 so feel free to contact us anytime.



[www.unisonmanchester.org](http://www.unisonmanchester.org)



# NEWS ACROSS THE BRANCH

## G.M. DEVOLUTION - TRADE UNION CONSULTATION

On 25th November the Interim Mayor met with senior employer and trade union representatives and agreed a draft protocol for working with trade unions on G.M. devolution developments and future key issues that relate to the workforce.

A similar draft proposal was agreed to cover the specific G.M. Health and Social Care Devolution proposals. Both are now the basis of further consultation by relevant parties across Greater Manchester and, subject to agreement, formal negotiation structures to ensure joint working with Trade Unions should be in place by January 2011.

## MANCHESTER AIRPORT

Last year saw the transfer of 260 members from the UNISON Manchester Airport Branch into the Manchester Branch. There is a good stewards committee and following an away day plans are ongoing to increase the membership.

Thanks are due to all the stewards for their work in ensuring the transfer went well and the Branch is committed to working with them to strengthen UNISON membership and organisation within Manchester Airport.

## THE MANCHESTER COLLEGE

Whilst the College membership have faced great difficulties in terms of cuts, with worse to follow, UNISON organisation within the College continued to strengthen.

The network of stewards have helped defend members in demanding circumstances. With the pending national review of Further Education and probable proposals for College mergers, UNISON will continue to take the lead in representing our members. Thanks to all the stewards for their efforts on behalf of members.

## RECRUITMENT

Despite all the cuts in public services funding, through effective recruitment Branch membership remains in excess of 8,600 across our employers.

Thanks are due to all those who have helped recruit new members and the Branch is grateful to the Regional staff team assigned to our Branch to help in specific areas.

Recruitment remains the key to the ability of the Branch to defend our members in the tough times ahead so if you know any non-members in your workplace, please persuade them to join.

## UNISON MANCHESTER BRANCH ANNUAL GENERAL MEETING

20th January 2016 12.45pm  
Friends Meeting House  
Mount Street, Manchester M2 5NS

**Please make every effort to attend this important meeting.**

# CATH BAGGALEY - ASSISTANT BRANCH SECRETARY



## Schools and Academies

### Nationally

The landscape of schools is still changing due to increasing pressure from the Conservative Government to try and force schools into becoming academies.

David Cameron has stated that he wants to see every school become an academy and to end local authority control of schools.

The Education and Adoption Bill, which was first published in June, limits the ability of council maintained schools rated as inadequate by Ofsted to resist being turned into academies, enabling the Department for Education to replace their management and impose sponsors more quickly.

The Bill has been criticised for failing to contain any measures for tackling underperformance in academies and free schools, despite figures showing that 18.24% of these schools have been judged to require improvement or be inadequate by Ofsted.

The Bill also seeks to introduce a coasting schools category, which would give the Secretary of State powers of intervention if a school is considered to be "coasting".

Many schools do not wish to become academies but feel the pressure being exerted is so intense that they feel forced to comply, however, the Education Committee report (2015) states "Current evidence does not allow us

to draw firm conclusions on whether academies are a positive force for change".

UNISON will continue to consult with our members at every stage throughout an academy conversion process and where our members wish to challenge their community school becoming an academy we can assist members to take action.

Where there is not a National Recognition Agreement in place we strive to achieve national terms and conditions for our members, a formal trade union recognition agreement and ensure that TUPE procedures are followed.

### Locally

Manchester has seen a huge demand for school places, over the summer school admissions received approximately 1,000 applications for school places from children arriving in the City, the demand for school places over all age groups continues to grow.

The future approach to creating extra school capacity is now increasingly focussed on creating new secondary places which will require the development of new secondary schools.

The Dean Trust Ardwick was approved by MCC and DoE to open a new academy in Ardwick. It partially opened in September 2015 with 120 places in temporary accommodation. It is anticipated that the academy will be fully operational by September 2016.

Proposals for a new high school in the City, built under the government's "free school" programme have been approved and the site confirmed to be on Lytham Road in Rusholme, it is expected that there will be eight forms in each year groups and that the school will open in September 2017, a provider has not yet been identified.

### Schools Stewards Training

We are delighted with the success of our bespoke training for school reps, we have built on the course provided in the summer and provided another course this term.

All those who attended the course found it to be very informative and all provided positive feedback, this in turn has led to new Stewards gaining enough confidence, with guidance and support from the Branch Officers, to attend meetings and to provide support to our members.

We will be running another course in 2016.





## CATH BAGGALEY - ASSISTANT BRANCH SECRETARY

### Stars in Our Schools

Many of our Manchester schools and academies took part in the event on 27<sup>th</sup> November. The Shadow Education Secretary, Lucy Powell attended an event in Manchester as did the Director of Education and Skills for Manchester, John Edwards and local MP's.

Everyone that took part thought it was a wonderful event and highlighted the very hard work of our

wonderful support staff. For photos taken on the day and to find out who won read the full report later in this issue.

### And Finally...

A big thank you to all our school stewards and contacts for their continued support in distributing information, providing support to our members and keeping us informed of any issues arising in their Schools.

## JANE WILCOX - ASSISTANT BRANCH SECRETARY



I began my secondment as a full time officer in March, supporting members working in primary schools and for employers contracted to provide adult social care. Just like those directly employed by MCC, these members have been subject to constant change as structures and jobs are redesigned to accommodate changes to services and reductions in funding.

This year the branch has conducted an intensive and successful recruitment campaign among school support staff, gaining new members and new stewards. The schools' stewards' network has a new lease of life with several stewards' training courses and regular meetings.

We have also had a great response to UNISON's Stars in

Our Schools initiative, celebrating the invaluable contribution of support staff.

There has been a lot of individual representation, from support for members at attendance management review meetings, through capability, grievance, misconduct and gross misconduct investigations and hearings.

Next year we will continue to support members as they continue to deliver services with fewer staff and smaller budgets. We will also continue to strengthen membership and develop stewards, encouraging members to be active and to recruit colleagues. In challenging times, we have to be a strong and vocal union in order to defend our terms and conditions and fight for fair pay.

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# PETE BANKS - ASSISTANT BRANCH SECRETARY



While the Growth and Neighbourhoods (G&N) directorate certainly hasn't felt the severity of the cuts other directorates have in the last 12 months, it has faced some of the biggest service redesigns. The G&N redesign affected over 700 staff and in addition to this Capital Programmes and Property (CP&P) also faced big changes with it's own redesign.

Capital Programmes and Property has faced many problems over the last 12 months including the seemingly constant changing of senior management and the difficulty recruiting to particular highly technical roles. While Manchester UNISON believes the directorate still employs far too many agency staff and consultants it is understood that our concerns are being taken seriously and a real effort is being made to reduce the numbers and recruit full time staff. In addition to this this early talks are due to take place to look at the possibility of a apprenticeship scheme as a long term attempt for CP&P to 'grow it's own' technical staff. UNISON will be fully involved in this process.

The Growth and Neighbourhoods redesign is still on going and is a huge piece of work. As with any redesign some members will be happier than others but Manchester UNISON is fully involved and determined to reduce the numbers of staff negatively affected. We will continue to work closely with stewards in the directorate and our Quality Assurance (QA) Officer in the m people team.

The QA Review process will continue to be a vital part of

any service redesign and UNISON is part of this process to ensure the fairest deal possible for our members.

With the financial situation for the coming years not fully clear yet, it's pretty safe to say that with this governments hatred of all things public more attacks are inevitable. Manchester UNISON Branch will continue to fight for our members jobs, terms and conditions.

The recruitment of members and stewards is essential in the directorate for the coming months. We need to increase stewards as a priority and Manchester UNISON Branch wants a steward in every office / workplace. This work will be a priority for next year.

## Business Units

As this area is almost totally self funding it has faced it's own, but different, difficulties over the last 12 months. For example the schools catering service is in a constant battle to keep services 'in house'. Having said that the last 12 months have seen far fewer serves going out to the private sector. This has been down to the hard work carried out by our members in this area.

A constant issue in this area has been the stepping up of the managing attendance policy with the threat of action against our members. Obviously this is part of the services attempt to make the service as lean as possible to avoid privatisation but UNISON strives to ensure management apply the policy fairly to our members.

Manchester UNISON will continue to support it's members in the coming months as the service will no doubt continue to face challenges.

## Housing Sector

As stated in the latest edition of the Mancunian, the housing associations have faced a massive attack from the Tory government with their income being slashed with the government in effect giving themselves a rent reduction of 1% over the next four years. Everybody loses out due this is assault. Tenants will receive a reduced service and our members jobs are under threat.

Each Housing Association in Manchester has had to look seriously at it's budget and redundancies have taken place. Thankfully due to Manchester UNISON's intervention and close working with the associations the number of compulsory redundancies has been small compared to the original numbers suggested. This is still ongoing and Manchester UNISON Branch will continue to play it's part in keeping these numbers down.

Again the priority for this area will continue to be recruitment of members and stewards.





## CARL GREATBATCH - ASSISTANT BRANCH SECRETARY



2015 has been another year in Adults' Services that has been blighted firstly by the tail end of the ConDem coalition and latterly by the continuing savage cuts imposed by the new Tory government. And while the Conservatives are ending the year paying lip service to the needs of vulnerable adults, as usual they are failing to provide the much needed rise in central government funding that is so vitally needed for areas, like Manchester, that have been hit again and again by politically motivated vandalism.

For UNISON members who work in Adults' it is clear that the result is fewer staff doing more work for a wage that continues to shrink in real terms. This makes it more vital than ever that we organise and stand united to maintain our terms and conditions and to continue our battle for a real improvement in pay.

Across the directorate we have faced a number of different issues in what has been an extremely busy year, I can only pull out some of the key issues in the space available. In Adult Social Care the drive towards integration with health colleagues has seen the first tangible changes with the creation of the CASS team in the north of the city. It's early days yet, with official feedback due early in the new year.

While we are pleased that the promised investment in IT for our reablement members has taken place, and the smart phones are being rolled out across the whole city, there remain genuine concerns that the technology should be there as an aid to frontline workers and not a tool to micromanage work from the managers' office. The feedback from staff on this has been as vital as ever.

Alongside the planning for the next phase of Health and Social Care integration, assessment by PAT and Social Workers, has been the Transforming Adult Social Care (TASC) project. Keeping our members' concerns at the forefront of these processes has been an uphill struggle this year but has been helped by good attendance at various briefing events across the city that have resulted in members being able to question senior management directly about their plans and to point out where problems can be foreseen and avoided. These changes will only be relevant and helpful if our concerns are heard and acted upon.

In Homelessness Services the completion of both phases of the redesign has been hugely complicated by the very public issues of street sleeping and the protests that erupted around this in Manchester this year. Negotiations are ongoing with management about how this will necessitate changes to the plans and staffing, but also on how our skilled and hardworking members are being affected on the frontline of these services. Everyone accepts that homelessness can only get worse as the cuts continue to bite people personally as well as within MCC, so this is work that will continue into next year and beyond.

Briefly, elsewhere there was good joint work undertaken by members in Community Alarms to resolve restructures of working practices and there has been some investment in Minehead Day Centre's replacement which allied with member's hard work has meant that their vital work has been able to continue.

And in every other area not mentioned above there are negotiations and discussions ongoing covering everything from shift patterns to formal restructures. What makes this possible is the hard work of all members, and particular thanks fall to our active stewards who ended the year with a positive meeting and plans to improve our organisation and increase our numbers.

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## EDDY REDMOND - ASSISTANT BRANCH SECRETARY



Since being elected in February of this year, the challenges of the increased work load for staff as they face the continual cuts and the 'more for less' culture forced on to them as they try to provide a service for the most venerable people in Manchester has massively increased demands on members and staff levels.

This has had a knock on affect to the work of the Branch with an increase in Attendance Monitoring Reviews, Grievances, Disciplinaries and the occasional member complaint.

Most of my time in the first few months was spent attending meetings regarding the restructuring of services resulting from the cuts imposed on Manchester. After the election in May with the election of the Tories we yet again face the

further onslaught on Local Government.

This year has seen the development of monthly meetings in area teams to identify the areas of concern for members in Children's Services. The success of these will lead to further workplace meetings as more attacks come our way.

These meetings have lead to an increase in Stewards and members who provide the much needed support in organising these workplace meetings and ensuring that people attend and their concerns are recorded. I must thank those members and activists who provide that little bit extra to keep the grass roots of the union going strong.

Senior Management have agreed reduced and more realistic case load numbers for Social Workers after intense pressure from Unison.

This is an ongoing battle that the Social Workers will face as the much needed wrap around services implemented under the last Labour Government that were funded to support and help bridge the gap in much needed services disappear under the sleight of hand Tory Austerity Government.

With these services disappearing the role of Social Workers and the staff who provide support to families will become even more complex as the Tories demand for the threshold for eligibility for services get higher and higher.

I look forward to meeting our members in all our workplaces and increasing the grass roots members commitment to ensure that our members have a voice.

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## JANE SLATER - ASSISTANT BRANCH SECRETARY



This has been an extremely busy year again following on from the backdrop of cuts and redesigns and now we are waiting for the next round of cuts hitting Manchester hard again.

We have had a year of concluding services redesigns and are now preparing for the next round that will take place in 2016 when we know the final budget settlement. Again we will see changes to services that the council delivers that will be felt for generations to come.

Everyone is experiencing increased workload as a result of the reduced workforce. UNISON is working hard to support members to make sure that this increased pressure is recognised and all necessary support is given.

The Corporate Contact Centre has reduced some of its hours from working from 8-8 to 9 – 6.30 and the staff who cover the Children's and Adults contacts have moved into the MASH. The on line service that is now up and running for some services has been rolled out further with the focus on customers contacting us on line.

HROD have concluded their redesign and now there are a reduced number of staff supporting managers. However it is expected that there will be further redesign due to the CSR that will affect all services and HROD will be supporting these.

Finance have concluded their redesign however it will be expected that there will be further redesign going forward as the only certainty we have now is that we will need to continuously change.

ICT have had a service redesign and Actinista came in for a few months to support the structure and look at future processes and support for MCC. The recruitment process is still on going with most of the senior roles now filled. We have seen many of our members get promotions, which is very positive.

Revs and Bens stewards and the Branch have been very active supporting members with AMR's, hearings etc and were very active around the strike over pay. There has been a merger of roles in Business Rates and Council Tax with a generic Revenues Officer role being created. It has been agreed that this will be reviewed going forward. The transfer for the FIG team to DWP is looming ever nearer, with a final date of 1.2.16. There has been continuous consultation on this.

There has been a lot of individual representation over the last 12 months with members around Attendance Monitoring which has seen extra support provided for members, some members move to new roles, however some cases have been moving to capability meetings and hearings and we have seen members dismissed. There have been several Misconduct hearings and Gross Misconduct Disciplinarys that have seen staff dismissed. Some Dispute Resolution Meetings have seen positive outcomes from our members and some capability cases with the right support packages have ended with a positive outcome for members.

There are well attended and regular stewards meeting's within Corporate Services. We could always do with a few more stewards in Chief Execs . We are always looking for new stewards in all workplaces to support their section and full training, mentoring and support will be given.

We need to carry on recruiting, explaining to our colleagues the importance of being in UNISON. When we have solid membership our members have a strong voice in the council and we can achieve positive results.

Over the next 12 months, we will be going through redesigns, delivering services in ways we have never delivered before. We need to understand the impact of DEVO MANC on the services we currently deliver and this will become clear to us over the next year. As a Branch, we need to encourage stewards and members to recruit their colleagues so that we have a strong union that speaks up for members.

## RENA WOOD - ASSISTANT BRANCH SECRETARY



Greenwich Leisure Limited (GLL) have made a number of changes to members rotas to ensure the smooth running of the new leisure facility opened at Hough End and I have represented a number of members with Grievances and variations to their contracts.

I have sought to raise members concerns with regard to abusive and anti social behaviour towards staff at the Abraham Moss Leisure Centre.

I have represented and advised a number of members on Disciplinarys, Grievances and Capability hearings working in south Manchester Primary schools. There has been an increase in schools robustly applying schools Attendance Management Policy resulting in regulation 7 dismissals on health grounds. Schools have also conducted various restructures following Ofsted Inspections and we have negotiated Settlement Agreements for a large number of members.

Once again this has been another hectic year with the continued consequences of the Austerity measures impacting on our member's jobs. This year CONNEXION's lost their contract with the City Council and members were TUPE transferred to Career Connect where a number of Compulsory Redundancies followed due to the drastic reduction in the budget of a 50% cut in funding.

There have been Redundancies within CONNEXION'S Professional Support Service following a restructure and merging of two services.

I have supported schools members during the Academy transfer process and promoted UNISON's Stars in Our Schools initiative and encouraged schools members to attend bespoke school stewards training.

I have advised a number of our Ofsted members on sickness monitoring and Disciplinarys.

I have challenged employers where our members have been TUPE'd with the school cleaning contracts when the new employer has breached the ACAS guide on Disciplinarys & Grievances at work.

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# EQUALITIES REPORT

My areas of work over the last year have covered a wide range of issues.

Manchester UNISON opposes injustices to members and is not afraid to challenge those who discriminate against and violate our members' rights.

Branch membership as at 30 November 2015 (full members) comprises of:

## Gender

- Female: 73%
- Male: 25%
- Not Defined: 2%

## Ethnicity

- White: 52%
- Black: 11%
- Not Disclosed: 37%

- Young Members 5%

## Branch Self Organised Groups (SOGs)

**Women:** Campaigning for women's rights eg access to services in respect of health, domestic abuse and the impact of austerity measures. Next National Women's Conference: 11-13 February 2016, Brighton.

**Black:** Membership driven, activity working to challenge racism in the workplace and strengthening community links. Next National Black Members Conference: 22-24 January 2016, Llandudno.

**LGBT:** New Chair is being sought to continue the work of campaigning for rights of LGBT members.

**Disabled:** First meeting of the Disabled Members SOG, will be on 27 January 2016, 12pm-2pm, Room 2007, Level 2, Town Hall.

**Young:** Young Members' Section will hopefully give members a bigger say in young people's strategies in the union.

## SOGs' Newsletter

**EQUALITY MATTERS** launched July 2015 keeps members informed and updated on self organisation and other equality matters. Issue 3 is available on the Branch website.

## Consultation

Branch consultation by the Council led to UNISON responses covering Managers' Toolkits for Disability and Sexual Orientation. Feedback was also provided on the Health, Work and Wellbeing Staff Survey.

## Events

**Conferences:** Some key debates at Local Government Service Group/National Delegates included facility time for equality reps; domestic violence; welfare reform impact on Black communities; disproportionate number of women on low pay; challenges faced by LGBT members and challenging government cuts against disabled people.

**International:** Nicaraguan Trade Unionist Flor de Maria Avellan, who works with street vendors (Self Employed Workers' Union), visited Manchester.

**Active Support/Building Links:** Branch support of events eg 'Suffragette' movie Manchester premiere and 'Riots Reframed' film screening and discussion. In 2016, the Branch aims to support further events eg LGBT Question Time, International Women's Day and work in partnership with the Council on a joint Black History Month event. Discussions are to take place.

As Branch Equality Officer I will continue to challenge inequality and oppression of our members, support existing/assist in recruiting new Branch activists.

**Sonia Stewart - Branch Equalities Officer**

# COMMUNICATIONS OFFICER'S REPORT

It's been a successful year for branch communications. We have produced numerous issues of our newsletter - the Mancunion, delivered to each and every member.

We have used twitter and our website to keep you informed of our contribution to events and protests, and to open up our national conferences to the wider membership, sharing speeches, views and how our delegates voted on the issues that matter to you.

I'm particularly proud of the role our communications played in supporting our call for a special conference on pay. By using twitter we were able to make early contact with branches up and down the country getting the ball rolling quickly on our campaign. This created talk about

the issue around the union before we began contacting branches more formally.

We put out a lot of messages on the website promoting our views, which were used by other branches in their materials. We also used it to provide the wording of motions which branches put before their meetings and gave clear instructions and wording for emails to secure the conference. Next year we hope to put out four issues of the Mancunion and increase the number of members following us on social media. I will also be representing the branch on the North West Region Publicity and Campaigning Committee.

**Patrick Taylor - Communications Officer**

# Stars in our schools

UNISON  
the public service union



On 27th November many of our Manchester Schools held events to recognise the hard work and dedication of School Support Staff.

Here are just a few:

- Superhero assemblies
- Parent/Staff coffee mornings
- Special celebration lunches
- Cream Teas served by the Senior Leadership Team (SLT)
- Poems were written, certificates given

It was a truly special day that brought the whole school community together.

Our competition winners were:

- **First Prize** - St. Cuthbert's RC Primary
- **Second Prize** - Birchfields Primary
- **Third Prize** - Levenshulme High School
- **Fourth Prize** - Ashgate Specialist Support Primary School

Thank you to all who took part in the event and entered the competition. Visit our website [unisonmanchester.org](http://unisonmanchester.org) for more pics of the day.



[www.unisonmanchester.org](http://www.unisonmanchester.org)





# YOUR PICTURES FROM THE DAY



Dear Emma,

Please take a break this Friday!

Sam has kindly agreed to cover your breakfast club for you and Rakeema is doing your door duty

This is to thank you for being a Star in our School.

Hope you have a lovely day.





# M PEOPLE QUALITY ASSURANCE

The last few months have seen changes in how *m people* is supported by the HROD Service.

As part of focussing key functions of the Service into more specialist teams, the work of the old *m people* team is now split over a number of different parts of the Service. The responsibilities of the new Strategic Workforce Planning Team include developing and overseeing the *m people* Agreement, in addition to working closely with the *m people* Quality Assurance Joint Trade Union Officer, in reviewing and improving *m people* processes. The aim is to influence and drive flexibility in relation to how people move around the organisation. Work to support all aspects of service redesigns is now being managed by a separate Workforce Change Team whilst day-to-day activity to match people to posts is being undertaken by a new integrated Resourcing Team.

Systems and processes are currently being reviewed, in consultation with UNISON, Unite and GMB. The aim of this is to ensure the smooth operation of the Council's resourcing and service redesign processes and their continued alignment to the *m people* principles. The focus of this work is on improving the service and communications provided to people moving around the organisation, capturing accurate

information around skills and competencies etc and reducing the time taken to fill roles.

The Quality Assurance process continues to ensure quality and consistency of decisions are made, in relation to movement of staff within *m people*, around the organisation.



Sonia Stewart - Joint Trade Union *m People* Seconded

## LABOUR LINK REPORT

Firstly we have to acknowledge that regardless of the sterling work put in by activists in the branch's Labour Link we unfortunately didn't get the result we wanted nationally in the general election.

Nonetheless Labour remain in a strong position in our region, as the recent Oldham West and Royton by-election made clear, and we must continue our fight to defeat the worst excesses of this barely-majority Tory government and build towards a future Labour administration.

Towards this end we are proud in this branch to have been early, and vocal, supporters of Jeremy Corbyn and Tom Watson and were delighted to see Jeremy elected with such a huge mandate to lead the Labour Party in a direction that we can all support as trade unionists and political activists.

In order to capitalise on the new energy in the Labour Party we will be relaunching Manchester Branch's Labour Link with a meeting early in the new year and

will be letting all Labour Link members know more details about this very soon.

Locally the branch is in a strong position with delegates attending all of the Constituency Labour Parties (CLPs) in Manchester and a further six across the Greater Manchester area. The branch has sent delegates to the Labour Link Regional Forum and we maintain our important work ensuring that the concerns of UNISON members are heard at every level of the Party.

If you wish to join the Labour Party or if you are a member interested in representing the Branch at your constituency Labour Party meetings then please contact us at the branch office.





# GOOD TO MEET YOU...

**Name:** Pat McDonagh

**Job:** Branch Chair / Public Service Reform TU Lead Officer

**How long have you been a member of the union?** Since it's foundation in 1993.

**What do you like about your role in UNISON?** The opportunity to contribute as part of the union with all our officers, stewards and activists to try and achieve positive results for our members.

**Whereabouts do you live?** Urmston.

**Best thing about UNISON?** That the biggest public sector Trade Union works collectively to promote public services, defend our members and challenges injustice.

**Who or what is your inspiration?** Past Labour and Trade Union activists whose sacrifices helped build the trade union and Labour movement and enabled us to continue to fight for justice, equality and fairness for working people.

**What is the trait you most deplore in yourself?** Impatience / Stubbornness.

**What is the trait you most deplore in others?** Arrogance / Selfishness.

**If you were Prime Minister, what would you do first?** Resign and hold a General Election / Abolish the House of Lords / Ensure our young people have a better future.

**What superpower would you like?** To end wars, conflict and poverty across the world.

**What's the worst job you've ever done? What's your ideal job?** Worst was pulling cable on night shifts on railway lines. Best would be a football journalist!



**Favourite holiday destination, film, drink, football club?** Connemara, Galway, to see family and Tenerife for the weather! Favourite drink would be anything to celebrate my football team winning. The one and only United...Leeds United! I drink less these days!

**What was your best day at work, and your worst?** Best was the day I started to work for Manchester Council. Worst is when any member is sacked unfairly or loses their job.

**Why do unions matter?** Without them all workers rights would be lost, the democracy built by the trade union and Labour movement would be smashed and there would be no defence for working people.

## UNISON MANCHESTER BRANCH ANNUAL GENERAL MEETING

20th January 2016 12.45pm  
Friends Meeting House  
Mount Street, Manchester M2 5NS

**Please make every effort to attend  
this important meeting**

# Join UNISON

To be completed by new applicant

Please fill in this application form in  
BLOCK CAPITALS and send it to:-  
Manchester UNISON, Room 321, 3rd Floor,  
Town Hall, Albert Square, Manchester, M60 2LA

Recruit a friend to UNISON...  
and receive a £10 for each member you recruit!

## Recruiter

To be completed by the existing UNISON member.

Name:

Membership Number:

### 1 Tell us about you

Title

First name

Surname/family name

Date of birth  /  /

Home address

Postcode

email

Phone number (please indicate if home, work or mobile)

National insurance number (from your payslip)

Please give your ethnic origin: (tick one box)

☐ Bangladeshi ☐ Pakistani ☐ Black African ☐ Black UK ☐ White UK

☐ Chinese ☐ Asian UK ☐ Black ☐ Black other ☐ Irish

☐ Indian ☐ Asian other ☐ Caribbean ☐ White other

### 2 Tell us about your job

Employer's name

Your job title/occupation

Workplace name and address

Postcode

Payroll number (from your payslip)

### 3 What you will pay each month

Please tick the appropriate box for your earnings before deductions.

Annual pay	Your subscription
Up to £2,000	<input type="checkbox"/> £1.30
£2,001-£5,000	<input type="checkbox"/> £3.50
£5,001-£8,000	<input type="checkbox"/> £5.30
£8,001-£11,000	<input type="checkbox"/> £6.60
£11,001-£14,000	<input type="checkbox"/> £7.85
£14,001-£17,000	<input type="checkbox"/> £9.70
£17,001-£20,000	<input type="checkbox"/> £11.50
£20,001-£25,000	<input type="checkbox"/> £14.00
£25,001-£30,000	<input type="checkbox"/> £17.25
£30,001-£35,000	<input type="checkbox"/> £20.30
over £35,000	<input type="checkbox"/> £22.50

### 4 Choose your political fund

One of the ways UNISON works on your behalf is through political campaigning. Your subscription includes a political fund payment so you won't pay any extra, but in UNISON you choose how you want that money to be used.

Please tick one box only.

- ☐ Our Affiliated Political Fund takes UNISON members' views directly into the Labour Party, working to promote UNISON policies.
- ☐ The General Political Fund is used to pay for branch, regional and national campaigns but is independent of any political party.

### 5 Choose how you wish to pay Please tick ONE box only

**EITHER deduct from salary:**

- ☐ I wish to join UNISON and authorise deduction of subscriptions from my pay by my employer.

Signature

Date

**OR pay by direct debit:**  
please complete the direct debit form below

- ☐ I wish to join UNISON and authorise deduction of subscriptions by direct debit

Please go to [unison.org.uk/privacy-policy](http://unison.org.uk/privacy-policy) to see how we will protect and use your personal information

### Instruction to your bank or building society to pay by Direct Debit

Please fill in the form and send to UNISON, 130 Euston Road London NW1 2AY

Name and full postal address of your bank or building society

To: The Manager Bank/building society

Address

Reference number (for office use only do not complete)

Please pay UNISON Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with UNISON and, if so, details will be passed electronically to my bank/building society.

Signature(s)

Date

Bank/building society account number

Branch sort code

Banks and building societies may not accept Direct Debit instructions for some types of account

