

# EQUALITY MATTERS



**Issue 9 October 2017**

Reminder, the Branch Office will be on the move before the end of the year. Keep up to date with Branch information of when the move will take place. In addition, 16-27 October is the union's recruitment fortnight so try to support where you can.

Your articles and comments are always welcome.

Sonia Stewart  
Branch Equality Officer

## **Branch Move**

The Branch Office is expected to move to the 6<sup>th</sup> Floor of Peter House on Oxford Street in due course.

The Branch will inform you of the move date as soon as details are finalised.

## **In this issue**

	<b>Page</b>
➤ <b>News</b>	<b>2-3</b>
➤ <b>Young People/Older People</b>	<b>4</b>
➤ <b>Black Members SOG/Black History Month</b>	<b>5</b>
➤ <b>Disabled Members/Self Organised Groups</b>	<b>6</b>
➤ <b>Interview Discrimination</b>	<b>7</b>
➤ <b>Health and Wellbeing</b>	<b>7-8</b>
➤ <b>Racial Pay Gap</b>	<b>8-9</b>
➤ <b>Community</b>	<b>9</b>
➤ <b>LGBT</b>	<b>9-10</b>
➤ <b>Who Are You?</b>	<b>11-12</b>
➤ <b>M-Four Translations</b>	<b>12-13</b>
➤ <b>Who Are You?/Farewell to Moira</b>	<b>13-14</b>
➤ <b>Events</b>	<b>15</b>

**Special points of interest in Issue 9:**

**Pay**

**Ambition for Ageing**

**Interview discrimination**

**Black History Month**

**Men and mental health**

**Racial pay gap**

**Farewell to Moira**

## News

### Pay



#### March and Public Sector Pay Meetings

A march, organised by the People's Assembly was planned to take place on 1 October in Manchester.

In the run-up to the 1 October march there were a series of public sector pay meetings taking place regionally, which had been organised by the NW TUC.

The Manchester meeting was held on 29 September, at the Friends Meeting House on Mount Street.

#### National Rally

A 5% pay rise for workers in the public sector is being demanded by union leaders, in defiance of the government's cap on public sector pay.

A national rally regarding pay is planned for October at Westminster.

In addition to UNISON, unions supporting the pay rise demand include Unite, GMB, the Royal College of Midwives, PCS, Prison Officers Association, University and College union, Society of Radiographers and the FDA.

---

## News

### Interview Discrimination

1 in 4 professionals in the UK have experienced discrimination during the course of an interview.

Go to page 7 for more.

---

### Women's Self Organised Group (SOG) AGM

The UNISON Women's SOG AGM will be held on 9 November.

For details contact:

Marion Doherty  
email: [m.doherty@manchester.gov.uk](mailto:m.doherty@manchester.gov.uk)  
or  
Dawn Warriner  
email: [d.warriner@manchester.gov.uk](mailto:d.warriner@manchester.gov.uk)

---

### Coughs and Sneezes Spread Diseases.....

Heard that before?

Well, the flu virus which is highly contagious, is spread by droplets produced when a person coughs or sneezes.

This can contribute to a loss of work productivity and increase sickness levels when workers have to take time off as a result.

The flu vaccine is encouraged, particularly for those people considered to be more vulnerable.

People who are most vulnerable include those with chronic long term respiratory diseases, diabetes and weakened immune system.

## News

### Disabled People Missing Out

Disabled people are thought to be missing out when seeking employment and more support is needed to assist them in finding and staying in work.

A study conducted by Scope and Virgin Media found that 37% of disabled people felt they would be overlooked because of their condition or impairment. 40% actually felt they wouldn't find work within a 6 month period and 53% applied for jobs they were over qualified for.

Whilst 69% of non-disabled applicants got to interview stage, this applied to only 50% of disabled applicants.

“Disabled people with all the skills to do the job are being repeatedly passed over for roles, while others are being forced to apply for jobs that they know they are overqualified for.

Employers are missing out on the talent they badly need because they don't have the right support in place or because of outdated attitudes towards disability.”

Mark Atkinson, CEO Scope, disability charity

According to Catherine Lynch of Virgin Media “...it was not just a matter of creating accessibility in the workplace but also about having an accessible attitude as an employer, line manager, employee and colleague.”

## News

### Greater Manchester Ageing Hub

#### Ambition for Ageing

'Ambition for Ageing', led by Greater Manchester Centre for Voluntary Organisations (GMCVO), and as part of the Greater Manchester Ageing Hub Initiative, is planning a number of scaled programmes for 2018, including a 'Festival of Ageing'.

The Initiative, in general, aims to actively involve older people more in what's going on in Greater Manchester (not just in their own communities), giving them a voice and promoting ageing in a more positive light instead of the negative stereotyping sometimes associated with it.

The 'Ambition for Ageing' scaled programmes being led by GMCVO, will focus on initiatives for people in Greater Manchester, who are aged over 50 and where 'Ambition for Ageing' is operating. For more information go to the link below.

<https://www.ambitionforageing.org.uk/>

#### Older People's Day Celebration

'International Older People's Day' is on 4 October and various events to celebrate this will be taking place nationally.

An Older People's Day Celebration organised by Greater Manchester Older People's Network, will be held on 5 October, 1pm-3pm at Friends Meeting House, Mount Street, Manchester M2 5NS. Contact Anna on 0161 834 9823 for details.

## Skills

The majority of employers consider soft skills to be more important than exam results, according to research conducted on behalf of the Duke of Edinburgh's Award. In addition, they don't believe the term 'soft skills' adequately reflect their importance. This has led to suggestions for an alternative term, for example, 'real life skills' or 'core skills'.

Soft skills are thought to be beneficial in the way employers view jobseekers, for example, being seen as more employable and more able to adapt to workplace culture.

This is not to say that grades are not important, but that taking soft skills into consideration, is more likely to show a candidate's full potential.

---

## Academic qualifications vs life experience

A CIPD report shows almost 60% of graduates ending up in 'non-graduate' job roles. This indicates that securing a job and being successful in business is not solely due to qualifications.

There is, apparently, a soft skills gap within the workforce and the importance of skills development, together with vocational training is stressed.

---

## Older People

In Issue 8 of Equality Matters, employers being urged by the government to increase their older workers over the next 5 years was

highlighted. According to a report by Employment Schemes Official Statistics, workers aged over 50 years benefiting from work experience since 2011 amounts to 57,000.

Over 1,300 people, aged 50 and above, were estimated to have started work experience in May 2017. In January 2011, this amounted to only 20 people, 65 times the amount.

"The boom in older workers taking up work experience coincides with the number of over-50s in work hitting an all-time high. A longer working life should be celebrated and supported. Older workers not only bring valuable experience to the workforce but longer working lives are also helping to pay for a longer retirement."

Alistair McQueen, Head of Savings and Retirement, Aviva

"Many older workers leave the labour market before they are ready, often because of issues like redundancy, ill health, or the pressures of caring responsibilities. Given that we know older workers have more difficulty than any other group in returning to work, it is no surprise that an increasing number of people are taking up work experience and other opportunities to broaden their skills in later life.

We know from our own research that opportunities for learning and development are something older workers really value. However, it is crucial that those opportunities are properly suited to the individuals involved and that they have choice and control in how they do this."

Patrick Thompson, Senior Programme Manager, Centre for Ageing Better

---

## Black Members SOG

### Interested in Getting Involved?

A relaunch of the Black Members SOG is currently being planned.

If you're interested in getting involved in this Self Organised Group and/or helping to organise the relaunch please contact

Sonia Stewart, email  
[s.stewart1@manchester.gov.uk](mailto:s.stewart1@manchester.gov.uk) or

Damian Daley, email  
[d.daley1@manchester.gov.uk](mailto:d.daley1@manchester.gov.uk)

## Black History Month

Negro History Week was created in 1926, by a historian named Carter G Woodson, in America together with the Association for the Study of Negro Life and History.

The aim at the time was for the emphasis on this history to be taught in schools.

However, its launch was not met with much enthusiasm, with only a few States cooperating.

This didn't deter Woodson and Negro History Week later became an annual event.

Black History Month was first proposed in 1969 (America) and celebrated in February 1970.

In the UK, it was first celebrated in October 1987, in London.

## Black History Month

### Tribute to Jayaben Desai

Born in the 1930's, Jayaben Desai eventually worked for Grunwick, a film processing company.

Jayaben fought for workers' dignity, better pay and conditions in the 1970's on behalf of 137 poorly paid and sacked Asian women. Jayaben was also sacked. The women were, however, supported in their fight by Brent Trades Council.

An event about Jayaben's struggle and how she helped to change views was held on 2 October in London.

In addition, a play entitled "We are the lions, Mr Manager" is to be shown in October and November as follows:

20 and 21 October  
The Working Class Movement Library

2 November  
Oldham Library Theatre

17 November  
The Irish Centre, Liverpool

### Defining Black

'In UNISON, Black is used to indicate people with a shared history.

Black with a capital 'B' is used in its broad political and inclusive sense to describe people in Britain that have suffered colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today's society.'

## Disabled Members

### Are you disabled? Are you a member of UNISON Manchester Branch?

### The UNISON Disabled Members Self Organised Group (SOG) is for you, to:

**Support each other** – share our experiences and pool our knowledge (especially on negotiating reasonable adjustments in the workplace) – unity is strength.

**Find out** – what support UNISON can offer us.

**Represent** – disabled members within UNISON.

**Link up** – with regional and national gatherings of UNISON disabled members.

**Assist** – the Manchester Branch of UNISON raise awareness of disability issues with stewards and managers.

We are using the social model of disability as our standard. It does not matter if you have never been involved in UNISON before or have lots of experience, everyone is welcome.

The date of our next meeting will be:

Date: 24 October 2017

Time: 12.30pm – 1.30pm

Venue: Room 2011 (Committee Room 8), Level 2, Town Hall Extension

## Disabled Members

If you have any queries and/or would like to be involved in the Disabled Members Self Organised Group please contact:

Paul Mittler, email  
p.mittler@manchester.gov.uk

or Ruth Burnham, email  
r.burnham@manchester.gov.uk

### What are UNISON Self Organised Groups (SOGs)?

UNISON Self Organised Groups (SOGs), are made up of members from within UNISON eg Women, Black, Disabled, LGBT, Young and Retired, who come together to share common concerns/experiences in a safe, accessible and supportive environment.

In addition to general group discussions, the activities of SOGs might involve campaigning, celebrating group achievements, agreeing conference motions, organising events around specific issues which members are particularly passionate about and reaching collective agreement on the way forward in relation to a group decision.

Self Organised Groups (SOGs), are supported by the Branch Equality Officer/Manchester Branch and being a member of a SOG is a way of ensuring key issues, in particular, are raised and addressed, within UNISON rules, as quickly and effectively as possible.

Sonia Stewart  
Branch Equality Officer

## Interview Discrimination

According to a study of 1,200 workers by CV-Library, a leading independent job board, interview discrimination has been experienced by 22% of UK professionals, with almost 40% believing it to be due to age, particularly those in the 55-64 age group.

Race accounted for 10%, gender 8.9%, disabilities 6.7%, the school/university a person went to 3.7%, religion 3%, sexuality 1.5% and relationship status 1.1%.

In addition, more than half of the workers surveyed didn't know their rights with regard to interview discrimination. 68% of workers believe interview discrimination happens often. Suggestions from workers for improvement included: Giving interviewers a list of questions they can't ask (12.3%); better training (29.8%).

"It's concerning to see that interview discrimination is so rife in the UK, with one in four being affected. Recruiters have a job to find the most suitable and skilled candidate for the role, regardless of age, race, gender or anything else. During an interview it's important that you don't let your preconceptions get in the way, and instead ensure you ask all the right questions to determine if they're a good fit for the job."

Lee Biggins, Founder and Managing Director, CV-Library

## Unconscious bias

What is it?

'...when people favour others who look like them and/or share their values. For example a person may

## Interview Discrimination

be from the same area, or who is the same colour or ethnicity as them.'

This can have a negative influence when recruiting, looking at promotion/development and recognition of staff, for example, talented employees can be overlooked.

Unconscious bias can also be discriminatory if used against someone of a protected characteristic.

---

## Health and Wellbeing

While expecting to live longer, many Britons will suffer hearing loss, migraines and back pain, said to be the top causes of disability, according to new research.

Women are expected, on average to live to 83 (men 79), but both will be plagued by illness and injury for the majority of the time.

## Personal Wellbeing

Worries about money are having a negative effect on the wellbeing of workers, according to a global survey by Cigna International Markets.

For example, only 20% of the 14,000 people surveyed believe they would be financially secure if unable to work.

Employers are being urged to take note of the findings and think about how they can improve support for employees' work/life balance.

The UK was 8<sup>th</sup> out of 13 countries taking part, falling from 3<sup>rd</sup> in 2015 and 5<sup>th</sup> in 2016. Talking Talent research involving 1,287 UK professionals, found that over half (57%) felt mentally exhausted by their jobs.

## Health and Wellbeing

75% of those aged between 25 and 34 felt worn out by work, however, for graduates it was 57%.

### Meetings and Stress

Being humiliated in front of colleagues, outdone by peers or being sacked, are among the biggest meeting-related fears. 52% of 18-34 year olds suffer the highest level of meeting-related stress.

Open plan layouts and glass walled meeting rooms are cited by 27% of workers surveyed, to contribute to their anxiety.

### Men and Mental Health

Research from Mind charity found that 1 in 3 men (32%) had mental health problems or poor mental health as a result of their jobs. The culture within workplaces appeared to be a significant factor. For women it's 1 in 5 (19%), out of 15,000 employees surveyed.

A macho culture or competitive environment is thought to prevent men from being open about their mental health, or taking time off work as a result of poor mental health.

Only 49% of men felt they had regular checks from their manager about how they are feeling, compared to 58% of women, who feel more able to discuss their mental health issues and seek support.

Support can only be offered by managers if they are aware that there is a problem.

## Rise in Sick Notes

Mental health problems are contributing to 1 in 3 sick notes issued by GPs, which together with behavioural conditions makes up 31% of cases.

Anxiety and stress contribute to a 14% rise in the issuing of sick notes.

---

### Racial Pay Gap

New analysis published by the TUC in August, ahead of A-level results, shows Black workers who have A-levels earn £1.20 per hour (10%) less than white workers.

The pay gap was found to be widest for those with degrees, £2.63 less per hour (14%), and for those with higher education certificates and diplomas £2.98 less per hour (20%).

The more qualifications Black workers get, the more the pay gap increases.

When it comes to Black school leavers with GCSEs, they get £1.30 less per hour (12%), and there's a 5% pay gap for those leaving school without any qualifications.

On the whole, Black workers are paid 8.3% less than white workers. The TUC's General Secretary, Frances O'Grady said

"Whether they have PhDs or GCSEs, black workers simply aren't getting paid the same as white workers with similar qualifications.

Students get their A-level results this week. The harsh reality is that race will still play a huge role in how much they get paid.

It's time for the government to require employers to publish pay data broken down by ethnicity. Then we can see where the problems are and put pressure on bosses to close the pay gap."



## Racial Pay Gap

The TUC wants the government to:

- Pass legislation requiring employers with more than 50 staff to analyse and publish ethnicity data on progression, employment type and pay
- Develop a comprehensive national race equality strategy
- Work with trade unions to establish targets and develop actions to address racial inequalities in the workforce.

## Community

### International Men's Day

As reported in Issue 7 of Equality Matters, International Men's Day is celebrated on 19 November.

Viewed as a male counterpart of International Women's Day (March), relating to Father's Day (June) and Universal Children's Day (November), forming a 48 hour celebration of men and children.

An International Men's Day event will be held at the West Indian Sports & Social Centre, Moss Side, Manchester, M14 4SW, to celebrate the achievements and contributions of males to community and family.

This is a free event that will be held from 2pm-6pm, with speakers, information and opportunities to network and meet new people.

## Community

Come and hear about the journeys of other males and how they overcame barriers.

Come and talk about your journey and if you need support. If that's what you want to do.

Or, maybe you just want to be there.

This is your day. It's about being positive and supporting each other.

**Free Event. All Welcome.**  
Refreshments.

### Joint Networking Event

Greater Manchester and Manchester BME Networks are holding a joint 'Living Well in Later Life' meeting on 28 September.

The event will be from 10.00am to 1.00pm at GMCVO, St Thomas Centre, Ardwick Green North, Ardwick, M12 6FZ.

Please note that there will be a £20 charge to this event, if you are not a member of the BME Networks.

## LGBT

### LGBT Heritage Project, Cheshire

Body Positive working with Silver Rainbows have received Heritage Lottery Funding to create an archive in Cheshire to celebrate the history of the LGBT community.

They are collecting individual stories, artefacts, images and records to ensure that the archive engages everyone. The timeframe is from the 1930's onwards and before the Local Government Act came into force in

## LGBT

1974 Cheshire included parts of Greater Manchester and much of the Wirral, specifically Stockport, Altrincham, Hyde, Stalybridge and Dukinfield.

Contact Cathy Boyd on 0788 1510304 or email [cathy@silverrainbows.com](mailto:cathy@silverrainbows.com)

## Manchester Pride

August Bank Holiday 2017 saw the return of Manchester Pride and the ever popular Pride Parade. This year's theme was 'Class of 2017'.

The Parade saw tens of thousands of people line the streets of Manchester to take in all the colours and excitement of the parade. The atmosphere was.....buzzing!

There were over 150 entries and emblazoned with the Council's iconic rainbow mosaic bee, the Council's entry was an exciting display of song and dance and the fabulous energy we've become known for!

## LGBT



Volunteers from across the Council were instrumental in bringing the float to life – dancing and singing shoulder-to-shoulder with Members and friends and family, creating a sensational vibe. Fancy volunteering next year? Then contact Ryan Lamey-McArthur email [r.lamey-mcarthur@manchester.gov.uk](mailto:r.lamey-mcarthur@manchester.gov.uk)



Images courtesy of Kendra Bannerman and Ryan Lamey-McArthur

## Who Are You?

## Rena Wood



### What is your day role?

I am an elected UNISON full time Officer, based in the Manchester Branch Office.

### What do you like about your role?

I like that I am able in some small way to help and support individual members with their workplace issues.

I also value the very different people I come across and I always find it interesting that whatever members' backgrounds including different employers as working people, we all face similar challenges in our workplace, threat to job security, attacks on terms and conditions etc.

The most satisfying thing I like is the fact we are a very broad church of members if you will and when we come together we are a very strong collective.

### What's your ideal job and why?

When I was an Admin Officer in the Education Welfare Service, I had the best boss ever and he was a UNISON member.

My manager was very supportive of my Trade Union role. He was well liked by all staff, from cleaning operatives to Education Welfare Officers and I think he

was respected by management and sister agencies. He was a generous man, kind and supportive.

I also like the fact that I could support members of the public with their queries, as I used to be able to sign post them to other Council departments.

I was nominated for a Support Service Award and when interviewed in support of this, I consistently said everything I did and learned was through my Trade Union, which is so true.

### How long have you been a UNISON member?

Since vesting day and prior to that I was a NALGO member. In total, I have always been a member of Manchester Branch since November 1984.

### What does UNISON mean to you?

I believe we are the embodiment of a diverse, unique and progressive organisation.

We stand up for what we believe in and fight for social justice in an equitable way.

We are everything the Trade Union movement was built on, standing together side by side and working as a collective.

### What are your interests away from work?

Spending time with family and extended family, more so now than I did before.

Also shouting profanities at the TV when Question Time is on! I have become a bit sentimental in my old age.

## Who Are You? Rena Wood

### Who is your role model and why?

I think my mother to start with. She was widowed quite young in 1973 after my dad died. Bringing up me and my two brothers on her own was a challenge.

My mother was brave and loving and spent most of her time volunteering in the community.

I could never understand why she was kind about everyone, but as I am older I think she has instilled in me a better understanding of human nature and why it is important to remember no one is perfect and everyone deserves a chance in life.

After that, people like Nelson Mandela, Maya Angelou and numerous others.

## M-Four Translations

### 25 Years Celebration

The Service was established from successful Section 11 funding in the early 90's and formerly known as Translation and Interpretation Services (TIS).

It provides written translation and face-to-face interpretation services in many languages including British Sign Language.

Audiotapes, CD production and Braille services are also offered.

M-Four Translations is now a self-financing unit, with UNISON members being part of, and contributing to the success of the team. The service has, this year, made a substantial surplus.

## M-Four Translations



**The team with Councillor Naeem Ul Hassan JP, former Lord Mayor of Manchester, freelance interpreters and stakeholders**

Aims of the team include:

- Harnessing the talents of local bilingual members in the community

Local bilingual workers are recruited, trained and provided with paid work in the area of interpreting and translation.

This has resulted in the development of a network of interpreters and translators being available on a sessional basis.

- To be a vehicle for enabling and enhancing the quality of life, as well as reduce social and welfare dependency and a way out of the poverty trap for Manchester residents

This links to the Council's strategy to ensure equal access to our services and information for minority communities.

Manchester, being an established multi-racial, multi-cultural and multi-lingual city, has meant the demand and requirement for language services has been constant, given the labour market and natural migration to the UK.

## M-Four Translations

## Who Are You? Moira Stockton

M-Four Translations has, over the years, met that demand and assisted in making Manchester more accessible to its linguistic community.

Therefore, many Manchester residents are benefiting financially from the service in terms of employment.

Residents also have the ability to access the services they require and their needs met.

The team has organised training sessions for Council officers and partner organisations on language, culture, ethnicity, equality, race and interpreting.

These sessions have proved very popular and this has assisted in increasing awareness.



**The team at an annual consultation attended by local Councillors, community representatives and service users in 2016**



### What is your day role?

Administrative Officer in the UNISON Manchester Branch Office.

### What do you like best about your current role?

Liaising with members on the telephone and face-to-face, and resolving their membership queries. Working with nice colleagues, especially Miriam Fanning, who has become a very close friend over the past 30 years.

### What's your ideal job and why?

I originally wanted to be a Prison Wardress many years ago, because I thought it would be a worthwhile occupation.

### If you could have a super-power what would it be?

Strength, because I feel strength is a good thing, not just for myself, but also being there for other people.

### What's your favourite film?

Face Off.

## Who Are You?

## Moira Stockton

### Strictly, Corrie, Enders or Emmerdale?

Strictly, Corrie and Emmerdale.

### Interests away from work?

Reading, knitting, going for a coffee with friends. Watching rugby league and darts.

### Who is your role model and why?

My eldest daughter Shirley, because she was the bravest person as well as the happiest.

Shirley always had a smile and got on with living life to the fullest.

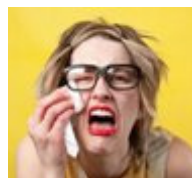
## Farewell to Moira

### Note from the Editor

*Moira has now retired and this poem is from her colleagues at Manchester Branch.*



Moira and best matey Miriam



Moira, you're a legend  
Your presence will be missed  
You've been with us forever  
All those lists and lists and lists

Your experience has been invaluable too  
You can read people like a book  
But woe betide anyone who annoys you  
Cos they'll get the 'Moira look!'

Oh, our Moira the legend  
What will we do when you're gone?  
Oh yes, we still have Miriam  
Who'll make sure your legacy lives on!

## Did You Know?

### Crosswords

According to the University of Exeter Medical School and Kings College, London, 'People over 50 who do crosswords, have the brain function of someone ten years younger'.

*Quick, what the next clue?*

### Best Place to Live

Manchester is among the top three places considered to be the best place to live and work.

This is according to research by jobs site, Glassdoor, in a survey of 25 towns and cities. Slough came first.

**Events 2017-2018****2017****October**

Black History Month  
Various

**1**  
Pay Up Now – Manchester Rally  
Assemble 1pm, Liverpool Road.  
March 2pm

**4**  
International Older People's Day  
Various

**6** (Course)  
Learning Reps Stage 2  
Manchester

**10-11**  
Retired Members Conference  
Llandudno

**9** (Course)  
Stewards Refresher, Manchester

**16-27**  
Recruitment Fortnight

**17**  
Support for yourself and others:  
'Mental Health Awareness'  
Liverpool

**19**  
Personal Development: 'Reaching  
Your Goals', UNISON Regional  
Centre, Arena Point, 1 Hunts Bank

**23-29**  
Health & Safety Week

**27**  
Union Learning Reps: 'Dyslexia  
Awareness' Liverpool

**28-30**  
Disabled Members' Conference  
Manchester

**Events 2017-2018****November**

**8** (Course)  
The Organising Steward, Manchester

**17-19**  
LGBT Conference  
Brighton

**24** (Course)  
Discussion Leaders, Manchester

**25-26**  
Work Stress Conference  
Birmingham

**28** (Course)  
Health & Safety Starter, Manchester

**2018****January**

**11**  
Higher Education Conference  
Chester

**19-21**  
Black Members' Conference  
Liverpool

**February**

**1-3**  
Women's Conference  
Liverpool

**April**

**16-18**  
Health Conference  
Brighton

---

**EQUALITY MATTERS is also at**  
[www.unisonmanchester.org](http://www.unisonmanchester.org)  
**Deadline for comments and articles to**  
**be submitted for Issue 10 of this**  
**Newsletter is Friday, 8 December**  
**2017. Comments and articles to be**  
**emailed to:**  
[s.stewart1@manchester.gov.uk](mailto:s.stewart1@manchester.gov.uk)