

# MANCUNION

THE UNISON NEWSLETTER

FEBRUARY 2020

*Unison National Office,  
130 Euston Road, London*

**IMPORTANT UPDATES INSIDE THIS ISSUE**  
**FINAL AGENDA FOR BRANCH AGM 2020**  
**LABOUR LEADERSHIP ELECTION NEWS AND**  
**THE BRANCH ANNUAL REPORT FOR 2019**



In reviewing the last year it is difficult to underestimate the terrible 12 December General Election result and the possible consequences for public services and the public who rely on them.

There have been endless reviews of why Labour did so badly particularly in losing 54 previously Labour held seats to the Tory party.

However crucially of the 54 seats that the Conservatives gained from Labour, 52 of them were in areas that voted leave in 2016; the Tories only gained two seats that voted remain from Labour, both by small margins, and in both of those seats the Green party vote was larger than the Conservative majority.

Socialist policies were not the reason for Labour's defeat: 81% of voters support an increase in spending on the NHS, 66% support tax rises for those earning more than £80,000 a year, 66% support building 150,000 council homes and 59% support a green industrial revolution.

Labour's policies are popular, and it is worth noting that Labour won more votes with a leftwing manifesto in 2019 than it won with a centrist manifesto in 2015 and 2010. Abandoning socialist policies and returning to a centrist policy agenda will not gain the party votes. The fact that the Lib Dems gained no seats in the 2019 election shows that the electorate has no interest in centrist policies.

Labour did not lose as a result of being insufficiently pro-remain. The party's lead over the Conservatives among remain voters (30pts) was unchanged from what it was in 2017, and Labour lost far more leavers than remainers. And of the 124 seats that Labour needs to gain

in order to win a majority in 2024, 86 voted leave. Electing a pro-remain centrist as leader is not the solution: Labour must focus on winning back leave voters.

Labour should look to the future; it should not become obsessed with Brexit. The next election will take place four years after Brexit, and the question of whether we will leave or remain has been definitively settled.

Whoever leads Labour in the future will be attacked by the majority of the media, protecting the interests of the rich and powerful, but it is difficult to imagine that it will be at the level of demonisation faced by Jeremy Corbyn.

UNISON needs to help rebuild Labour starting with the Council and Mayor elections on 2 May and ensure through our Labour Link that the positive policies in the manifesto are maintained.

The Annual Report in the form of officer reports give a snapshot of the work continually carried out by officers and stewards on behalf of members which is greatly appreciated.

We may have difficult years ahead but if we can increase our membership in workplaces and increase our stewards numbers we will be better able to stand up for our members, promote their interests and defend our members.

The Branch wishes to thank Miriam Fanning and James Crowley our Branch employed staff who are often the initial point of contact with members and do their best to assist them.



## IN MY VIEW

### EVELYN DOYLE

#### BRANCH SECRETARY

## 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 our members. To get in touch simply contact us by one of the methods shown below, or pop-in to our office at Peter House and one of the team will be happy to assist you.



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# LABOUR LEADERSHIP ELECTION 2020

After the terrible result at the General Election in December we find ourselves in the midst of a Leadership Election in the Labour Party, one in which UNISON is directly involved as a nominating body as well as one in which many members will be able to vote for the Leader and Deputy Leader they want.

Briefly, the election consists of three parts. Firstly, candidates needed to get nominations from 10% of the Labour Party's MPs and MEPs. Secondly, candidates then needed to be nominated by either at least three party affiliates that consist of at least 5% of affiliate members including at least two Trade Unions OR 5% of Constituency Labour Parties (CLPs).

Finally, all Labour Party members, Registered Supporters and Affiliated Supporters will get to vote on everyone who achieves enough nominations.

The timetable for all of this was that nominations from MPs and MEPs ran from 7th January to 13th January. Between 15th January and 14th February, constituency parties and affiliate organisations could nominate their preferred candidate. And then voting in the membership ballot will open on 21st February and close on

2nd April, the results of the leadership election will be announced on 4th April.

The National Labour Link Committee is the body that makes any decisions in UNISON for issues to do with the Labour Party and, as the North West Delegate, I was informed over the Christmas break that an emergency meeting was being called on 8th January to discuss nominations for this election.

Because of the limited time I called for an emergency meeting of the North West Committee on 7th January to discuss our position on nominations as we had no time to consult more widely, most of the committee had to attend the meeting via a conference call due to the short notice.

The North West meeting agreed that our position was that it was too early to nominate at this point, the candidate list wasn't necessarily complete yet nor had there been any hustings for candidates to present their positions, and that we should have time to consult more widely.

However, as a national meeting had been called and, if a nomination was called for from the North West, on the basis of the information we



*Labour's Leadership Election Hopefuls (L-R): Keir Starmer, Lisa Nandy, Rebecca Long-Bailey and Emily Thornberry*



# LABOUR LEADERSHIP ELECTION 2020

had available we voted unanimously to support Rebecca Long-Bailey for Leader and Angela Rayner for Deputy. I agreed to take these views down to London.

At the meeting in UNISON Centre the next day both myself and a few other delegates made the argument that we had no reason to rush the decision on nominations, that in fact the nomination date hadn't even opened yet for Trade Unions, and that UNISON had organised wider member consultation for the last two Labour Leadership elections.

Regardless of these arguments the national committee voted to nominate immediately. In the debate on candidates I presented our position that Long-Bailey was the best choice for Leader as the architect of the Green Industrial Revolution, as a long term supporter of the Trade Union movement and as the best placed candidate to lead the fightback for our lost northern seats.

Similarly, I presented the case that Rayner was the stand out candidate for Deputy, a passionate campaigner, architect of the National Education Service policy and tireless supporter of Trade Union rights. The committee voted to nominate

Keir Starmer for Leader and Angela Rayner for Deputy once the nominations opened a week later.

So now we move on to the next stage of the election when individual members get to vote on the candidates. Whether you are an individual member of the Labour Party, an affiliated supporter through paying the Affiliated Political Fund (APF) or both, you will be emailed your link directly from the Labour Party that will allow you to vote.

If you are not yet an individual Labour Party member it is worth pointing out that now is the perfect time to join and that you can do so directly on the Labour Party website ([www.labour.org.uk](http://www.labour.org.uk)) at an affiliated trade union member rate of just £2.21 a month.

Also, please get in touch to get involved in the Labour Link in branch, we are very active in the party and will be able to support you in whatever level of involvement that you are interested in, just call the branch on **0161 254 7500** to speak to me or email me on [c.greatbatch@manchester.gov.uk](mailto:c.greatbatch@manchester.gov.uk).

**Carl Greatbatch - Branch Labour Link Officer**



*North West UNISON's Labour Link Committee nominated Rebecca Long-Bailey and Angela Rayner for Labour Leader and Deputy Leader respectively*





# FINAL AGENDA FOR BRANCH AGM

## **MANCHESTER UNISON ANNUAL GENERAL MEETING FRIENDS MEETING HOUSE, MOUNT STREET, MANCHESTER**

**WEDNESDAY 4TH MARCH 2020 AT 5.00PM IN MEETING ROOM F17  
THURSDAY 5TH MARCH 2020 AT 12.45PM IN THE MAIN HALL**

**PLEASE MAKE EVERY EFFORT TO ATTEND ONE OF THESE SESSIONS**

I write to remind you that the Annual General Meeting will be held on Wednesday 4th March at 5.00pm and Thursday 5th March 2020 at 12.45pm respectively, to enable as many members to attend as possible.

The agenda is set out below.

1. To note the AGM held on 19th March 2019 was inquorate
2. To receive the Branch Annual Report
3. To approve the Branch Development Plan
4. To approve the audited Branch Financial Accounts
5. To approve the honoraria payments for the Branch Auditors
  - Neelam Nayar - £500.00
  - Paul Muir - £500.00
6. To receive the Branch Nominations for the election of the following Branch Officer posts:

### **A. Branch Secretary**

Evelyn Doyle

Children & Families

### **B. Assistant Branch Secretaries (7)**

- |     |                 |                     |
|-----|-----------------|---------------------|
| (1) | Cath Baggaley   | Neighbourhoods      |
| (2) | Pete Banks      | Chief Executives    |
| (3) | Carl Greatbatch | Children & Families |
| (4) | Edward Redmond  | Children & Families |
| (5) | Jane Slater     | Chief Executives    |
| (6) | Jane Wilcox     | Neighbourhoods      |
| (7) | Rena Wood       | Children & Families |



# FINAL AGENDA FOR BRANCH AGM

C. The following nominations for Branch Officer posts have been received:

(a) Branch President	Mo Baines	APSE
(b) Branch Vice Presidents (2)	Gemma McIlwaine	Corporate Services
	Nixon Tod	The Manchester College
(c) Branch Treasurer	Jane Wilcox	Neighbourhoods
(d) Equality Officer	Sonia Stewart	Chief Executives
(e) Communications Officer	Leon Sullivan	Chief Executives
(f) Education Officer	Leon Sullivan	Chief Executives
(g) International Officer	Blue Costello	Children & Families
(h) Health & Safety Officer	Geoff Archibald	Corporate Services
(i) Learner Reps Co-ordinator	Pete Owen	Neighbourhoods
(j) Welfare Officer		
(k) Honorary Auditors (2)	Neelam Nayar	Corporate Services
	Paul Muir	

9. Guest Speaker - To Be Confirmed

10. Motions

## ADDITIONAL INFORMATION FOR AGM

### Facility Time

For those members employed by Manchester City Council, facility time of an hour and a half has been granted to allow you to attend this meeting, subject to the usual provisions of ensuring that services are covered. Please inform your line manager you intend to attend. Please note that for those members who work outside of the city centre, travelling time of up to half an hour (15 minutes each way) has also been agreed.

Facility time is being sought from other employers.

### Amendments to Motions

Amendments to motions must be submitted to the Branch Office no later than 10.00am on Friday 28th February 2020.

### Access Issues

The Friends Meeting House is accessible via the entrance on Central Street. As previously notified, if you have any other access requirements, please contact the Branch Office no later than Wednesday 26th February 2020.





# FINAL AGENDA FOR BRANCH AGM

## MOTION ONE - ANTI-TRADE UNION LAWS – RESIST, REPEAL, REPLACE

This Branch reaffirms its call for the repeal of anti-trade union laws and notes that proposals put forward by Johnson are part of a restrictive legislative assault on workers and their unions begun 40 years ago, including during the Blair and Brown years. As a result, workers in the UK have received a progressively smaller share of the national GDP and suffer from some of the most insecure working conditions in Europe.

Despite Johnson's promise to "protect and enhance workers' rights.....making Britain the best place in the world to work" it is clear that the as yet unpublished Employment Bill will undermine existing individual rights and further restrict the right to strike.

The proposed introduction of Minimum Service Agreements on the railways demands an immediate and collective response from the trade union movement. The Trade Union Act 2016 introduced restrictions on "important public service", now railway workers, successors in title to those who were penalised in the Taff Vale judgement in 1901, face yet more restrictions on their right to strike on the basis that they are deemed an "essential public service".

According to the ILO, railways are not an essential public service, an opinion adopted as binding by the European Court of Human Rights (in a case relating to strikes on the Russian railways), and so binding on the UK under the terms of the Human Rights Act.

This Branch believes that if the proposed legislation is not resisted, the Tories will target the right to take action across more sectors, undermining more trade unions. In this new political climate, it is time for the trade union movement to reassert its opposition to anti-trade union laws and to reinforce our demand for a framework of law that is in line with ILO standards and which respects the autonomy and authority of trade unions to determine their own rule books in line with the democratic decisions of their members.

To that end this Branch welcomes proposals to re-launch the Campaign for Trade Union Freedom in the summer and calls on the union to strengthen its ties / affiliate to the Campaign for Trade Union Freedom and the Institute of Employment Rights. Working together, those sister organisations have the expertise and the campaigning experience to assist our efforts to resist future attacks, to popularise our demand for the repeal of the anti-trade union laws and for a framework of trade union freedoms that recognise the essential role of trade unions.

**Proposed by: Manchester UNISON Branch Officers**



# FINAL AGENDA FOR BRANCH AGM

## MOTION TWO - PUBLIC SERVICES IN POST-BREXIT BRITAIN

This Branch believes that with the European Union question settled, it is imperative that the Government tackles the multiple crises facing our public services and Conference notes with alarm that whilst politicians' attention has focused on Brexit, the problems faced by our underfunded public services have multiplied. The Conservative Party promised in the General Election 2019 manifesto and the subsequent Queen's Speech to prioritise the proper funding of the NHS. Since then, Boris Johnson has repeatedly promised investment in public services and infrastructure. The Government must be held to account on these promises.

The Tories promised £34bn worth of funding for the National Health Service by 2024 - "the biggest cash boost in the NHS' history". But this appears to be another example of Tory financial book cooking. The Nuffield Trust pointed out that much of this money was not new funding and was actually taken from savings hospitals had already been forced to make. The Tories have also come under fire for including inflation in their calculations- the real term spending increase is £20.5bn, rather than £34bn, which Full Fact claims is not the "biggest cash boost in the NHS' history", but rather the largest increase since 2004/05-2009/10.

Spending on mental health fell by £600m between 2010-15 and there are 5,000 fewer mental health nurses now than in 2010. Private firms have been handed £15bn in NHS contracts over the last five years - this figure has soared by 89% in five years. Government must remove the international outsourcing firms who suck public money out of the NHS whilst driving down working conditions and service standards.

£1bn per year has been promised by the Government in short-term cash for social care provision. This falls well short of the current funding gaps in adult and children's services. £7 billion has been cut from adult social care since 2010, resulting in falling care quality and care packages being cut or rationed. The current model is fundamentally flawed and is too driven by pressure to deliver minimum services at minimum cost. There are numerous examples of private equity firms setting up care companies based on debts and loans, squeezing money from commissioners and service users in order to service the debts and pay high interest rates to the parent companies. UNISON must oppose the current funding model, which allows numerous wealthy overseas hedge fund owners to extract profit from our creaking social care system.

Within five years, three million care workers will be needed to meet the growing demands for both home care and residential care. The social care sector has an alarmingly high staff turnover rate of 30% and secure, well paid jobs will be key to tackling the social care crisis. The only priority indicated by this Government so far in relation to social care is to ensure that wealthy people do not have to sell their homes to pay for social care. The priority for the sector is to create a fully funded, National Care Service characterised by top quality care and good jobs. Funding for councils is, as a share of GDP, at its lowest level since 1948. Since 2010, resources devoted to neighbourhood services across Britain fell by 27% (£8.9bn).

This Branch calls on UNISON nationally:

- Campaign for a fair funding deal for local government.
- Campaign for a fully funded NHS, an end to outsourcing and the mandatory in-sourcing of all services at the end of existing contracts or sooner where practicable.
- Campaign for devolution of genuine powers to cities, towns and regions but crucially, with the appropriate level of funding allocated in order to ensure quality provision of public services.
- Work with local authorities to in-source social care services and enshrine minimum standards through the Ethical Care Charter and Living Wage accreditation.

**Proposed by: Manchester UNISON Branch Officers**





# FINAL AGENDA FOR BRANCH AGM

## MOTION THREE - CLIMATE CHANGE AND THE GREEN NEW DEAL

This union branch notes:

1. The horrific and unprecedented climate change related extreme weather events from the bush-fires in Australia to drought induced famine in Zambia, flooding in Indonesia as well as in the UK.
2. The UK is hosting the UN COP 26 talks in Glasgow in November 2020. Following the failure of the Madrid summit to agree meaningful action in 2019, this will be a major opportunity to call for urgent, ambitious action on climate change.
3. 2019 saw unprecedented levels of protest over environmental issues. From the climate strikes to Extinction Rebellion, hundreds of thousands of people are demanding action on climate change.
4. September 20 2019 saw the biggest climate strike yet, with the active support of many trade unions including the TUC.
5. Climate strikes have been called on February 14th and March 13th 2020. With a global strike planned for early April 2020.
6. Despite the warnings from scientists, greenhouse gas emissions continue to rise.

This union branch resolves:

1. To support the forthcoming climate strikes. Inform our members about protests and if appropriate to send a speaker and our union banner.
2. To support calls for a Green New Deal and One Million Climate Jobs.
3. To join the national mobilisations for protests during the COP26 climate summit in Glasgow in November 2020.
4. To call for the public ownership and democratic control of the entire energy system as part of the demand for a Just Transition to a zero carbon economy.
5. To send this motion to our regional and national organisation.
6. To support calls for the divestment of the Greater Manchester Pension Fund from fossil fuel investments / assets.
7. To enquire if an "Environmental Officer" role can be created / raised within the union branch and work towards creating a network of union green reps to pursue Unison's environmental policies within the council, encourage sustainable practice & support environmental campaigns.
8. To invite speakers from the Campaign Against Climate Change and the Climate Strikes to discuss the question of climate change and the mobilisations in 2020.

**Proposed by: Martin Empson (Adult Education)**

**Seconded by: Marion Doherty (Children Social Care)**



# PICTURE REVIEW OF THE YEAR: 2019

If you follow our website ([unisonmanchester.org](http://unisonmanchester.org)) and social media (@UnisonMcr on Twitter) you will know that 2019 was a busy year for Manchester UNISON. For some people their involvement with a trade union might begin and end at a Absence Management Review meeting. We want to show you that there is another side to being involved in a union, where you get to meet lots of like-minded people and stand up for the causes you feel passionate about.

It is said that a picture is worth a thousand words so without further ado we are pleased to present our Manchester UNISON Picture Review of 2019...

## YOUTH STRIKE FOR CLIMATE PROTESTS:

**24TH MAY 2019, 20TH SEPTEMBER 2019 AND 14TH FEBRUARY 2020**



## PETERLOO MASSACRE COMMEMORATIVE MARCH: 18TH AUGUST 2019





# PICTURE REVIEW OF THE YEAR: 2019

## EXTINCTION REBELLION MANCHESTER: 30TH AUGUST 2019



## DEMO AT CONSERVATIVE PARTY CONFERENCE: 29TH SEPTEMBER 2019



## AND FINALLY... SYLVIA BEE IN HER NEW HOME AT VICTORIA TRAIN STATION





# LOCAL GOVERNMENT PAY CLAIM UPDATE

UNISON and the other NJC trade unions have submitted to the employers' side for 2020 is as follows:

- A real living wage of £10 per hour to be introduced for NJC SCP 1 and a 10% increase on all other NJC/GLPC pay points
- A one-day increase to the minimum paid annual leave entitlement set out in the Green Book
- A two-hour reduction in the standard working week as set out in the Green Book
- A comprehensive joint national review of the workplace causes of stress and mental health issues throughout local authorities

Some may think that this is an over ambitious request when Local Government has endured central government funding cuts of nearly 50% since 2010. 1 in 3 councils fear they will run out of funding to provide statutory, legal duties by 2022/23. This claim is not asking local councils to find the extra money for the pay award from existing budgets, from depleted reserves that they have had to use over the last 10 years of austerity. It is not asking for councils to close down services. It is asking that we the trade unions and the LGA lobby central government to ask that they fund local councils properly. They have been told that austerity is over and all political parties now agree public services need greater investment. Two thirds of the public want the government to increase spending on Public Services.

In this decade of wasted austerity local government staff have seen their pay reduce by 18%! In that same period bus fares have increased by (51%) electricity by (48%) house prices by (37%) and childcare (32%).

A £10 an hour minimum wage has cross party support as a common sense solution to the unsustainable problem of topping up low pay via tax credits. If this was to happen it would mean those on SCP 1 would see an 11% increase. 10% is not asking for the world, it is asking for recognition that local government has continued to deliver to the highest standards and should be paid properly. Pay in local government is still among the lowest in the public sector.

A survey of over 21,000 UNISON members found that 83% say that budget cuts in the past two years have had an impact on their ability to do their job, 89% said that budget cuts have had a negative impact on staff morale and 54% said their workload

is unmanageable.

There needs to be new money from central government to fund our claim. Paying local government staff properly is an investment in both local services and the local economy.

On 5 February 2020 the National Joint Council (NJC) Executive met, for the employers to respond to the trade unions' local government pay claim for 2020.

The employers made an initial pay offer of a one-year deal of 2% across all pay points from 1 April. During the negotiations, UNISON's representatives expressed huge disappointment with the opening offer. They argued that pay settlements elsewhere have been higher, and this pay offer would leave local government further behind other parts of the public sector, as well as the Government's long-term plans for the national living wage.

Since 2001 many of our members are struggling to get by with the derisory pay awards we have received. UNISON is calling on the employers to think again and make a better offer. They have agreed re-convene their full negotiating body to consider the points that UNISON has made, before meeting with the unions again. UNISON have urged the employers to carry out this process as quickly as possible. We need to keep the pressure on the employers and also our politicians. We need to encourage our labour controlled councils to pass the model motion on the 2020 pay claim.

## Actions for members and branches

In the meantime, there is plenty that members, activists and branches can do. It's vital that we keep up the political pressure. We need local politicians to support our campaign. UNISON has produced a tool to enable you to email your local councillors, explaining our pay campaign and asking for their support.

Visit the web link below for this and many other campaign resources: <https://www.unison.org.uk/our-campaigns/fair-pay-now-council-school-workers/>

We will update you as we receive more information.

**Jane Slater – Deputy Branch Secretary**



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



# BRANCH ANNUAL REPORT 2019



## Schools and Academies

### Nationally

Following the devastating result of the General Election, the truth of school funding is that overall one in three schools will only receive an increase of around 1.8% in their overall funding which is still a real terms cuts.

It is predicated nationally that:

- 16,523 schools will have more cuts in April 2020 compared to 2015.
- The average cut per pupil will be £245 in a primary school
- The average cut per pupil will be £304 in a secondary school

The overwhelming majority of schools are now significantly poorer. This new funding will not make up for money lost in the past.

Whilst schools continue to deal with a funding crisis the Government have announced that there will be a Free School Revolution, to be rolled out in England.

### Locally

Manchester has seen great movement with children both coming in to the city and leaving the city

over the last academic year. This has impacted significantly on some of our schools; some schools are massively oversubscribed, whilst others have a large number of vacancies.

As schools receive their funding per pupil, UNISON have raised concerns at the number of vacancies in some schools and the impact this could have on our members in the future.

Unfortunately, our fears appear to be founded as one of our Manchester High Schools, Newall Green, part of the Prospere Trust, is at threat of closure.

The Secretary of State has agreed to the closure of the school, subject to a Listening Period being held with stakeholders. The Listening Period is from 14th January – 11th February 2020, during this time views will be sought from the local community, parents, students and staff, all views will be shared with the DfE for the Secretary of State to consider.

The proposal is that the school will close to students in Years 7, 8 & 9 in August 2020, whilst the current Year 10 students will be able to remain at school until 2020/2021 to complete their exams. The proposal is that the school will then close to all pupils at the end of August 2021.

UNISON have met with our members to offer support and listen to concerns, we have also met with the Trust to establish what can be put in place should the outcome be to close, understandably this is a very difficult time for our members. There will be some job opportunities within other schools in the Trust, but should the closure go ahead many of our members may be at risk of redundancy.

Pupil numbers at the school have been very low for a number of years and this has impacted on the viability of the school.

UNISON have met with the Director of Education to express our concerns of the proposed closure.

## Member Representation

We have continued to support our members throughout the last year in many areas, TUPE transfers, Disciplinary Hearings and Grievances to name just a few. There has been a dramatic increase this academic year with individual representation at AMR's, many of our members are suffering the

# BRANCH ANNUAL REPORT 2019

effects of increased workloads and this is impacting on their health and wellbeing. We would always advise members to have representation at attendance meetings.

## National School Support Staff Seminar 2020

The Seminar will take place this year on Thursday 30th April at Jury's Inn, Birmingham. The North West always have the biggest delegation to this annual event, with the Manchester Branch ensuring that we are able to support the attendance of some of our very hard working stewards and members.

## Stars in Our Schools

The event which took place on 29th November highlighted the very hard work of our wonderful support staff. Fantastic assemblies, cream teas and special lunches took place.

We held a School Fund Prize Draw for those schools sending in photographs of their events:

- First Prize - £500 went to Birchfields Primary School
- Second Prize - £250 went to Abraham Moss High School
- Third Prize - £150 went to Cavendish Primary School
- Fourth Prize - £100 went to Levenshulme High School

Congratulations to the winners and a big thanks to all schools who participated in the event.

## Climate Change

Manchester City Council have declared a climate emergency, they have asked schools to pledge to reduce their carbon footprint, both the pupils and the school as a whole. A summit took place for our children/young people in January.

**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 an issues arising in their schools.

**Cath Baggaley - Lead Officer for Schools**



2019 has been a busy year and 2020 is shaping up to be even busier. Education wise we've had a load of people sign up for work place steward training, especially from GMCA, as our branch now covers their staff.

If you are interested in becoming a steward we have a comprehensive training structure to support you. There are lots of add on courses as well so you can specialise in things like mental health, employment issues, or health and safety. We also have a wide range of other courses for members. If you're curious get in touch via [unison@manchester.gov.uk](mailto:unison@manchester.gov.uk).

On the communications side of things my key goal is to increase membership engagement with the union. To this end I'm putting the finishing touches to a new comprehensive communications strategy.

We've already set up a new Facebook and Instagram page and we're waiting to populate a new website to replace the current one, which if we're honest, had seen better days five years ago. What this will mean for you is a much greater ability to put your views to Manchester Branch so we can prioritise what is important to you. We'll also be able to provide you with loads more (hopefully!) interesting, relevant and useful information.

Democracy is at the core of UNISON and a good branch does its utmost to ensure the members' voices are listened to.

**Leon Sullivan**  
Branch Communication and Education Officer





# BRANCH ANNUAL REPORT 2019



Again this year, I have supported our members working in primary schools and in employers providing adult social care. And just like last year, relentless funding cuts continue to affect those who work, usually for low pay, in these vital services. They are still under pressure to keep delivering with fewer and fewer resources.

Schools continue to cut numbers of lunchtime organisers and teaching assistants. This has meant compulsory redundancies and it is mostly women workers, often with school age children, who live in the communities their schools serve, who are losing their jobs. We have been there to support, represent and negotiate for our members when this happens.

In the care sector, we continue to fight for workers whose employers do not want to pay the government's "living wage" for sleep in shifts.

I have supported individual members at capability, grievance, misconduct and gross misconduct investigations and hearings. Again many of the attendance management review meetings where I have supported members this year have been the result of workplace stress, as budgets and staffing are cut while demand and

expectations increase. The continued attrition of NHS services is having a devastating impact on our members who are sick and waiting for treatment – in some cases for diagnoses – for so long that they risk dismissal.

The result of the recent election threatens a catastrophe for public services and trade union rights. It's more important than ever that we do not flag in our fight for fairer pay and better funding for public services. If you want to join us in that fight, consider becoming a UNISON steward if your workplace does not have one.

**Jane Wilcox - Assistant Branch Secretary**



After being re-elected to the position of Assistant Branch Secretary, 2019 began with the Tories being on the back foot with a hung parliament.

The fierceness of their ideological austerity measures was slightly diverted and tempered as they failed to implement the referendum to leave Europe.

Children's Services on the other hand had to bring the services in line with further restructures starting with the CPAT - Connected Persons Assessment Team, EHCP - Education,

# BRANCH ANNUAL REPORT 2019

Health & Care Plan and the School to Transport team.

This created quite a level of confusion and anxiety for our members. For the membership in Children's Services this unfortunately is the beginning of further wholesale change.

Unison were fully engaged in the consultations at all levels and made sure that the policies and procedures of the local Authority were followed in a fair and equitable manner.

The Children's Area Social Work teams have again faced high workloads as a result of large sections of the workforce leaving to other Local Authorities that offer higher pay with less complex cases and less stress. This resulted in the Senior Management team to look to a retention payment for some of the workforce.

This led to a meeting with over 30 members from the Safeguarding and Improvement Unit who were kept out of the scheme. Their concerns were noted and Unison made representation. The end result being that the draft document on retention payments being withdrawn for a number of reasons. This will no doubt be revisited at a later date.

Well as for 2020 we now have no hung parliament, but we do have a Tory Government with a very strong majority.

And this year is also the year of the Rat which is described as follows:

*"Rat is the first in the 12-year cycle of Chinese zodiac. ... Though people consider the rat not adorable, and it even makes its way into derogatory languages, it ranks first on the Chinese zodiac signs. It has characteristics of an animal with spirit, wit, alertness, delicacy, flexibility and vitality."*

Sad to say whilst the name is one we could call Boris, I think he lacks most of the characteristics for the zodiac sign...

**Eddy Redmond – Assistant Branch Secretary**



## Growth and Neighbourhoods

The what seems like constant round of redesigns has continued this last year which has caused some concerns for our members. UNISON has challenged any outcomes from these redesigns that we have felt were not in the interest of our members. A good working relationship with senior management in this area has ensured that we have been able to do this to the benefit of UNISON members.

More changes are planned as the Directorate tries to prepare itself for whatever the new Tory Government throws at it.

## Libraries

The stewards in this section of the Directorate deserve a special mention for the continued good work they have done throughout the year.

Our members in Libraries have faced an increase in difficult customers in recent years and the UNISON stewards have supported our members in reporting any instances and worked closely with managers to ensure all health and safety measures are put in place to protect members.





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With the constant Tory government cuts in other areas Libraries are being relied upon for more and more and with this comes lots of challenges for the service and our members.

## Manchester Fayre

Last year was a relatively quiet one for Manchester Fayre in terms of the outsourcing of services in schools. That was until the last couple of months where there has been a huge increase in schools opting out of the in-house service provision. This results in members, in some instances, being TUPE'd across into private employers.

UNISON has recently called upon the Directorate to instigate a review of the reasons schools are giving for opting out of our services with a view to retaining and growing the service in the future.

UNISON will take a keen and active role in this process to defend our members' employment and their terms and conditions.

## Housing

We have continued to see a growth in both members and stewards in the Housing sector this last year especially in Wythenshawe Housing Group and Northwards Housing. This has been due to a number of factors including the hard work of the current stewards and an understanding that more and better organisation will be needed in the future to face the challenges ahead.

Given the current Tory government and their dislike of all things other than private landlords in the sphere of housing the future looks uncertain so UNISON is doing everything to ensure we are ready to face whatever the government hits us with.

## Call for stewards

While the current dedicated and hard-working stewards UNISON have already do a great job, we are always in need of more. If you are interested in becoming a steward or would just like to be a point of contact for distributing UNISON information in your area please contact me at the branch office or by email on [p.banks@manchester.gov.uk](mailto:p.banks@manchester.gov.uk)

**Pete Banks – Assistant Branch Secretary**



Across Adults' Services for many of our members it has largely been a continuation of the story of integration with our colleagues in Manchester Local Care Organisation (MLCO) and in Manchester Health and Care Commissioning (MHCC). The changes continue apace and UNISON has been involved both with negotiations with management and discussions with front line staff. Even where there hasn't been direct changes to ways of working or co-location of staff, integration is having an effect across pretty much all of our directorate and it is important we stay engaged with the process and members keep up the flow of information to make sure that we keep your opinions at the front of management's minds!

Another big story over this year has been the rollout of ICT, and again it has been down to the hard work of members pushing forward solutions to massive teething problems that allowed us to start getting towards a system that doesn't actively get in the way of vital work, especially in the Integrated Neighbourhood Teams (INTs). There's lots more to do on this so again please keep your concerns coming in so we can keep the pressure up on your behalf.

Homelessness, as it feels like we report every year, is having to cope with increases in demand that never look like ending and while there has been some investment it is down to the upcoming transformation discussions to look at new ways of working to start really making a change for staff. There will be a lot of consultation going on and UNISON will continue to

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meet with management at all levels to push our membership's agenda and to ensure our members' desire for the best possible service is met.

Casework and meetings have continued across all of the services I cover, as well as consultations and negotiations and as usual space doesn't allow me to delve into them all, but Business Support, Manchester's Services for Independent Living (MSIL), Disability Supported Accommodation Services (DSAS) and Reablement have all been very busy. Reablement enters the new year with consultation and negotiations around rotas still ongoing and I want to thank every member who has been in touch, attended meetings and represented members there, particularly when I had to take some personal leave last autumn.

As we enter 2020 I would like to thank all of you who have supported and helped other members out over the past twelve months, and hope that more people will want to step up this year to become contacts and stewards. Please get in touch if you want to become more active and you will be fully supported and trained. There's no better way to approach this year's struggles than by working together!

**Carl Greatbatch - Assistant Branch Secretary**



Despite the disappointing election result in December 2019 as a Branch we are prepared for the challenges ahead. We have 5 years to prepare for the fight of our lives to fight to keep the transformative policy platform which Labour Party adopted during the Corbyn era.

Our members in schools are facing increased pressure in the classroom and working one to one with pupils who have special needs. This pressure has increased the number of members on sickness absence as a result of this increased demand and responsibility and I continue to support them at their AMR meetings I have engaged in UNISON's Grovemember initiative

in South Manchester Primaries which enabled me to speak to members about our current Local Government Pay Claim. To fight an effective Pay campaign, it is important that we have a pro active agenda on Pay to empower our members, especially in schools to fight for an effective Pay offer.

Local Government remains the poor relation in Public Services and despite the Tory government promise of £14 billion pounds for schools and a pay rise for teachers there was no such mention for school support staff.

Schools with very tight budgets continue to outsource their catering and cleaning services and I have supported them through the TUPE process.

I have advised and represented members in Ofsted and what was Work & Skills Solutions. There has been an increase in the number of disciplinaries where I have represented our members working in the voluntary, community & private sector. The biggest increase in workload is with members who are employed in the care industry. They are often lone workers employed on the minimum wage working in a vulnerable environment with two or three jobs due to the low wage economy in the care industry

Thank you to Cavendish and Birchfields Primary for participating in Stars in Our Schools who both won a prize.

Once again thank you to all our members especially school contacts, stewards and new stewards without whose support we could not fulfil our role.

**Rena Wood – Assistant Branch Secretary**





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## MCC Corporate Core

This has been a strange year with all the anticipation of the general election and then to be in a situation that feels worse than 2010. We know for sure that the funding to local government will not be what is needed so we can deliver high quality services to residents. It is worrying that there are major problems again with the role out of Universal Credit which is a worrying time for the staff who still deliver the alternative benefits within local councils. We don't know what the financial settlement will be this year but with local government always being at the bottom of the pile in public services, we need to keep our eye on what MCC are given.

The year has been busy supporting our members individually or collectively, there have been several redesigns, with the one in Parking Services being one that has been different than the norm as we have seen significant investment. There has been a significant amount of individual member representation, from supporting staff through stress risk assessments, management of attendance interviews, capability procedures and hearings, disciplinarys and complaints.

Members are still experiencing increased workload

as a result of the legacy reductions in the workforce because of the continued cuts to council funding.

There have been some changes to staff workplaces, the shared services centre has decanted to City Road East with Revenues and Benefits and Parking services. Alexandra House is being refurbished and staff will move back once it is completed. City Solicitors staff have moved out of Peter House and are now located on level 2 in the Town Hall Extension.

The latest redesign is underway for HROD and there looks to be some opportunities for staff to work in different areas of the service. The Director of HROD will be going out to advert soon. We are currently out to recruitment for a new director for ICT as this post has been vacant for several months with an interim currently in place.

Over the next 12 months, we expect there will be further redesigns, updating of policies and procedures and we will be being advised of our next settlement towards the end of the year, we know that local government funding has been slashed massively over the last 10 years and we know this Tory government isn't going to do us any favours.

We know that members are worried about the impact of Brexit on the public sector, we officially left the EU on 31.1.20. The next few months it is going to be difficult whilst the government in Westminster tries to secure trade agreements with other countries. This government will not be advocating workers' rights so we will have to watch closely what they propose. We will therefore be keeping a watchful eye on what is coming out of Westminster.

We are working closely with the Combined Authority (the Manchester Branch is the Branch that the GMCA sits in) and we have got two new stewards in Churchgate house this year which is brilliant.

As a Branch, we need to encourage stewards and members to recruit their colleagues to UNISON, we need strength in numbers when it comes to the challenges that will be facing us over the next few months and over the lifetime of the next government.

We need to encourage members to sign up to the Labour Link fund so that we will have better influence on the Labour Party so when they do become the next government they will be taking UNISON's ideas into parliament.

**Jane Slater - Deputy Branch Secretary**

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## Equalities

Challenging inequalities is still high on the Branch's agenda with Branch Officers supporting and representing members to ensure fair treatment, pay, conditions of service and fair employment practices and opportunities.

## Key Issues

Some of the key issues around equalities highlighted during 2019 included:

Workplace bullying and harassment; mental health - continues to be a major issue, with employers being advised to provide more support for their employees. The focus is also on the growing number of young people being diagnosed with mental health conditions and who may be afraid to speak out; gender pay; caring and disability; pay gaps; women's pensions; new laws around domestic abuse; a forthcoming new regulation for parents who suffer the loss of a child - the Parental Bereavement Leave and Pay Regulations, known as Jack's Law, that comes into force on 6 April 2020.

Challenging racism in the workplace campaign including Show Racism the Red Card; paid adjustment leave and employers facing skills shortages if they ignore the skills of older workers;

LGBT+ being seen as more inclusive than LGBT, as the + includes a broader spectrum; the Windrush compensation scheme - many of those affected, including Black disabled people, still await compensation.

## Branch Self Organised Groups (SOGs)

The Branch Self Organised Groups' key areas of work during 2019 were:

**Women:** Promoting women's health.

The Women's SOG 2020 AGM will be held on 3 March, 5.30pm to 7.30pm at Manchester Central Library, Meeting Room 1, Level 2.

**Black:** Black staff progression; challenging racism in the workplace, race review, supporting empowering and confidence building of members.

The 2020 Black Members SOG AGM takes place on 18 March at 12.30pm in Room 3007 Gaskell, Level 3, Town Hall Extension.

**Disabled:** Reasonable adjustments and disability leave.

## Equality Matters

The informative Equality Matters Branch newsletter is still going strong, keeping members up to date on matters of equality including updates and community engagement.

Issue 14 of the newsletter is now available on the Branch website at [www.unisonmanchester.org](http://www.unisonmanchester.org).

## Quality Assurance

The QA role is aligned with the Operations Team, with a more visible presence in the improvement of the process as a whole and will run throughout the process. The process continues to ensure quality, transparency and consistency of decisions made in relation to movement of staff around the organisation and a means for members to have their case reviewed if they feel the procedure has not been fairly applied in their case.

**Sonia Stewart**

**HROD Specialist/Joint Trade Union Officer**

**mpeople Quality Assurance, Operations Team**



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



# STARS IN OUR SCHOOLS WINNERS

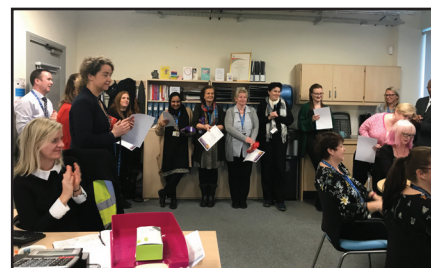
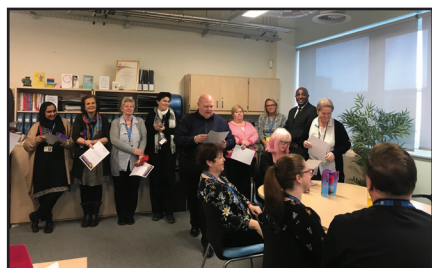
On 29th November last year we celebrated the Stars in our Schools to show our appreciation to all the hard work put in by School Support staff on a daily basis. We asked the participating Schools to send in photos of their day and we are very happy to confirm the prize winners below.

The Branch would like to thank all the Schools who participated in the event and if you are based in a School that didn't take part then you can always do so later this year!

## BIRCHFIELDS PRIMARY SCHOOL - FIRST PLACE PRIZE £500



## ABRAHAM MOSS HIGH SCHOOL - SECOND PLACE PRIZE £250



## CAVENDISH PRIMARY SCHOOL - THIRD PLACE PRIZE £150



## LEVENSHULME HIGH SCHOOL - FOURTH PLACE PRIZE £100



# HOLOCAUST MEMORIAL DAY 2020

As part of the commemorations for Holocaust Memorial Day (HMD) on Monday 27th January, Manchester and Bury UNISON organised a candlelit vigil at the Millennium Flagpole Garden in Whitefield.

The theme for Holocaust Memorial Day this year was "Stand Together" and at a time of increasing divisions across the UK, this is as important today as it ever was.

HMD 2020 also marked the 75th anniversary of the liberation of Auschwitz – Birkenau. As each

year passes the number of survivors able to share their testimony dwindles. So now it's the responsibility of current and future generations to tell their stories and to never forget them.

The event was well-attended with readings, reflection and candle lighting.

Please consider joining us next year for this short annual opportunity to pause and think about those murdered under Nazi Persecution, and the genocides which followed in Cambodia, Rwanda, Bosnia, and Dharfur.



## WE NEED YOUR CONTACT DETAILS!

In order to communicate more effectively with our membership we sometimes need to send out emails containing important information about branch meetings, union campaigns, member benefits and much more. At the present time we only have email addresses recorded for approximately half of our total membership and we are aiming to make that figure 100% in 2020.

If we don't already have your contact details on file please consider completing the form below. By sending it back to us you will improve our ability to contact members and ensure that you keep informed on the latest news and updates relevant to you.

By completing this form, you are giving your consent for the Branch to contact you by any of the methods listed below. You can amend these details at any time by contacting the Branch Office.

### CONTACT DETAILS UPDATE FORM

Membership No. (\*).....

Name .....

Email Address .....

Phone Number .....

(\*) If you do not know your membership number please contact the Branch Office on 0161 254 7500 and we will confirm it for you.

You can send the form back to us, free of charge, by posting it to **Freepost RTYU-HUST-ATKB, UNISON, Peter House, Oxford Street, MANCHESTER M1 5AN**





# GOOD TO MEET YOU...

**Name:** Tim Ward

**Job:** Capacity Planner

**How long have you been a member of the union?** Approx. 1989

**What do you like about your role in UNISON?**  
Helping people

**Whereabouts do you live?** Cheadle

**Where would you want to live?**  
Depends what month you ask me- currently Sicily for some reason

**Best thing about UNISON?**  
It can make a difference!

**Who or what is your inspiration?**  
Someone who fights for justice and fairness against adversity

**What is the trait you most deplore in yourself?**  
Forgetfulness

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

**If you were Prime Minister, what would you do first?**  
Fund public services properly and re-regulate financial services

**What superpower would you like?**  
End poverty (and that would take a lot of power)

**What's the worst job you've ever done? What's your ideal job?**

Worst? I once worked in an executive jet centre that hardly had any planes using it!

Ideal? One that you can switch off when work



is finished.

**Favourite holiday destination, film, drink, football club?**

So far I like Italy.

I have favourite film directors, more than films, eg Ken Loach, Mike Leigh, Ridley Scott amongst others

I love shiraz wine!

Not really interested in football.....(I once supported Arsenal when I was 7 only because my best friend at the time did!).

**What was your best day at work, and your worst?** Ha! Too many to mention.

**Why do unions matter?**

Employees would be so much worse off without them. Many people do not recognise this.



## JOIN UNISON

To be completed by  
new applicant

**RECRUITER** *Receive a £10 for each member you recruit!*  
To be completed by the existing UNISON member.  
Name: \_\_\_\_\_  
Membership Number: \_\_\_\_\_

### 1 Tell us about you

We use this address to send you information core to your membership such as your membership pack, UNISON election information and any information relating to ballots if relevant

Title

First name

Last name

Home address

Email

Postcode

We use this to contact you about trade union activities and services

Phone

Date of birth

### 2 Tell us about your job

Employer's name

Your job title or occupation

Workplace name and address

Postcode

This information helps your employer and us confirm your identity

Your subscription rate is determined by how much you earn

### 3 What you will pay each month

Please tick the appropriate box for your earnings before deductions

Annual pay	Core subscription	£14,001 – £17,000	£9,70	
£0,000 – £2,000	£1.30	<input type="checkbox"/>	£17,001 – £20,000	£11.50 <input type="checkbox"/>
£2,001 – £5,000	£3.50	<input type="checkbox"/>	£20,001 – £25,000	£14.00 <input type="checkbox"/>
£5,001 – £8,000	£5.30	<input type="checkbox"/>	£25,001 – £30,000	£17.25 <input type="checkbox"/>
£8,001 – £11,000	£6.60	<input type="checkbox"/>	£30,001 – £35,000	£20.30 <input type="checkbox"/>
£11,001 – £14,000	£7.85	<input type="checkbox"/>	£35,001 – and over	£22.50 <input type="checkbox"/>

### Instruction to deduct the subscription from my salary

By signing below I wish to join UNISON and authorise deduction of subscriptions from my pay by my employer

Signature

Date

Please return the completed form to:-  
UNISON Manchester  
Peter House  
Oxford Street  
Manchester  
M1 5AN

☐ Email ☐ Text ☐ Phone

By ticking these boxes, you are giving your consent for UNISON to contact you by these means about how we campaign on your behalf.

### 4 Campaign fund contribution

UNISON stands up for its members and speaks out publicly on the issues that affect them. To continue this work we ask for an additional voluntary 5% campaign contribution by Direct Debit when you join. Please tick your preference below:

☐ Campaign Fund ☐ UNISON Labour Link ☐ No thank you

The campaign fund promotes better public services, enables the union to talk with politicians of any party about the work our members do and supports the union's equalities work.

Labour Link campaigns for UNISON policy on the NHS, your employment rights and for quality public services within the Labour Party locally and in Parliament.

I do not wish to contribute to campaigning at the moment. Those who choose not to opt in will not be disadvantaged in any way as compared with members who do opt in.

☐ If you selected 'No thank you' – by ticking this box you are giving consent for UNISON to contact you in future about our campaign funds. We will do this using the contact details you provided on this form.

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



**Please complete 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

Postcode

Name(s) of account holder(s)

Account number

Branch sort code

Office use only  
Service user no.

Office use only  
Membership number

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

Date

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