

Branch Circular: Covid-19 Update #4

INTRODUCTION

In this circular members can see the national employers latest pay offer for Local Government and the response from national UNISON and the other trade unions rejecting it, calling for a joint approach to National Government, seeking better funding for our workers who are playing such a key role in protecting our communities amid the Covid 19 crisis.

Having reached agreement on the temporary arrangements in respect of the City Council redeployment procedure, the Branch will actively be involved to ensure outcomes that are needed to deliver vital services to our communities whilst also ensuring our members are safe and are protected together with their households.

The Branch continues to support members in employers such as The Manchester College in developments with future partners and delivery organisations providing training.

Our members in Manchester Airport face an extremely challenging future as does the entire air industry. The Branch have agreed some changes which assist in improving the initial agreement with the airport for members in regard to the initial arrangements but this will be a key priority on an ongoing basis.

We are doing everything possible for members in all our employers and would urge every member to let the Branch know of any difficulties they face by contacting their steward, Branch officer or the Branch directly. Our Branch is here to do our best to protect and assist members particularly in times of crisis so please let us know if our union can assist.

The Branch has included a membership form so members can pass to work colleagues to ask them to join. Many new members are joining UNISON in care roles, schools and other employers to seek advice and representation amid this crisis but also for support in the recovery period.

The bottom line is the greater density we have in terms of membership within all our employers the more we can do to represent the interests of our members and better deliver for them.

There has never been a more important time to be a trade union member so please encourage any non-members to join as that benefits all of us and strengthens our voice and negotiating power.

Evelyn Doyle
Manchester UNISON Branch Secretary

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NJC EMPLOYERS' PAY OFFER

National Employers for local government services

Jon Richards, Rehana Azam, Jim Kennedy
Trade Union Side Secretaries
NJC for Local Government Services
c/o UNISON Centre
130 Euston Road
London NW1 2AY

16 April 2020

Dear Jon, Rehana and Jim

LOCAL GOVERNMENT PAY 2020

The National Employers' Side of the NJC met earlier this week to consider a further response to your Side's pay claim. Having considered the feedback from councils at a second round of regional pay consultation briefings, the Employers now wish to make a final offer as follows:

- **With effect from 1 April 2020, an increase of 2.75 per cent on all NJC pay points 1 and above**
- **With effect from 1 April 2020, an increase of one day to the minimum annual leave entitlement as set out at Part 2 Para 7.2 in the National Agreement. This increase would apply just to those employees whose leave entitlement at 1 April 2020 is twenty one days (plus extra statutory and public holidays) and would revise the current provision to read as follows:**

7.2 The minimum paid annual leave entitlement is twenty ~~one~~ two days with a further ~~four~~ three days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated"

- **The National Employers also agreed that the Joint Secretaries should continue their discussions on the element of your claim that seeks "a comprehensive joint national review of the workplace causes of stress and mental health"**
- **The National Employers propose that the Joint Secretaries enter into discussions, without prejudice, in order to examine all options for ensuring the sector – and the NJC pay spine - can meet the challenge of the Government's target for the National Living Wage in the coming years**

The National Employers, on behalf of all local, regional and national politicians, pay tribute to the extraordinary contribution that all staff are making towards the national effort to deal with the COVID-19 emergency. Accordingly, members agreed to recommend that representations are made to government in order to seek funding for an additional amount to be awarded to employees in recognition of their exceptional hard work.

The Employers' offer is not conditional on the government's response so they hope it can quickly form the basis of an agreement between the two Sides so that employees, who are providing such critical support to their communities, can receive a well-deserved pay rise as soon as practicable.

Yours sincerely,

Naomi Cooke

Naomi Cooke
Employers' Secretary

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JOINT TRADE UNION RESPONSE

**national joint
council for
local government
services**

trade union side

*Correspondence to: Joint Secretaries, NJC for Local Government Services,
Trade Union Side, c/o Jon Richards, UNISON Centre, 130 Euston Road, London NW1 2AY
Tel: 0845 355 0845 Fax: 0207 121 5101 Text tel: 0800 0 967 968*

16 April 2020

Naomi Cooke
Employers' Side Secretary
NJC for Local Government Services
Local Government House
Smith Square
London, SW1P 3HZ

Dear Naomi,

Thank you for your letter sent today 16th April.

We are pleased that the Local Government Association has made an increased national pay offer for local government and schools staff working in England, Cymru/Wales and Northern Ireland. But we are very disappointed that it falls well short of our claim.

There are a number of issues in the letter that means that we do not consider that this can be a final offer.

We note that the employers are calling on the government to fund an additional pay increase on top of the Local Government offer. The trade unions support that call and would like to write jointly with the LGA to the government. We suggest that we give them a deadline of two weeks in which to respond, during which we will continue to engage with you to seek further improvements.

We welcome the offer for discussions about the impact of the National Living Wage, which we would urge begin as soon as possible. And we think that further discussions on the cause of stress and mental health are positive. However, we think that the 2.75% offer and proposals for an additional day on the minimum leave needs further discussion.

We suggest that after either the government has responded, or the two weeks are up, that we meet as an NJC executive to seek to finish the negotiating process for this year

Local government and school staff are working above and beyond their jobs, putting themselves daily at risk from the coronavirus to keep public services working and our country on track. The government should recognise this and fund a substantial additional increase for these committed workers, who have seen their pay drop in real terms by over 20% in recent years.

Now is the time for employers and unions to call for the government to step in and properly reward our vital local government staff.

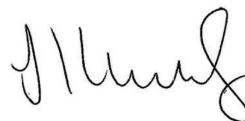
Yours sincerely



Rehana Azam GMB



Jon Richards UNISON



Jim Kennedy UNITE

Trade Unions Side Secretaries

TU secretaries & joint secretaries: Rehana Azam



Jon Richards



Jim Kennedy



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SCHOOLS

UNISON North West Schools Forum Statement: Catering Companies and Furlough

Over the last two weeks it has been brought to the attention of the Schools Committee that some catering companies may be trying to work around Cabinet advice in relation to school staff not being furloughed. This is due to the fact that catering contracts /services already have the appropriate funding for the duration of the contract, therefore, the companies are not suffering any financial detriment. It has been brought to our attention that Cabinet Office advice is causing a great deal of confusion and resistance from the private sector, who in turn appear to be reluctant to maintain the wages of our members based at home, if their schools are closed, thus potentially affecting profits.

The situation is further compounded by some catering companies trying to furlough staff at 80% and then assuming schools, academies and MATs top the extra 20%, this is resulting in disputes which UNISON have been made aware of. The whole situation regarding Cabinet Office advice comes into question: is it necessary to furlough school staff and are catering firms trying to protect their profits? This question about in house service/council services being treated differently to the private sector is also questionable.

Cath Baggaley, Chair of the North West Schools Committee states:

“This is a growing problem which raises a number of questions: namely do catering staff have to be furloughed, are council run and in house services being treated differently and are some catering companies trying to preserve their profit margins? We urgently need clarity from the DfE on this issue and have asked national UNISON colleagues to raise this as a matter of urgency- we need to ensure companies are not making any profits out of the current crises.”

The DfE have said further guidance on furloughing in education is on its way in the next few days so we will be looking at that to see if it addresses this issue.

ADULTS

Negotiations have continued in Adults to ensure that vital frontline work can continue as safely as possible. Full Personal Protective Equipment (PPE) should now be in place across all frontline services and we are told there is a good stock of equipment and training has been done with staff to ensure it is being used properly and safely. We have had some really helpful feedback from members and it has been genuinely inspiring to see photos of work being continued even in these difficult times. For those members who work in private care settings we know that support, PPE and training is being offered by Manchester Local Care Organisation, from both council and health employed staff, in order to ensure best practice for both residents and staff.

Please let us know if that isn't happening at your workplace or if you have any concerns about your health and safety because of the Covid19 pandemic.



UNISON Steward Lindsey McCaig and
UNISON member Diana Herbert

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WORKERS MEMORIAL DAY



WORKERS MEMORIAL DAY

The country is to be asked to observe a minute's silence next Tuesday (28 April) to remember all the health, care and other key workers who have lost their lives to coronavirus, in a campaign launched today (Monday) by three health unions.

UNISON, the Royal College of Nursing and the Royal College of Midwives – who between them represent more than a million NHS and public service workers, including porters, refuse collectors and care staff – are urging politicians, employers, people at work and those on lockdown at home to join the tribute at 11am.

The minute's silence – held on International Workers' Memorial Day – will allow everyone to pay their respects and give thanks for the lives of those whose work involved caring, saving lives, keeping key services running and the rest of the country safe, say the unions. The tribute is also a show of support for the families of those who have died.

The three unions are hoping the government and other organisations will get on board and join the campaign for there to be a minute's silence on the day, which every year commemorates workers who have died at work around the globe.

INTOUCH ACTIVIST MAGAZINE SPRING 2020



Intouch is the newsletter for all UNISON Stewards and Activists in the North West Region. They have recently released their Spring 2020 edition and it is now available for direct download from the UNISON North West website:

https://d3n8a8pro7vhmx.cloudfront.net/unisonnw/pages/2488/attachments/original/1587121141/NW_INTOUCH_April_2020_final.pdf?1587121141

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BRANCH OFFICER CONTACT DETAILS

Corporate Core

Please contact **Jane Slater** - Email: j.slater@manchester.gov.uk

Neighbourhood Services

Please contact **Pete Banks** - Email: p.banks@manchester.gov.uk

Children's Services

Please contact **Eddy Redmond** - Email: e.redmond@manchester.gov.uk

Adult Services

Please contact **Carl Greatbatch** - Email: c.greatbatch@manchester.gov.uk

Schools (Secondary Schools / Special Schools)

Please contact **Cath Baggaley** - Email: c.baggaley@manchester.gov.uk

Schools (Primary Schools - North)

Please contact Jane Wilcox - Email: j.wilcox@manchester.gov.uk

Schools (Primary Schools - South)

Please contact Rena Wood - Email: r.wood@manchester.gov.uk

BRANCH TWEETS THIS WEEK

In order to keep our members informed we are now posting more frequently on our branch Twitter account [@UnisonMcr](https://twitter.com/UnisonMcr). Please consider giving us a follow, if you do not already, and for convenience we have included a selection of our most recent tweets below.

14 April 2020 - [Link to Tweet](#)

UNISON challenges government's claim that education staff don't need PPE. Read more in our latest update for School staff here [@UNISONinSchools](https://twitter.com/UNISONinSchools) [#PPEForAll](https://twitter.com/UNISONinSchools) <https://t.co/30jsG7eB0h>

16 April 2020 - [Link to Tweet](#)

Our latest [#COVID19](#) update has been issued to all branch members and is now available to read on our website [@NorthWestUNISON](https://twitter.com/NorthWestUNISON) [#StayHomeSaveLives](https://twitter.com/NorthWestUNISON) <https://t.co/RsrMGHn4or>

16 April 2020 - [Link to Tweet](#)

Join us again at 8pm tonight to [#ClapForOurCarers](https://twitter.com/ClapForOurCarers) in recognition of our NHS staff, care assistants, bus drivers, cleaners, school staff and so many more [#KeyWorkers](https://twitter.com/KeyWorkers) in public services across the country. Here in Manchester our members are working hard to keep us safe. Thank you!

17 April 2020 - [Link to Tweet](#)

Greedy care companies starve hardworking carers into putting lives at risk <https://t.co/KEoknjiH9W>

21 April 2020 - [Link to Tweet](#)

Labour Councils call on Government to honour its promises and properly fund public services fighting to protect people in this [#COVID19](#) crisis [@RobertJenrick](https://twitter.com/RobertJenrick) [@SteveReedMP](https://twitter.com/SteveReedMP) <https://t.co/6dlbUzs3RF>

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FURTHER INFORMATION

Manchester UNISON Contact Information

Telephone Number: **0161 254 7500**

Email Address: unison@manchester.gov.uk

Branch Website: www.unisonmanchester.gov.uk

Twitter Feed: twitter.com/UnisonMcr

Branch Secretary: **Evelyn Doyle** (email: e.doyle@manchester.gov.uk)

Branch Chair: **Pat McDonagh** (email: p.mcdonagh@manchester.gov.uk)

UNISONdirect

The UNISONdirect call centre will be closed from 5pm on 24 March 2020. There are a limited number of staff working from home and they will continue to help members through UNISON's online enquiries form <http://www.unison.org.uk/get-help/online-enquiries>

When members phone UNISONDirect, the greeting message will sign post them to the UNISON website for branch and region information. They will also be directed to UNISON's coronavirus webpage <https://www.unison.org.uk/coronavirus-rights-work/> that is updated regularly.

Social Media

The social media accounts below are worth following for more information.

[@UnisonMcr](https://twitter.com/UnisonMcr) - our branch twitter account which will have regular updates during the crisis

[@manchesterheal1](https://twitter.com/manchesterheal1) - regular updates for all UNISON health workers in Manchester

[@NorthWestUNISON](https://twitter.com/NorthWestUNISON) - official twitter account of the North West Region of UNISON

[@unisontheunion](https://twitter.com/unisontheunion) - official twitter account for the national union

Mental Health Helplines

If remaining isolated is affecting your mental health, or you are concerned about a loved one who might be suffering themselves then have a look at this list of helplines and support groups that may be able to help: <https://www.nhs.uk/conditions/stress-anxiety-depression/mental-health-helplines/>

Home Education Resources

The Government recently published a list of high-quality resources that parents and schools can consider to support education at home: <https://www.gov.uk/government/publications/coronavirus-covid-19-online-education-resources>

Free School Meals Guidance

The Government has also confirmed that it will extend financial support to children eligible for free school meals who are not attending school during the Easter holidays. For more information you should refer to the official guidance here: <https://www.gov.uk/government/publications/covid-19-free-school-meals-guidance/covid-19-free-school-meals-guidance-for-schools>

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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

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

This information helps us find the best UNISON branch to support you and represent your needs

This information helps your employer and us confirm your identity

Your subscription rate is determined by how much you earn

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

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

Title _____ First name _____
Last name _____
Home address _____

Postcode _____
Email _____
Phone _____
Date of birth _____

2 Tell us about your job

Employer's name _____
Your job title or occupation _____
Workplace name and address _____

Postcode _____
Payroll number _____ NI number _____

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

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 _____

This information tells us whether you wish to contribute an additional 5% toward UNISON's campaign fund. This voluntary contribution will be taken annually in October as a single deduction by Direct Debit. Further information is available at www.unison.org.uk/changes

This information is standard direct debit mandate information

Please go to unison.org.uk/privacy-policy to see how we will protect and use your personal information

We are legally required to keep your information up to date. You can amend your details via My UNISON at www.unison.org.uk/my-unison

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: 9 7 0 0 5 0 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