

MANCUNION

THE UNISON NEWSLETTER

DEC 2010

"Our members – the heart of our public services and the backbone of our community; our members – are under attack, not because of the economy, but because of an ideology that sees public services as a problem.

Well I am here to say, to the spivs and the speculators, the bankers and the businessmen – you made this mess, you clear it up.

We will not let the government get away with taking a chainsaw to our services.

"We will speak up. We will form alliances. We will rise to the challenge. We will march in our thousands and we will vote in our millions. Strong, united, fierce in our defence of public services and those who provide them."

- UNISON General Secretary: Dave Prentis

m people ballot results on p 2

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

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

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

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

Branch Chair: Noel Bayley

Vice Chairs: Kate Russell & Eddy Redmond

President: Mo Baines

Vice Presidents: Rodney Lund & Kate Russell

Branch Secretary: Pat McDonagh

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

Equality Officer: Sonia Stewart

Joint Trade Union Nominee to m people: Pete Banks

Branch Treasurer: Bob Oram

Communications Officer: Rod Fawcett

Mancunion Editor: Noel Bayley

Proofreader: Mark Bowden

Education Officer: Steve Swift

Chair & Secretary of Health and Safety Committee: Geoff Archibald

International Officer: Isobel McVicar

Welfare Officer: Helen Clarke

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

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

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

Below: Branch administrator Iris Short admires her birthday bouquet.



In my view...



UNISON Branch members who work for Manchester City Council supported the *m people* proposals by a ratio of over three to one. The turnout in the ballot was 26% of which 78% of members voted in favour and 22% against.

This is a clear endorsement of the outcome of the complex and detailed negotiations carried out in recent months.

We now have a framework to work with the Council to seek to respond quickly to changing service needs and developments whilst aiming to continue to avoid compulsory redundancies and any reduction in protection arrangements.

The Branch will work with representatives and groups of members in all services to do the hard part and make the *m people* processes work for our members in terms of their job security and, equally importantly, delivering Council services for the people of Manchester as well as we possibly can.

While there has been regional and national interest in the *m people* agreement, the Branch priority is to ensure that we can work with Manchester Council on jointly delivering our aims.

Information will be made available and briefing sessions will be arranged for all Council stewards on the detailed processes which we are now developing further. *Pat McDonagh (Branch Secretary)*

Bankers' cash crisis but Public Services pay the price!

The Coalition Government could not be clearer. Although public services have had absolutely nothing to do with the financial crisis that is still blowing through the economy, this Government is intent on making the biggest cuts to the public sector for 50 years.

And they have also been clear that they do not intend to reverse this, even once the national deficit has been paid down. Their vision of society is of an increasingly divided one, where government does nothing to reduce the gap between the haves and the have-nots, and where public services are organised primarily for the interests of private sector organisations who wish to run them for profit.

A key example here is the ConDem plan for a massive transformation of the NHS, against the wishes of patient groups and the electorate, which will allow foreign multinational health companies to carve up our

NHS. Look too to the Tory Health Secretary's decision to allow multinational food and alcohol companies to provide advice on public health. McDonald's and Pepsico are to be allowed to help write UK health policy, which is like handing smoking policy to tobacco companies.

In local government, it's now obvious that the cuts are going to be enormous, with most Greater Manchester authorities warning about the potential for job losses and large scale reductions in services. The irony here is that the Coalition are cutting public services at the time when they will be needed the most. In addition, pensions' payments are to rise, whilst the general pay freeze looks to continue

The Coalition's cuts' announcements keep on coming – from the punishing rise in fees that will place a university education out of reach to many low and middle income families to radical reductions in funding for two iconic Manchester institutions: the Museum of Science & Industry and the People's History Museum.

The ConDem cuts are plainly unfair. They also risk the fragile economic recovery and they fail to make those

who caused the crash pay a proper contribution through the tax system to clear up the mess they made. And the shrill ConDem bleat that "we're all in this together" is already looking increasingly hollow coming from a Cabinet where 23 out of 29 of the politicians are millionaires.

UNISON will continue to fight the cuts, and will present alternative strategies for dealing with the crisis caused by bankers and inept financial regulations. But most importantly, we will continue to support our members in the difficult times ahead. To do this most effectively, we need as many people as possible to join UNISON and help in our campaigns to defend public services. So talk to your colleagues, join them up and we can start to fight the anti-social plans of the ConDems TOGETHER.

Children's Services

Pete Banks has recently taken up a new position as Trade Union seconded to *m* people and I am his replacement.

Children's Services is a new area of work for me and I am getting to know the different areas and services provided.

The coming year is going to be difficult for everyone with the current political climate and impending cuts in services.

I am going to arrange a Shop Stewards' meeting before the end of the year and would ask that all Stewards within Children's Services contact me at the Branch to discuss any work issues within their work area.

I am looking forward to working with you all.
Julie Connelly



Countdown to National Demonstration against the Coalition's Cuts: Hyde Park, London - 26 March 2011

The TUC has called a national demonstration against the cuts for Saturday 26 March 2011. This event is supported by UNISON, and is designed to demonstrate the depth of opposition to the Coalition's programme of cuts and attacks on public services. So it's important that we send the government a clear message, and the best way of doing that is for as many union members, family and friends to join in what promises to be a fantastic opportunity to say No to the government's relentless attack on our jobs, our communities and our public services.

Further details will be circulated to all members in due course, but you might want to mark your new diaries now with the date. More details via www.tuc.org.uk

Around The Departments...



It's said that you're never alone with a clone. Well, I could do with one! I have been an Assistant Branch Secretary for five months now, and I'm connecting with the areas I cover, but the sheer amount of work is challenging.

And it's also a challenging time for members in Manchester City Council and the private sector alike; we all face uncertain times ahead but with the strength of UNISON behind you, you're always protected.

I hope to meet with as many of you as possible in the next few months; until then, please take issues to your Stewards or come to me and we'll work to give you the advice, support and representation you need. It's never been more important to belong to a union.

Neighbourhood Services

As Neighbourhood Services is a rather sprawling directorate, I am still getting around all of the issues in all of the departments here, but I feel that I am getting closer.

I am picking up issues on a piecemeal basis and working to formulate a picture from that, but I will soon be meeting each department to form closer links.

It is excellent to see several new Stewards in this area and I will be working closely with them to ensure they receive all the support and training they

need.

As many of you will have attended the briefing meeting recently at the City of Manchester Stadium, you will be aware of the new operating model which the Council are looking to work towards and we will be ensuring that this is achieved in a fair and equitable way for our members, feeding into the *m people* process.

Housing

Private Sector Housing are now at the end of their restructure process; UNISON had some issues with the redeployment process and Jane Slater and I are still handling cases on an individual basis. PSH have been through a significant upheaval and their resilience should be noted. I am monitoring workloads as the new structure beds in to ensure that members are not swamped with work, particularly in areas where there are a high collection of Houses in Multiple Occupation.

There don't appear to have been many issues from the Housing Strategy restructure and I have been meeting regularly with the Head of Housing to pick up any issues. There are very few redeployees from this restructure, but I am supporting members who are going through this process.

Housing Trusts are another matter. As they revisit budgets in light of the Comprehensive Spending Review, they are identifying savings and are consequently restructuring.

This is bound to have an effect on our members and I've been proactive in helping them to find alternative roles in the organisation or in securing voluntary severance arrangements.

The Trusts take a varied approach to union involvement, some working with us to achieve the best mutual outcome, some attempting to put things in place without involving us and finding that this is problematic for them when we do become involved.

I will continue to take a proactive and visible approach to these organisations.

Private Sector

There's a wide variety of sizes, shapes and challenges in the companies I represent, from funding cuts to difficult working conditions. Each of these companies demands a different approach, but it's important to remember that, as a Branch, we do not just cover members in the Council.

As the cuts start to bite, many of the charities and private sector companies we represent face difficult futures and it is important that we continue to work with members and management to work smarter and secure jobs.

Libraries

Libraries is a changing directorate: Sunday opening, book checking machines and enhanced services are all leading to making libraries a value added service in uncertain times.

We have been in discussions with the Head of Libraries, regarding the pilot of formalising Sunday opening at City Library and, as the majority of members have

suggested that they wish to have negotiations regarding paying back time, we've asked for him to prepare a paper for us to discuss.

We have recently secured a standby payment for those members on ECO rota, backdated to April.

We have a vibrant Stewards' network in Libraries and we will continue to proactively work on issues that affect members in this difficult time.

Education

As Branch Education Officer, I've been creating a regular programme of training for new Stewards and a springboard course for those Stewards who need training in representation and negotiation. These two courses should form the basis of the learning that Stewards need to fulfill their role effectively.

But this is only half the story. There's another side of the training that UNISON members can access; an open-ended side. Through the UnionLearn project and the Union Learning Reps' network, you can brush up on your skills, learn something that you've always had a hankering to do or study to move into a different job area. With *m people* about to come on line, there's no better time to use the available training resources and get the learning that you need!

Contact either the Branch for details on how to get the training you need.

Steve Swift

Education Services - Inclusion

Sensory Services is currently partly in Trading Services. There are 800 children and young people who currently access this service across the local authority. There has been a proposal for this service to be managed by the Lancastrian School on the basis that this school has a wide knowledge

base of the service provision.

HATS - TOMS

A Neighbourhood Services' Conference was held with staff on 2 November at the City of Manchester Stadium as well as a number of staff engagement meetings across the city to discuss the Target Operating Model (TOM).

We've also got the Head of Catering & Town Hall Services to consider the outstanding claims for back pay of the 6.7% flexibility payments for some of our catering managers.

There have been a number of disciplinaries, grievances and AMRs' meetings.

We now have a member based at Heaton Park who will be attending the new

stewards' training.

A specific mailing has been sent to HATS' members who are schools-based, including an article from *U* magazine about Audrey Parkinson, a member of the kitchen team at Norfolk Primary school, to encourage more members to be Stewards.

Pupil Referral Unit

A report has been prepared and has been sent to the Education Service Management Team for consideration (10 November, 2010).

We will arrange consultation meetings with members on the staffing structure once we receive it.

Rena Wood

Changes in Policies Related to *m people*

The Branch Executive received the *m people* result when it met on 19 November and also agreed a number of policy changes which will complement the *m people* process.

Flexible Working

This new document details the full range of arrangements that are possible in the future depending on personal preferences being matched with service needs. It brings together the whole range of alternatives within one policy.

Support to Study

This new policy explains how the Council will positively respond to future requests for training in respect of personal development and the grounds on which requests will be considered.

Pay Protection

Details all existing pay protection arrangements and it is now clarified that anyone going to a placement will do so on their substantive grade.

Pay protection only

commences (where necessary) when a person is allocated to a substantive post.

It has also been clarified that any staff already on pay protection will retain the balance of protection when opting into *m people*.

Excess travel

Essentially the policy remains but procedures will be streamlined and simplified.

Protection of Annual Leave

The current arrangements will continue to apply but it has now been confirmed anyone opting in to *m people* who is currently on protected annual leave will continue to retain their protected leave.

In future staff will need to move more quickly to other roles where needed and work more flexibly; the above arrangements offer a level of protection and security not seen generally in other employers. Further details will be available from stewards and the Branch.

Pat McDonagh

Website Update

Those eagle-eyed members out there may have noticed a number of updates to the Branch website in recent days.

This is due to the introduction of additional support for the site administrator and a new drive from within the Branch to keep the website up-to-date and relevant to all of our members.

For those of you that aren't already aware, please make an effort to visit the

branch website at www.unisonmanchester.org on a regular basis as this is now being updated frequently with news, comment and information on issues that matter to you.

There is now a new section for Education News, which contains recent posts detailing the government's decision to abolish the School Support Staff Negotiating Body (SSSNB) as well as new guidance from UNISON on dealing with medicines and providing medical support in schools.

In addition there is also a Useful Links page that lists the various UNISON websites

and affiliated sites relating to ongoing campaigns, which members may find of interest. It is intended for this page to expand over time as more sites are added to the list so please keep checking for updated links.

The most important part of our website is the feedback we receive from you. If you have any suggestions for the site please feel free to contact us through the on-line form at www.unisonmanchester.org/contact-us as your input will help us to further develop and refine the site to ensure it continues to meet your needs. *James Crowley*

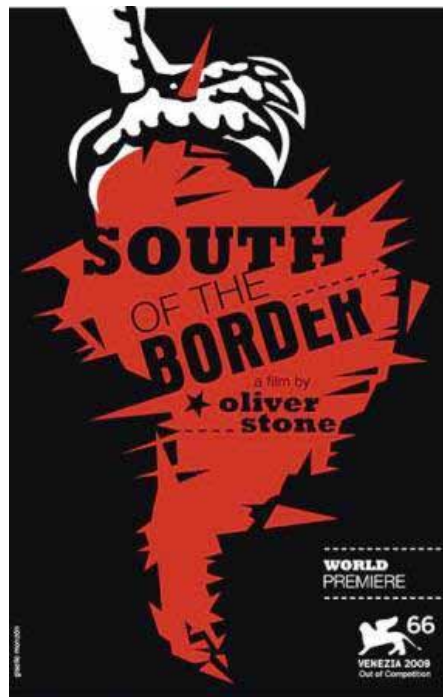
Film Showing: South Of The Border

On 13 November the Manchester Branch and the Manchester Community & Mental Health branch of UNISON, with the support of Thompson's solicitors, jointly put on a showing of Oliver Stone's new film *South Of The Border*.

The film is a road trip across five countries to explore the social and political movements taking place, as well as the mainstream media's misconception of South America.

In casual conversation with seven presidents including the late Nestor Kirchner, Stone gains unprecedented access and sheds new light on the exciting transformation taking place on the continent.

This very welcomed showing at the Dancehouse Theatre was watched by



over 50 trade unionists together with supporters of the work being carried

forward in Venezuela under the flag of socialism.

The show was followed by a lively discussion that was hosted by the Chair of the Venezuela Solidarity Campaign, Colin Burgon. This discussion clearly helped to show the biased coverage that is presented by the British media of the realities of the Bolivarian Revolution.

Colin eloquently presented examples of policies that the freely elected government under the leadership of Hugo Chávez have passed to support the oppressed poor of Venezuela. Close links were discussed with other South American states that embrace social equality and progressive change for the people.

Contact Eddy Redmond at the Branch for details of further films being shown from January 2011.



Good to Meet You... Con Keegan

Name: Con Keegan

Job: Retired Youth Officer. Currently a local councillor for Crumpsall, North Manchester.

How long have you been a member of the union? I have been a union member for over 40 years. I was chair of the Manchester Branch of the Community & Youth Workers' Union when we led the move to amalgamate with the then NALGO union about 25 years ago!

What do you like about your role in UNISON? I have found it really helpful to have a working relationship with colleagues in Unison as a councillor. It does mean that Manchester has a constant dialogue with the workforce at all levels. This

has been particularly helpful in working through issues such as The Skills Pledge and m people.

Whereabouts do you live? Crumpsall

Where would you want to live? Anywhere but Hebden Bridge.

Best thing about UNISON? The best thing about Unison or any trade union, in my opinion, is the opportunity to come together as comrades and colleagues: debating, discussing and taking action with like-minded people, not just about workforce issues but across the political spectrum.

What is the trait you most deplore in yourself? Vanity

What is the trait you most deplore in others? Vanity... and supporting City {! – Ed.}.

What superpower would you like? Mind reading.

Who or what is your inspiration? My dad – a lorry-driving trade unionist and ex-Japanese POW.

If you were Prime Minister, what would you do first? Put the kettle on and scrap Trident.

What's the worst job you've ever done? Making lard from pigs' stomachs.

What's your ideal job? Left wing for United.

Favourite holiday destination? Barcelona

Favourite film? Babe

Favourite drink? Holt's bitter.

Football club? Manchester United.

What was your best day at work? 26 May 1999.

What was your worst day at work? The last one.

Why do unions matter? They matter even more than ever as pay, conditions, pensions and jobs are under threat. The ability of unions to bring workers together for collective action is a unique strength which cannot be underestimated. One feature of union life that I regret has been diluted is the educational aspects, particularly in the large manufacturing industries. Previously, young people acquired values for life, about equality, social justice and fairness which contributed to a healthy and civilised society.

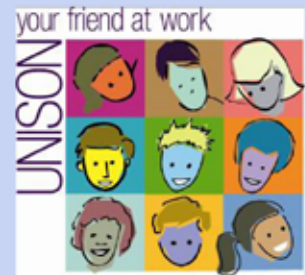


With more than 1.3 million members working across the public services, being part of UNISON means you have the full weight of the UK's biggest trade union behind you.

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

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

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



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

1. YOUR PERSONAL DETAILS

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

National Insurance No. (from your payslip)
--

How would you describe your ethnic origin?

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

Please tick this box if you require materials in a different format (e.g. large print or Braille) - be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you - indicate if work or home

2. YOUR EMPLOYMENT DETAILS

Employers Name

Job Title/Occupation

Department/Section

Workplace Address

Postcode

Payroll No.

When completed please send to:-
UNISON Manchester,
Sixth Floor, Sunlight House,
Manchester M3 3JZ
Tel: 0161 254 7500 Fax: 0161 274 7365

3. WHAT YOU WILL PAY FROM 1 OCTOBER 2003

Please tick your earnings before stoppages

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

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

Weekly
 Fortnightly
 Four Weekly
 Monthly

Please tick this box if you are a student member in full-time education (including student nurses or modern Apprentices). Your subscription is £10 per year.

4. POLITICAL FUND

UNISON'S **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON'S **General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide to UNISON information to keep my records up to date.
- I authorise deduction of the following political fund payment as part of my subscriptions: Tick one box only

Affiliated Political Fund

General Political Fund

Now please sign and date below.

Signature

Date

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

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

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

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

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

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