

NOTTS UNISON NEWS

Web Site: <http://pages.unisonfree.net/nottscounty/>

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NATIONAL TEACHING ASSISTANT AGREEMENT GETS 9 OUT OF 10

"Nine out of ten" is the mark awarded by UNISON to the new national agreement to reform the school workforce signed on 15th January. UNISON represents more than 40,000 teaching assistants across the country.

UNISON General Secretary, Dave Prentis, warned however:

"Although UNISON welcomes this agreement, we see it as only the beginning. It does not give the green light to schools to impose changes to our members' contracts. These reforms will only work if we get clear national and local agreements on pay, grading and career structures. We are quite clear that this is not about "teaching on the cheap". It is not about cutting the number of teachers, but about increasing the number of adults employed in schools. Support staff will work with teachers as part of a team, but teaching remains the responsibility of qualified teachers.

"Teaching Assistants are a key group of professionals, many of whom have highly valued special needs expertise. They are not a mum's army. And it is only right that their skills and expertise should be recognised and developed. They have an important role to play in working with individuals and groups of children and in freeing up teacher time from unnecessary workloads. This agreement is not just about teaching assistants but opens up opportunities for administrative, technical and other specialist staff in schools. At long last, there seems to be recognition that schools need a range of professionals to provide high quality education.

"There is still a lot of work to be done ironing out the details, but this agreement marks a good day for education across England and Wales. I am sure that having more adults in the classroom will benefit both teachers and pupils alike and will help improve discipline and morale."

In the run up to the deal being signed UNISON research showed that 30% of teaching assistants regularly take whole classes without a teacher being present and over 15% are asked to provide cover for teacher absences. UNISON Senior National Officer Christina McAnea said:

"It makes sense to recognise this reality and ensure that support staff who take on additional responsibilities get the right training, within a national framework which ensures standards are maintained."



You can contact your Branch of UNISON at:

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UNISON
39-41 Loughborough Road
West Bridgford
Nottingham
NG2 7LJ
Tel: 0115 981 0405
Fax: 0115 981 5697
E-mail: nottunison@aol.com**

RETIRING SOON?

If so, you can join UNISON's Retired Members Section for a one off lifetime payment of just £15. Retired Membership is open to all who have at least 2 years continuous membership of UNISON at the date of retirement. But you must sign up within 3 months of retiring. Unfortunately we do not get provided with details of our members retiring or approaching retirement age. So the onus is on the retired member to let us know. So if you are about to retire and would like to join our Retired Members Section, please contact the Branch Office for further details.

MOVED HOUSE OR WORKPLACE?

It is important that we have an accurate record of members' home and work addresses. This is so we can send you UNISON information and to comply with legal restrictions should we ever need to ballot members for industrial action. If you have recently changed address, please don't forget to inform us at the Branch Office.

E-MAIL ADDRESSES

We have set up an e-mail news service for the branch.

If there is a press release, some urgent news or changes to the branch web site, we can send you an e-mail. If you are interested could you please send your name, department/ employer, and e-mail address to the Branch Communications Officer, Bob Watt, at the following e-mail address:
nottscounty@unisonfree.net



BRANCH OFFICER ELECTION RESULTS

The senior "core" officer posts of the branch were due to be elected over the Xmas period. The deadline for nomination to be in the Branch Office was noon on Xmas Eve. At that point we had received eight nominations for nine posts and therefore no elections are required. The successful nominees are:

Branch Chair: Jill Turner

Branch Secretary: Chris Tansley

Service Conditions Officer (2 posts): Gail Squires and Barbara Miller

Branch Equalities Officer: Linda Krelle and Ingrid Browne-Wallace (job share)

Branch Treasurer: Ged Talty

Health & Safety Officers (2 posts): Reneen Hopewell and Jim Connolly

There were no nominations for the Branch Education Officer post and this will be open for further nominations alongside the non-core officer posts that are to be elected at the Branch AGMs on 26th March at County Hall and Mansfield Civic Centre.

UNISON MEMBERS BAG £33,000,000 IN PAYOUTS

Almost 5,000 members benefited from union's legal services in personal injury cases last year, receiving more than £33million between them.



In total, the union's membership legal services unit and its contracted solicitors brought 4,700 cases to a successful conclusion between 1st January and 31st December 2002, totalling £33,362,315.73 in settlements for members.

Cases were taken in all regions of the country and typically cover a whole range of injuries: whether from accidents at work, at home or on the road. In the East Midlands, 417 cases saw a total of £2,506,318.18 awarded to members.

The service is available free to members and their families and can be accessed through your branch or region. Alternatively, the union's accident helpline can be contacted on:

0845 355 0845

BRANCH ANNUAL GENERAL MEETINGS

WEDNESDAY 26th MARCH 2003

12.30 - 2 p.m.

County Hall, West Bridgford, Nottingham

7.30 - 9 p.m.

Mansfield Civic Centre, Chesterfield Road South, Mansfield

Members of Nottinghamshire UNISON are invited to attend one of the two meetings. Crèche and Signers can be available. Please contact the Branch Office by 6th March should you require them as we need to book them.

At the meetings you will have the chance to:

Vote in the election of the "non-core" Branch Officers (see below)

Vote in the election of the Branch Education Officer

Vote on any motions that are submitted

Vote on any proposed changes to the Branch constitution and Rules

The deadline for submitting motions or Branch officer nominations is 12 noon on Friday 28th February 2003

The non-core Branch Officer posts up for election are:

Vice Chair (1 post)

Assistant Secretary (1 post)

Assistant Treasurer (1 post)

Development Officer (1 post)

Communications Officer (1 post)

Welfare Officers (2 posts)

Membership Services Officer (1 post)

Youth Officer (1 post)

As there were no nominations for the Branch Education Officer before Xmas, this post is also up for election at the AGMs.

NOMINATION FOR BRANCH OFFICER POST

Name: _____

Department/Employer: _____

Work Address: _____

UNISON Membership Number: _____

I wish to be nominated for the post of: _____

Proposed by: _____

Seconded by: _____

Please return to: NOTTS UNISON, FREEPOST, NOTTINGHAM, NG2 1BR

EVER THOUGHT OF BEING A STEWARD?

Are you willing to help the Branch and its members, including yourself, by becoming a Steward?

To serve the interests of our members effectively, Notts UNISON needs to be well organised and ensuring this is the responsibility of all members of the Branch and to be well organised we need to have Stewards in all workplaces. Stewards are volunteers who are prepared to devote some of their time to helping provide us with a UNISON Branch able to represent us and act effectively on our behalf.

What will it involve?

A basic duty of a Steward is to ensure that all members in your “constituency” receive UNISON literature. We regularly distribute information to members about a wide variety of issues that might affect them at work; to invite comments and views on issues that we are negotiating about; or simply to let members know about the wide variety of services, discounts and opportunities available to members through UNISON. The information we send out ranges from general Newsletters for all members; bulletins specific to certain occupational groups; advice about how to deal with particular situations created by management; information about your rights in your workplace; notices advertising meetings and events that you can participate in.

Whilst we sometimes communicate with members via workplace circulars, this is not always effective. We have no way of controlling how many of our members get to see this information. You can also imagine that sometimes, if management don't like what we have to say, the information probably ends up in the bin before it reaches you at all.

That is why we always prefer to work through our own network of contacts that gives us proper independence from management and your Employer.

Getting information directly to our members and ensuring that they always know how to contact us for more details and advice is the minimum requirement for us to be able to represent your interests effectively. We need you to agree on one member at your workplace who will be willing to act as a Workplace Contact.

However, wherever possible, we prefer to go a step beyond that by having an elected and officially recognised Steward and Safety Representative in every workplace, that puts us - and you - in a much stronger position.

It also involves helping any of your members who have a problem at work, either by giving advice yourself (obtained through training and experience)

through obtaining advice from others on their behalf or (with more complex problems) in passing them on to a more experienced Officer or Steward. Stewards are also encouraged to attend Stewards' Meetings to discuss service conditions matters in their Department and area. These meetings are usually once every month and, in most Departments, in work time. Stewards are also asked to ensure that their Department is represented at meetings of the Branch Committee, which take place every six weeks, to discuss Branch policies and activities. The Steward also plays an important role in approaching new members of staff to join UNISON although, of course, this is the duty of all members.

Time and Training

Under Agreements with the County Council and other employers, many of the duties of a Steward can be undertaken during working time. The Branch provides training for all new Stewards and, again, under the Agreement with employers such training takes place in work time, with full pay guaranteed.

Think about it! Maybe you or someone in your workplace is interested? If so then just complete and return the tear off slip printed below and we can send you additional details or if you would like to discuss this further before committing yourself, please get in touch with the Convenor in your Department. Convenors names and addresses are printed within this issue of the newsletter.

What is the Difference Between a Workplace Contact and a Steward?

A Steward is an “accredited” union official who is elected by the UNISON members in the workplace as their? first line Representative. A Workplace Contact is a member who, in the absence of an elected Steward, agrees to act as a contact between the Union and our members at the workplace and who is willing to make sure that members get to know of the information that we distribute.

Whilst Workplace Contacts play a vital a role in workplaces where we do not have a Steward, we do urge all groups of members to elect a Steward

wherever possible. The reason is, that unlike Workplace Contacts, as accredited Union officials Stewards have important rights. They have the right to be formally recognised by the Employer and to access to certain basic facilities at the workplace like the telephone and mailing systems. They also have the right to paid release to undertake training and to attend certain meetings and carry out particular functions. There are also safeguards built into the law and our agreements to ensure that Stewards do not get victimised by their Employer for undertaking their Union duties.

The Role of the Steward

Any member in your workplace is capable of standing for election as a Steward. They do not need to have any particular experience or qualifications - we will provide the training, the information and the support to enable them to carry out their job. What they do need is:

- => a genuine commitment to helping us to get fairness and justice for our members
- => the trust, support and confidence of their UNISON workmates
- => the determination to help make their workplace 100% UNISON membership -because that is the most strength we can provide for any Union member.

Stewards are key communicators between the Union and it's members and between the members and their local management. However, you don't get thrown in at the deep end! Newly elected Stewards will soon find that in addition to the skills and confidence that come from attending Stewards

training courses, there will always be senior stewards and officers in the branch ready to help with their problems.

The Role of Workplace/ Workgroup Contact

If it is impossible to elect a Steward immediately, you should agree upon a Contact. This will be a member who agrees to receive information from UNISON either on behalf of all members in the Workplace or a specific section of members if there are different Workgroups. The Contact must be willing to do her/his best to ensure that such information is shared with all the relevant UNISON members.

The Role of the Safety Representative

As with the role of the Steward, you do not need particular knowledge or experience to be a Safety Representative. Safety Representatives are really workers Health and Safety Inspectors, with strong legal rights to raise any issues that you or your members think have an effect on health and safety at work. Just like Stewards, they have rights at work that the Employer can't ignore and they equally have the right to paid time off work for training.

We usually prefer the same member to act as both Steward and Health and Safety Representative because of the considerable overlap between the two roles. However, where a group of members wish it, and you have two different people willing to take on these roles, it is possible to elect them separately. However, it is then important that these two Union representatives work closely together in pursuing issues at the workplace.

Please tick the appropriate box(es) , cut out the form and send it to the Branch Office using the Freepost address (no stamp needed).

Please send my further details on becoming a Steward / H&S Rep ☐

I am willing to act as a workplace contact ☐

Name: _____

Department/Employer: _____

Workplace Address: _____

Please return to: NOTTS UNISON FREEPOST NOTTINGHAM NG2 1BR

PFI: WHAT'S THE TRUE COST?

UNISON has challenged the Government to end the culture of secrecy surrounding the Private Finance Initiative (PFI) and open up the books. The call was made at a PFI symposium held by UNISON in London in January, which examined the true costs of PFI in the light of the latest damning report by the Audit Commission into schools. The Audit Commission investigation into PFI in schools has concluded PFI has not delivered schools any better, quicker or cheaper than traditional builds.

Dave Prentis, General Secretary of UNISON, said: *"This report chips away at the credibility of using PFI to build our schools and hospitals. PFI is failing to live up to its promises and it's about time the Government accepted that. This is the latest in a long line of reports that lead to one irrefutable conclusion – it's time for the Government to carry out the wishes of last years' Labour Party Conference and have a comprehensive, independent inquiry to establish once and for all if PFI gives taxpayers value for money."*



"The Audit Commission's conclusions into the first schools built using PFI hardly gives a glowing report. This damning report concludes that traditional funding would have built on average better schools. We all want new schools for our children, but we don't want to pay through the nose for them. There is no evidence to suggest PFI is leading to innovation in design, on the contrary we see poorly laid out classrooms and badly designed buildings. There is nothing to support the view that PFI delivers cheaper or quicker, in fact costs varied wildly and contracts were not tightly negotiated."

"The Government must listen because UNISON will not stand back and watch the greatest public service investment programme ever, flood into the bottomless hole of PFI – and neither will the taxpayer. The Government must open up the PFI books – give us the real costs of PFI projects and their bailouts and end the culture of secrecy."

Dave Prentis highlighted a number of schemes that illustrated the "affordability gap" identified in the Audit Commission report. The gap is the difference between what authorities can afford to pay for schools and hospitals and what they cost using PFI. He blamed the affordability gap for fewer hospital beds in the first wave of PFI hospitals, smaller classrooms and low quality building materials. *"Just last week we read about the new PFI hospital in Swindon where the Department of Health gave an extra £72m to meet its higher PFI costs. And only yesterday we heard that the Department of Education and Skills have given Haringey Council another £2m to meet the higher costs of their schools PFI scheme."*

In a reference to the huge sums of money creamed off PFI schemes by accountants, advisers and lawyers, Dave Prentis went on to say: *"The Government must investigate the role of advisers and accountants in PFI projects – is it right that an accountancy firm can make millions from advising Government, millions from advising the consortia – and then audit the books? The public are right to feel they are being ripped off. They must listen to the mounting criticism of PFI from all quarters of our society. It's time for the Government to deliver on its promises. If they can launch an independent investigation – as it will next week- into "spin doctors" it can do the same for PFI – a far more important issue."*

PRIVATISATION PROBLEMS

KIRKLEES

Jarvis, which was awarded the contract for a £59m PFI school's refurbishment project involving 20 schools in Huddersfield and West Yorkshire by Kirklees Council, has been criticised for poor workmanship and delays by the Deputy Leader of the Council, John Smithson: *"A steadily increasing catalogue of poor work, dangerous practices, late handovers, inadequate standards of cleanliness and woeful consultation and liaison with head teachers has caused substantial disruption to teaching."*

The refurbishment works, which were due to be completed by 1st September 2002, will now not be completed until Easter. Many schools had to close for up to a fortnight at the start of the school term. The delay has triggered a government investigation into the failing PFI project, after head teachers sent a dossier of complaints to the Department for Education & Skills (DfES), linking falling GCSE grades to the disruption and lack of communication over delays.

GLASGOW

Prices for the use of Glasgow's school sports facilities have rocketed since they were taken over by 3ED Consortium in a £1.2bn PPP deal. It costs up to £26.75 per hour for sports halls and pitches and £45.26 for swimming pools."

In an unprecedented move, Glasgow City Council has agreed to subsidise the use of school sports facilities, after local organisations complained about the rising costs, which saw one football club's bill almost treble from £22.50 to £63.00 for use of changing rooms and pitches.

Local organisations whose bookings had been agreed before the PPP deal with 3ED Consortium were subsidised by the Culture and Leisure Department. However, any new bookings are to be charged at the full rate.

Council officials are also meeting to discuss proposals to put up £90,000 to keep costs down for all users – this would allow a community letting rate of £5.53 per hour for most facilities.

JAMIE OLIVER BLASTS SCHOOL MEALS PRIVATISATION



Top telly chef Jamie Oliver has hit out at the private companies supplying school meals – saying they're putting profit before quality.

He said the food children eat in school is "terrible" – a result of businesses driven by profit motives.

"School dinners are cheap," said Oliver, in an interview with the BBC's Good Food magazine. "They're outsourced to businesses who have to make a profit out of selling them. So they end up being made of rubbish - cheaper than chips. And then they complain about kids being hyperactive, not being able to concentrate. It doesn't have to be like that. The actual food children eat in school is terrible."

UNISON has welcomed Oliver's comments, saying school meals workers are at the sharp end of contractors' sharp practice. *"As well as attacks on their pay and conditions, members are forced to defend the quality of meals after privatisation,"* said Christine Lewis, national officer for education. *"Recently, some parents from Warminster withheld their son from school as the private contractor packed lunch was sending him home hungry and grumpy. It consisted of a finger roll, usually of cheese, a biscuit, crisps and a drink."*

UNISON's 2002 report on the school meals service showed a significant rise in private provision, with only 55% of services in-house. It reported that privatisation schemes - in the form of PFI and PPP - are still popular with authorities despite their impact on staff and the quality of meals. And a new study by researchers at Cardiff University backed up UNISON's concerns, showing the average cost of a school meal to be just 32p – compared to 42p for prisoners. Yet the 10 catering firms studied charge kids an average of £1.50 per meal.

Jamie Oliver added that food teaching in schools needs to improve to equip children with better "life skills".

"When I was nine, I'd bring my mates back, make them all a pizza, and we'd sit around and eat it. Most of them weren't even allowed to pick up a sharp knife. I'm planning to get more political. I hope to make a lot of noise. I'd also like to be involved with young kids and cooking."

WORK 'TIL YOU DROP?

UNISON has branded the Government's Green Paper on pensions as ill thought out and poorly researched and unlikely to solve the current pensions crisis.



This is a missed opportunity to radically overhaul the way we deal with pensions and retirement. We are staring a pensions crisis in the face unless the Government takes bold, imaginative action now. We need a two-pronged approach with employers facing up to the responsibilities and shoulder their fair share of pension costs.

There is really only one option that provides a decent pension and that is a final salary scheme. Employers should be made to contribute towards pensions in a realistic and meaningful way. It is down to the Government to create an environment to do just that and encourage good quality final salary schemes.

The growing number of employers closing these schemes is placing workers, particularly the low paid, in an impossible situation where they will face poverty in retirement. The solution to this cannot be to make people work until they are 70 and beyond. We already work the longest hours in Europe, are we to work the longest years as well?

Making people work till they drop is no solution to the pensions crisis. Raising the retirement age for public sector workers to 65 is irrelevant, as most workers are kicked out even before they reach 60, because of ill health, out-sourcing and redundancy. If public sector workers are unable to claim their pensions until they are 65 these proposals will simply force them into poverty for longer.

Employers can afford good pension schemes, it is short-termism and opportunism to reduce pay, that is fuelling the shift. These proposals will make it easier for the highly paid to squirrel away their pensions faster but will leave the rest at the mercy of their employers.

There is no magic solution to the problem and the answer is staring the Government in the face. They must have the courage to grasp the nettle and force employers to pay realistic amounts into decent final salary schemes. The alternative of making people work longer for little real benefit is just not acceptable.





THE CREDIT THEY DESERVE

Are you aware that new tax credits come into force next year? Well, here's everything you wanted to know about child tax credit and working tax credit – but were too confused to ask.

Are you bringing up children in a family with a combined income of less than £50,000? Or are you on a low income – say less than £12,500 a year – with or without children, single or in a couple, employed or self-employed?

Congratulations! You will soon be eligible for the new child tax credit or the new working tax credit, which come into effect from April 2003. Child benefit will also continue to be paid universally to people bringing up children. Around 90% of families with children – or six million people – are expected to benefit from the new, streamlined tax credit system, which is releasing £2.7 billion a year for families. It aims to support parents, reduce child poverty and make working pay more than claiming benefits. But even though the new credits will replace and improve upon the present systems, many people still don't realise they are eligible. So read on to find out if you can make a claim ...

The child tax credit

This is a single system of income-related support for families with children, whether you are single, married or living with a partner. And it applies to families earning a combined income of up to £58,000 – although those earning over £50,000 will receive a reduced benefit. It replaces the income-related child elements of Income Support and Jobseeker's Allowance, the working families tax credit, disabled person's tax credit and the children's tax credit. For the first time, this credit will be paid directly to the main carer, usually the mother. And it will apply to some people who are currently excluded from other benefits, such as students and student nurses.

The child tax credit has two elements:

=> The family element – payable to any eligible family, with extra for families with at least one child under the age of one (the baby element);

=> The child element – for each child or young person you are responsible for, with a disability element for any child who is disabled, and a severe disability element any child who is severely disabled. Payments will be higher for families on lower incomes.

The child tax credit will provide at least £26.80 a week in support guaranteed for all eligible families; £37.20 a week for families with an income of less than £50,000 and £92.50 a week for families with an income of less than £13,000 a year.

The working tax credit

This is top-up pay for working people on low incomes, whether or not they have children – and provides extra support for disabled people in work. It replaces the working families' tax credit, disabled person's tax credit and New Deal 50-plus employment credit. To qualify for the basic credit, you have to be aged 25 or over, working 30 hours or more a week and on low income. But low income is not a fixed line.

A single person without children would get a credit worth £1,245 if they earn £7,500 a year, dropping to £320 at £10,000 a year and nothing at £12,500.

For couples without children, the credit is worth £1,820 on a joint income of £10,000 a year and £895 on £12,500, tapering to nothing at a joint income of £15,000 a year.

Beyond this basic element, there is:

- => extra for lone parents and couples with children;
- => extra if you work more than 30 hours a week;
- => extra if you have a disability;
- => extra if you have a severe disability;
- => extra if you are over 50 and have returned to work after a period on benefits;
- => extra if you use formal childcare while working, to help you pay for a proportion of the costs.

The Working Tax Credit increases the minimum income guaranteed for a single person working full time to £154 a week, rising to £183 for a couple working full time. A disabled person working full time will see their minimum guaranteed income go from £172 a week to £193 a week. It is the first time that people aged 25 or more, without children or a disability and who work more than 30 hours a week, are eligible for a tax credit.

Do I qualify? You can find out if you qualify for either of the tax credits by visiting the website www.inlandrevenue.gov.uk/taxcredits.

How do I claim? You must claim as soon as possible in order to receive the new credits when they come into force in April. If you have access to the Internet you can fill in your claim form online. Or you can claim by post, by filling in a single claim form for the household, which covers both new tax credits. You can also get help at an Inland Revenue enquiry centre – look in the phone directory under Inland Revenue for your nearest office.

If you are already claiming Working Families Tax Credit, Disabled Person's Tax Credit or Children's Tax Credit, you should already have been sent a claim pack in the post.

If you are already claiming Income Support or Jobseeker's Allowance, you will be contacted by the Department for Work and Pensions – you don't have to do anything now.

Clare Bayley

CHILDCARE FOCUS GROUP MEETING

Many UNISON members turned up to the last meeting on December 11th 2002 held at County Hall. Several topics were discussed and this report is to let those who couldn't make it know what is happening. If you want to discuss any of the issues you can contact Linda Krelle, Branch Women's Officer via the Branch Office.

Childcare Vouchers

Substantial progress has been made and two meetings held with Central Personnel. The latter meeting included Helen Richardson from Early Years and a representative from Busy Bees who set up and run a childcare voucher scheme linked to the National scheme. Lots of ideas were brainstormed and the Childcare voucher scheme was seen as a very positive option as part of an overall package. Helen has development and marketing workers who she was going to discuss putting together a comprehensive package at low cost to the County Council with maximum benefits for employees. Helen is to report back in early January. This was to include covering new provisions under New Deal for school holiday clubs.

Some of the ideas included targeting mothers to be with information for returnees to work, linking into the Childcare Information Service and the places that are registered to use Busy Bee Childcare vouchers. Communication and letting members and employees know what is already available was seen as key.

Research into other local companies using the childcare voucher scheme

Julie and others passed on information gathered on other local users.
East Midlands Ambulance Service - Busy Bee
QMC & Duncan Macmillan - Busy Bee
Notts City Hospital - Busy Bee
Nottingham City Council - own salary conversion scheme
Nottinghamshire, Leicestershire and Derbyshire Police - Busy Bee

Customer Helpline and Article

The customer asked about childcare provision and was referred back to Central Personnel.
A member sent in an article to Incontact and we are waiting to see if it gets printed.

Thanks

Thanks to those attending and for the continued support from others who cannot attend. Due to the positive reception it was decided to leave the next meeting for a couple of months to see what progress is made by the Early Years Team and Central Personnel.

You're welcome to the next meeting:

12.30 p.m.
5th March @ County
Hall

(light buffet to be provided)



2002 JARGON CHAMPIONSHIPS

You may remember that I was a bit worried this time last year because the jargon stream had reduced to a mere trickle. But the rains did come back in 2002 and I've got quite a good crop for you.

As well as the usual high quality management-speak, I have, by popular acclaim, included some champion howlers and my favourite Strike quote from a member.

The great thing about jargon is that it's not just pretentious; it can be completely incomprehensible as well. What, for example, do these mean?

"It is the responsibility of the Corporate Risk Group to maintain the organisation's risk profile"

"Promulgation is at your discretion"

"The system currently provides no recruitment functionality"

"Risks which we considered to be of high probability or high impact will be reported to the Stream Boards for inclusion in the Stream Risk Logs"...and so they should be, I'm sure you'll agree!

Enjoyable quotes that didn't come quite as intended include:

"My memory goes back longer than I care to remember"

"We won that dispute by the skin of our pants"

The July pay strike brought masses of phone calls from members with queries, some more sensible than others (both members and queries, that is). I'll finish with my favourite:

"I've got two jobs. Is it all right if I go on strike in one and work in the other?"

Mike Scott
Branch Organiser

UNISON WOMEN'S SOG DATES FOR YOUR DIARY

WOMEN'S MEETINGS 2003

WEDNESDAY 26TH FEBRUARY

6.00PM
BRANCH OFFICE MEETING ROOM
39-41 LOUGHBOROUGH ROAD, WEST BRIDGFORD,
NOTTINGHAM

WEDNESDAY 26TH MARCH

6.00PM
BRANCH OFFICE MEETING ROOM

WEDNESDAY 23RD APRIL - election

6.00PM - 7.00PM
BRANCH OFFICE MEETING ROOM

FOLLOWED BY SOCIAL AT 'BAR DES AMIS' 7.00PM -
8.00PM, THE AVENUE, WEST BRIDGFORD,
NOTTINGHAM

CHILDCARE FOCUS GROUP MEETING

WEDNESDAY 5TH MARCH

12.30pm - 1.30pm working lunch - COMMITTEE ROOM
B
COUNTY HALL, WEST BRIDGFORD, NOTTINGHAM

WOMEN'S DAY EVENT

SATURDAY 8TH MARCH

ALL DAY REGIONAL EVENT, CHILDCARE
COUNTY HALL, WEST BRIDGFORD, NOTTINGHAM

Do you have any workshops, stands, types of speakers,
competitions, educational, health, issues that you want us
to provide at this year's event?

What would appeal to you that would inspire you to
attend?

Please send your ideas by mid-February to your Branch
Women's Officer, Linda Krelle, to:
linda.krelle@nottsc.gov.uk

or to :-

Nottinghamshire Unison
Freepost
Nottingham
NG2 1BR



NOTTS UNISON BLACK MEMBERS MEETINGS 2003



5th March
4th June
3rd September
(AGM)
3rd December

All meetings commence at 12.30 and
take place at County Hall, West
Bridgford, Nottingham

For further details please contact the
Branch's Black Members' Officers:

Bob Wallace

Work: 0115 977 3857
Mob: 07753 625401
e-mail:
bob.wallace@nottsc.gov.uk

Ingrid Browne-Wallace

Work: 0115 945 5577
Ext. 4230

DISABLED MEMBERS' SELF ORGANISED GROUP

We are in the process of arranging
meeting dates for 2003.

Should you require any more information
please phone me on: (0115) 977 4932

Mick Worrall

Disabled Members' Officer



Application for Membership - Notts UNISON

I apply to join UNISON and agree to pay the appropriate subscription, to comply with the rules and constitution, as in the UNISON rule book.

BLOCK LETTERS PLEASE

Title (Mr/Mrs/Ms/Miss): _____ **Surname:** _____ **Forename:** _____

Payroll No.:
ES(establishment code):
N.I. No.:
Scale/Grade:

Home address	:					
Home Post Code	:					
Home Tel	:					
Department	:					
Employer	:					
Work address	:					
Work Post Code	:					
Work Tel	:					
e-mail	:					
Job Title	:					

Subscriptions

ANNUAL PAY

Weekly/Monthly

SUBS

Tick box

up to £2000	£0.42	£1.81	BAND A1	[]
£2000-£5000	£0.90	£3.90	BAND A2	[]
£5001-£7000	£1.23	£5.34	BAND B	[]
£7001-£10000	£1.52	£6.59	BAND C	[]
£10001-£15000	£1.80	£7.78	BAND D	[]
£15001-£20000	£2.21	£9.57	BAND E	[]
£20001-£25000	£3.13	£13.57	BAND F	[]
£25000+	£3.88	£16.81	BAND G	[]

Retired Members £15(Life) Students £10pa Unemployed £4pa

Conditions of Service:(Tick all those boxes that are appropriate to you and your post.)

Full Time	Part Time	Term Time Only	Job Share	Permanent	Temporary
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*CAR ALLOWANCE:

*DISABILITY

Essential	Casual	None	Yes	No
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*ETHNIC ORIGIN:

Afro-carib	African	Indian	Pakistani	OtherAsian	White Euro	Other
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* This information is entirely voluntary, however it will help the branch ensure that minority groups are kept informed of any National or Local events that might effect them. Any information provided will be completely confidential.

POLITICAL FUND

I authorise the deduction of the following Political Fund payments part of my subscription.

Delete where appropriate.

Affiliated Fund / General Fund

Affiliated Political Fund (your subscription includes 6.5% contribution to this fund) campaigns for members through affiliation to the Labour Party both locally and nationally. Those paying the affiliated levy can take part in the APF activities and make their contribution on policy issues, including Labour Party policy.

General Political Fund (your subscription includes 5p a week or 22p per month contribution to this fund) is independent of support for any Political Party but liases with MP's from all Party's to pursue UNISON's interests. It is used to pay for campaigning at branch, regional and national levels of the union.

YOU MUST INDICATE AT LEAST ONE OPTION
as the NEC will automatically allocate you to the
APF if this section is left blank.

AUTHORISATION FOR DEDUCTION OF SUBSCRIPTION

I hereby authorise the deduction from my salary, for payment to UNISON on my behalf, of the subscription appropriate to my annual earnings.

SIGNATURE:

DATE:

OFFICE USE ONLY

Actioned by Branch Office: LAF 02305

Allocated to Branch: NOTTS COUNTY

Please return your completed application form to:
NOTTS UNISON, FREEPOST,
NOTTINGHAM, NG2 1BR

2003



January

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February

M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March

M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November

M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

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E-mail: nottunison@aol.com

Web Site: <http://pages.unisonfree.net/nottscounty>