

# NOTTS UNISON News

Web Site: <http://www.nottsunison.org.uk>

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## BRANCH ANNUAL GENERAL MEETINGS

**MONDAY 22<sup>nd</sup> MARCH**

**12.30 TO 2 pm**

**COUNCIL CHAMBER, COUNTY**

**HALL West Bridgford**

**FREE BUFFET PROVIDED**

**TUESDAY 23<sup>rd</sup> MARCH**

**12.30 TO 2 pm**

**COUNCIL CHAMBER, MANSFIELD**

**CIVIC CENTRE, Chesterfield Road**

**South, Mansfield**

**FREE BUFFET PROVIDED**

Members of Nottinghamshire UNISON are invited to attend one of the two meetings. Creche and signers can be available, please contact the Branch Office by 2<sup>nd</sup> March should you require them as they need to be booked in advance.

If you want to change branch policy, want the branch to do something different, or want to have your say on a burning issue of the day, you can submit a motion (with a seconder) to the Branch Secretary at the Branch office by noon on Friday 27<sup>th</sup> February.

At the meetings, you will have the chance to:

- => Vote in the election of "non-core" Branch Officers (see back page for details)
- => Vote on any motions that are submitted
- => Vote on any proposed changes to the branch constitution and rules



You can contact your Branch of  
UNISON at:

**Nottinghamshire County  
UNISON  
39-41 Loughborough Road  
West Bridgford  
Nottingham  
NG2 7LJ**

**Tel: 0115 981 0405**

**Fax: 0115 981 5697**

**E-mail:**

[branch.office@nottsunison.org.uk](mailto:branch.office@nottsunison.org.uk)

## TURN UP AND HAVE YOUR SAY ON THE DAY

## 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: [branch.office@nottsunison.org.uk](mailto:branch.office@nottsunison.org.uk)



## HAY JOB EVALUATION NEWS

The difficulty of writing about where we are with Hay is that by the time this newsletter comes back from the printers it will be out of date.

I can report that we have had another setback. The Council promised to give staff affected by Hay the breakdown of their evaluation. They have now said that this will breach copyright and that Hay will sue them if they were to do so.

This was our members' best chance of breaking through the secrecy of the Hay Process. Our members made decisions about this process on the basis that information will be made available to them.

The question we have to ask ourselves is how long we will continue to attempt to work within a process that has excluded UNISON from every major decision and where the Council seem not to have grasped the enormity of the situation they have created.



One would have thought by now that the Council would be motivated into taking positive and decisive action to sort out the Hay fiasco.

Even if the anger and distress of their own employees was insufficient the adverse press attention may have persuaded them. But NO.

It didn't even occur to the Council to let UNISON know that they were reneging on our agreement. We only found out because we asked when members might expect to receive this information.

By the time you will have read this, our colleagues affected by Hay have decided what action is appropriate for this new setback. Whatever action they decide upon, I would urge you to support them. As a UNISON member, we commit ourselves to the principle of solidarity - this means that we all must stand by our comrades. An injury against one is an injury against all. The Council's attitude towards these workers is an issue for each and every one of us.

*Jill Turner*

Joint Branch Secretary

## WOMEN'S SELF ORGANISED GROUP MEETINGS 2004

Please put these dates in your diary and take the time to come along on:

17th February  
11th May  
21st September  
14th December

*Women*  
in UNISON

All meetings run from 12.30 pm to 2 pm and are held in the Staff Lounge at County Hall. If this time and venue is unsuitable, please contact Maggie Pilmore (Women's Officer) with alternative suggestions via the branch office on 0115 981 0405

# NJC JOB EVALUATION NEWS

## Happy New Year!

The Steering Group would like to give thanks to all those who have put so much hard work into making the NJC JE scheme work throughout 2003. We are pleased to report that, as of 19<sup>th</sup> December 2003, 826 interviews have been carried out across all departments and a further 376 were booked.

Good progress continues to be made across the Authority with arranging and undertaking interviews and it is likely that the majority will be complete by the target date of 29<sup>th</sup> February 2004. A contingency period was agreed within the overall timetable and we are using the period up to the end of April '04 to deal with:

- Those jobs identified as Band A or below by the Hay scheme that also have to be evaluated under the NJC scheme;
- All necessary re-evaluations that emerge from the data monitoring process.

This contingency period allows us to ensure quality and consistency are maintained. It will also allow us to accommodate the relatively small proportion of interviews for those jobs that cannot be scheduled before the end of February (e.g. because of cancellations due to sickness). This is the target date that many managers, employees and trade union stewards have been working hard with the Project Team to achieve.

The Project team will liaise with managers to ensure that the most timely and appropriate arrangements possible are made for all job groups.

### Advice about Job Overviews

The Steering Group is dealing with concerns raised by post holders as they receive their Job Overviews following the interviews. We have noticed a pattern emerging of some post holders comparing their Job Overviews with others from, say, a different job but in the same office and then raising concerns. Our advice to all post holders who receive a Job Overview is:

- Do not wait for other Job Overviews to arrive, you have 5 days from when you receive yours to register your concerns.
- The key question you need to answer is *"is the Job Overview correct for MY job?"*
- Comparison of Job Overviews for other posts is carried out by the Steering Group as part of the data monitoring process that we explained in the third JE Newsletter. The Job Evaluation process will identify previously undervalued jobs.
- Please consider the confidentiality of the Job Overview. They are sent to members of the job group plus the manager and trade union steward who supported the group through the process. Before you share the contents with post holders who are not part of your group, please make sure that you have the permission of the rest of your job group to share their details.

### The future

With the end of Phase 1 NJC JE interviews in sight, both the Authority and the trade unions are aware that they will need to address what happens once the evaluations are complete and jobs have been ranked. In the New Year, the Authority and trade unions should be working jointly in the Corporate Joint Forum to agree an appeals procedure, systems maintenance (*how do we deal with regradings? How do we grade newly created posts? Who does the work? etc*) so that when the job rankings are produced, the only task left to carry out will be the production of a pay structure.

The final list of jobs and their evaluated scores will be handed over by the Steering Group to the Authority and trade unions (probably at a meeting of the Corporate Joint Forum), and this is where the responsibility of the JE Steering Group ends for Phase 1.

Phase 2 of the NJC JE process consists of evaluating those jobs that have changed since 1<sup>st</sup> April 2002 and any jobs that have been created since that date. We are planning for this and it will only commence once we, as a Steering Group, are happy that all interviews for Phase 1 are complete.



### JE Help Line

Tel:

0115 977 3643

E-mail:

prjobevalhelp@  
nottsc.gov.uk



## National Lesbian and Gay Conference

**'Pride in Our Work: Celebrating Today,  
Organising for Tomorrow'**



*Hello comrades!*

I was officially invited this year to the 11<sup>th</sup> Unison Lesbian and Gay Conference, 2003, this as a delegate from Notts. County Unison Branch. Being a newcomer to this forum, but by no means to UNISON, I was perhaps a little unsure of what to expect from the weekend – and setting off on a bleak, late November day to Blackpool was perhaps held with a little optimism and some trepidation, but hey – I had the Friday off and so what the hell!

After a tortuous train journey to the Northwest, I finally arrived at the 'Norbreck Castle' Hotel at Bispham, Blackpool. The Hotel holding some familiarity to me, unfortunately due in part to its faded ambience of which I recollected from an interior scene from *'The Shining.'* (Staff included I'm afraid!). However, thanks to some comfort from our friends from the Mental Health sector membership, I was to be constantly reassured and not to be too alarmed? I quickly relaxed with 'refreshments' and prepared myself for the start of conference later that afternoon – here, meeting up with a very welcoming crowd and some familiar faces from the East Midlands Branch of UNISON, and discussing, and finalising our own local agenda in preparation for the bigger picture the next day. We later headed off in different directions for discussion in our own *'Service Groups'*, myself here representing branch as a Local Government employee.

High on the agenda for conference this year was voting for inclusion to National LGB group for our Transgender colleagues – already inclusively adopted by the TUC. Much discussion had precluded this final voting forum for conference, and some contentious debates had previously prevailed. The vote was eventually carried the next day. Welcome!

Settling into the hotel and the general swing of things, it was a quick visit out to the chippie for supper, as the cold (pre-packed sandwich) buffet looked a little uninviting. The first of two fun filled socials in the 'Ballroom' led into the early hours of Saturday, (was Jack Nicholson there?), here again meeting loads of like-minded colleagues and friends and for me, possibly the most important thing was to be in what felt like a majority for once! (And finally, *no*, there was still NO sign of Bet Lynch's pre-wedding nuptials in Blackpool that weekend!).

Conference commenced on Saturday with acknowledgments from an eventful year, and through recent campaigning successes in working towards Lesbian and Gay equality; (see [www.unison.org.uk/out](http://www.unison.org.uk/out)); including, and more particularly, the long-awaited repeal of *Section 28*, (finally on 17/11/03 and almost left us unnoticed by the tabloid media); the implementation of the *Employment Equality Regulations*, (1/12/2003), workplace protection on the grounds of sexual orientation; and, by no means finally, the (emerging) future recognition of same sex partners through forthcoming legislation.

A number of motions were carried including presentations from regional groups concerning a number of issues relevant to our LGB conference, including, (and locally, from our own branch), issues concerning homophobic bullying in schools and the isolation of L.G. students, to the wider International issues, and raised by Black members group concerning *'J-Flag'*, the *'Jamaica Forum For Lesbians, All-Sexuals and Gays'*, campaigning and educating us all against the continuing blatant oppressions which continue for our friends and relatives overseas. (<http://www.jflag.org>).

A brilliant weekend!! – If you're relevant to our group membership – get along to your local branch to either participate, or to receive information via our self-organised group mailing list. Please contact: [V.Easton@unison.co.uk](mailto:V.Easton@unison.co.uk)

*Adrian Eddyshaw*

## Notts UNISON News DEADLINES 2004

The deadlines for items for inclusion in this newsletter is 12 noon on the following Fridays:

27<sup>th</sup> February  
(March/April edition)

30<sup>th</sup> April  
(May/June edition)

25<sup>th</sup> June  
(July/Aug edition)

27<sup>th</sup> August  
(Sept/Oct edition)

29<sup>th</sup> October  
(Nov/Dec edition)

31<sup>st</sup> December  
(Jan/Feb '05 edition)



Each newsletter takes about a week to typeset (provided everyone who promises and article gets it in on time) and two weeks to print before being distributed.

So please allow for this if, say, you want to put a notice of a meeting in your newsletter.

*Bob Watt*

Branch Communications  
Officer

## IMPORTANT NOTICE ELECTION OF 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.

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.

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

### What will it involve?

A basic duty of a Steward is to ensure that all members in your "constituency" receive UNISON literature (such as the Branch Newsletter and notices of meetings) regularly. 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? There is a nomination form below and this should be completed and returned to the Branch office. If you would like to discuss this further before committing yourself, please get in touch with the Convenor in your Department. Details are available from the Branch Office (Tel: 0115 981 0405) or the Branch Website: <http://www.nottsunison.org.uk>

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### NOMINATION FORM

NAME: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_

DEPARTMENT (OR EMPLOYER IF NOT NOTTS COUNTY COUNCIL): \_\_\_\_\_

WORKPLACE (give full address including postal code): \_\_\_\_\_

TEL NO: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

HOME ADDRESS (give full address including postal code): \_\_\_\_\_

TEL NO: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

SIGNATURE OF PROPOSER: \_\_\_\_\_

SIGNATURE OF SECONDER: \_\_\_\_\_

I CONSENT TO THE ABOVE NOMINATION  
AND WISH TO STAND FOR ELECTION (Signature): \_\_\_\_\_ DATE: \_\_\_\_\_

**Please return to: Notts UNISON, FREEPOST, Nottingham, NG2 1BR**



## JARGON CHAMPIONSHIPS 2003

Doesn't time fly? It seems only yesterday that I was laughing at JC 2002, it must be me age, etc etc... This year, I must begin with a special vote of thanks to Personnel/HR Officers everywhere, without whom this column would not be possible – and I mean that most sincerely!

Let's start off with two examples that are frankly muddled:



*"I have been working hard to write the strategy, which means one priority has been changed, that of writing the actual strategy, as this has now been done" and "No, it's EPDR not EDPR!"*

How about *"I'm going to keep a roving ear on that"*, which conjures up an interesting scene?

Or this confusion over Political Correctness: *"Am I still allowed to talk about throwing babies out with the bath water?"* to which the correct answer is yes, if they're not ethnically or gender specific.

In line with Traditional Jargon, here are two prime examples: *"We are reviewing our current model due to its progressive unviability"* (which translates as "we didn't guess right") and *"Slippage clearly increases the cost envelope"* (which means it will take longer and cost more than we thought).

On a threatening note, this year I came across *"A detailed business process re-engineering review has taken place"* (some jobs are for the chop) and the even more menacing *"This is a time when some colleagues choose to reflect upon their career and life plans"* (some jobs are for the chop).

But in the end, there has to be a champion quote. This actually isn't jargon at all, but you'll appreciate why it's my personal favourite from 2003:

Manager: *"OK Mike, I've got to admit it - you were right and we were wrong all along."*

Mike: *"Can I have that in writing?"*

Manager: *"Course you can't!"*

Keep them coming all you jargoneers, and I promise to stay awake in meetings in 2004!

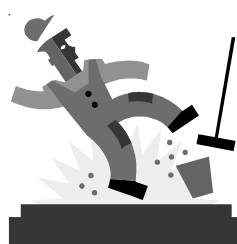
*Mike Scott*  
Branch Organiser

## IT PAYS TO BE IN UNISON

When one of our members injured her neck and arm whilst restocking shelves in a new store cupboard, she did the right thing and contacted UNISON. It was difficult for her to work as a kitchen assistant in a college after suffering two slipped discs as a result of the incident.

Once she had filled in the Personal Injury claim form, we passed it on to UNISON's solicitors, Thompson's. They have told us that they have just reached a settlement for our injured member of £10,000!

She will be receiving **all** that money. Unlike some other unions or the "no win, no fee" type of lawyers you see advertised on TV, UNISON does not take a percentage of your injury compensation.



As a union, we would rather that your workplace was safe than having you injured and losing pay. That's why we campaign strongly on Health & Safety, trying to ensure that Risk Assessments are carried out properly, that workstations are properly set up, and that protective equipment or clothing is available

where necessary. Where this does not happen and you get injured, as a UNISON member you have access to specialist lawyers who will give you fair advice and deal with your case.

If you have an accident at work, make sure you follow these steps:

### 1 Get it recorded:

- => Report all accidents, however minor, to your supervisor
- => Make sure it is recorded in writing
- => Ask for a copy of the Accident Report Form

### 2 Let UNISON know:

- => Report the accident to your local steward or to the Branch Office
- => Ask for a Personal Injury claim form.
- => Fill it in and send it to the Branch Office. This will be passed on to our solicitors who will decide if you have a claim against anyone for compensation.

In far too many cases "minor" accidents are not reported. Often months (or even years) later the full effects become known when it is too late to do anything about it.

**Don't delay – report straightaway!**

## Application for Membership – Nottinghamshire 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: \_\_\_\_\_

Employer: \_\_\_\_\_

Department: \_\_\_\_\_

Work Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Work Post Code: \_\_\_\_\_

Work Tel: \_\_\_\_\_

Email address: \_\_\_\_\_

Job Title: \_\_\_\_\_

Date of birth: \_\_\_\_\_

### Subscription rates

| Annual Income   | Weekly | Monthly | SubsBand | Subscription             |
|-----------------|--------|---------|----------|--------------------------|
|                 |        |         |          | (tick box)               |
| Up to £2000     | £0.30  | £1.30   | A        | <input type="checkbox"/> |
| £2001 - £5000   | £0.81  | £3.54   | B        | <input type="checkbox"/> |
| £5001 - £8000   | £1.22  | £5.30   | C        | <input type="checkbox"/> |
| £8001 - £11000  | £1.52  | £6.60   | D        | <input type="checkbox"/> |
| £11001 - £14000 | £1.81  | £7.85   | E        | <input type="checkbox"/> |
| £14001 - £17000 | £2.24  | £9.70   | F        | <input type="checkbox"/> |
| £17001 - £20000 | £2.65  | £11.50  | G        | <input type="checkbox"/> |
| £20001 - £25000 | £3.23  | £14.00  | H        | <input type="checkbox"/> |
| £25001 - £30000 | £3.98  | £17.25  | I        | <input type="checkbox"/> |
| £30001 - £35000 | £4.68  | £20.30  | J        | <input type="checkbox"/> |
| over £35001     | £5.19  | £22.50  | K        | <input type="checkbox"/> |

Retired members £15(for life) Students £10pa Unemployed £4pa

### Conditions of Service

(tick all those boxes appropriate to you and your post)

|                       |                          |                              |                             |
|-----------------------|--------------------------|------------------------------|-----------------------------|
| Full Time             | <input type="checkbox"/> | <b>DISABILITY*</b>           |                             |
| Part Time             | <input type="checkbox"/> | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Term Time only        | <input type="checkbox"/> |                              |                             |
| Job Share             | <input type="checkbox"/> | <b>ETHNIC ORIGIN*</b>        |                             |
| Permanent             | <input type="checkbox"/> | Afro-carib                   | <input type="checkbox"/>    |
| Temporary             | <input type="checkbox"/> | African                      | <input type="checkbox"/>    |
|                       |                          | Indian                       | <input type="checkbox"/>    |
|                       |                          | Pakistani                    | <input type="checkbox"/>    |
| <b>CAR ALLOWANCE*</b> |                          | Other Asian                  | <input type="checkbox"/>    |
| Essential             | <input type="checkbox"/> | White Euro                   | <input type="checkbox"/>    |
| Casual                | <input type="checkbox"/> | Other                        | <input type="checkbox"/>    |
| None                  | <input type="checkbox"/> |                              |                             |

\* 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 additional information provided will be completely confidential.

### POLITICAL FUND

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

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 Fund** (your subscription includes 5p per 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 not completed

### 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**

## BRANCH OFFICER ELECTIONS

### RESULTS

The roles of Branch Chair, Secretary, Service Conditions Officers, Treasurer and H&S Officers have been filled following nominations that had to be in by 12<sup>th</sup> December '03.

The number of nominees matched the number of posts and no elections are required for these posts for 2004. The successful candidates are:

**Branch Chair:**

Bob Moody

**Secretary:**

Chris Tansley & Jill Turner (job share)

**2 Service Conditions Officers:**

Jackie Johnson & Barbara Miller

**Treasurer:**

Ged Talty

**2 H&S Officers:**

Jim Connolly & Maggie Pilmore

### MORE NOMINATIONS

The following roles are up for election via the AGMs.

**Vice Chair**

**Assistant Secretary**

**Assistant Treasurer**

**Communications Officer**

**International Officer**

**2 Welfare Officers**

**Development Officer**

**Membership Services Officer**

**Education Officer**

**Equalities Officer**

**Voluntary Sector Officer**

If you are interested in any of the posts, full job descriptions are available upon request from the branch office (details on page 1). If you do decide to stand for a post you need to complete and return the nomination form below and this needs to be signed by a proposer and seconder who must be members of the branch.

**The deadline for nominations to be received in the Branch Office is noon on Friday 27<sup>th</sup> February 2004**

## TAKING TIME OUT



From the list of newly elected officers, some of you might notice that we have no longer have Gail Squires as one of the two Service Conditions Officers. Gail has decided to take some time out from union activities for personal reasons and everyone at the Branch will miss her contribution. UNISON members owe her a large debt of gratitude for all the hard work she has put in over the years in the often thankless task of negotiating with the County Council to improve (and protect) our terms and conditions of employment.

For those that do not know her, it might help if I give a personal potted history, purely based on my own fuzzy memory. I first met Gail when I was a new steward in the then NALGO Branch in the Spring of 1989, and she was one of those people who seemed to know everyone, what they were doing and why. She introduced me to the relative joys of the Nottingham Trades Council, again where she knew lots of people in different unions. Over the years I've lost count of the number of demonstrations and May Day marches we've been on, the mornings handing out leaflets in the Market Square in support of Fire Fighters, Ambulance workers, against cuts in Education, and the evenings spent in pubs debating the finer points of socialism and the need for a good back four at Notts County. The weekends spend fundraising for the Mansfield Unemployed Workers Centre by volunteering for the Workers Beer Company are especially fuzzy memories, but we got a lot of beer poured and money raised in between seeing a few bands at various Festivals.

In all this, she has shown that rare willingness to get on with the job, seeing what needed to be done, working out how it is to be done, and reminding those who talk a good fight that the work has actually got to be done. I don't want this to sound like an obituary or a farewell speech, so I'll finish by saying: *Thanks Gail, for all the hard work you have done for this branch and it's members over the years, and I look forward to seeing you back in the branch refreshed and ready to storm the barricades.*

*Bob Watt*

Branch Communications Officer

## NOMINATION FOR BRANCH OFFICER POST

Name & Membership Number: \_\_\_\_\_

Department/Employer (if not NCC): \_\_\_\_\_

Work Address: \_\_\_\_\_

I wish to be nominated for the post of: \_\_\_\_\_

Proposed by (Name & Membership Number): \_\_\_\_\_

Seconded by (Name & Membership Number): \_\_\_\_\_