

NOTTS UNISON NEWS

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

CONTENTS

Page 2

e-mail news service
Job Evaluation continued

Page 3

NEC Elections
Minimum wage to increase

Page 4

Victory on 2 tier workforce
Time to start fighting GATS

Page 5

GATS explained

Page 6

Conference delegates elected
International Womens Day report



Page 7

Application Form

Page 8



Book your seat on the bus for
Manchester on 26th April



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

JOB EVALUATION & NOTTS COUNTY COUNCIL

You might have heard that the County Council is going to carry out National Job Evaluation. The obvious questions that you might want answered are *what, why, when, how and who?*

Some of these questions can be answered now, while others are still being sorted out. Initially, we can say what it is and why it is being done, and indicate who's involved.

So, what exactly is Job Evaluation?

Job Evaluation (JE) is a process that seeks to objectively measure the different elements or parts of a job. It evaluates each element and gives a total score for the job. All the jobs are scored in the same way, giving a comparison of jobs throughout the organisation.

Why is JE being introduced in Notts County Council?

The Single Status national agreement (between employers and trade unions), which has operated since April 1997, includes a provision for introducing evaluation. It was recognised that the existing pay and grading structures might not treat employees undertaking equivalent duties in the same way across and even within Departments. Both the County Council and the Trade Unions had particular concerns that equal pay for work of equal value issues should be addressed.

The Single Status Agreement ends the differences between manual workers and ex-APT&C staff, replacing the white and purple books of terms and conditions with a single green book: the National Joint Council For Local Government Services National Agreement on Pay and Conditions of Service. Job Evaluation is part of the work being done in Notts to put the Agreement into practice. In the County Council, the agreement reached at Personnel Committee on 19th December 2002 was to evaluate jobs that were in place on 1st April 2002 with the intention to complete this by 1st April 2004.



Continued on Page 2 >>>>

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.

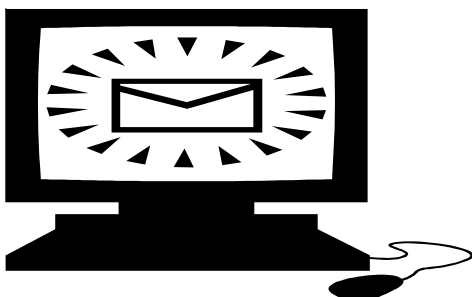
MOVED HOUSE OR WORKPLACE?

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



>>>>Continued from Page 1

Who's involved?

There are a number of groups of people involved in this process.

The people involved in sorting out JE are the Steering Group. This is made up of 2 managers (Terry Pears from Social Services and Andy Wells from Environment), Claire Gollin from central personnel and 3 representatives of the trade unions (Jackie Johnson and Bob Watt from UNISON, Hazel Beresford from GMB) all working together as a team to try and make sure that JE works fairly. The County Council has agreed to use a computerised version of the NJC Scheme that will be accurate, consistent, objective and transparent.

The next group consists of those who will be carrying out the JE work. These include a team of analysts who will be employed to do just this task, and other joint union and management panels who will be involved in the detail once we get going.

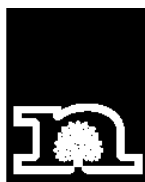
The most important group of people involved will be those whose jobs are to be evaluated. **The majority of County Council staff will be covered by the NJC JE Scheme**, with a few notable exceptions:

- Towards the end of last year, the County Council started looking at jobs on Principal Officer Grades (those above Grade SO2) using the Hay system and they are **not** covered by this JE exercise.
- Craft Workers (such as electricians and mechanics), Youth & Community Workers, and Teachers **will not** be included because they are on different terms and conditions.
- School based staff are not currently included because there is a legal dispute between the County Council and the trade unions about whom they are employed by. However those who work in schools for the contracting sections of the Environment Department such as catering, cleaning and landscape **will** be included.

What JE isn't...

JE is not about setting a level of pay to the points scored by a job. That will be the subject of separate negotiations which will be looking at how the results of the Hay and NJC JE schemes can be married up to create a coherent pay structure for the county council.

We hope that this starts to answer some of the questions that you have about Job Evaluation. We will have some answers to the *how* and *when* questions soon so watch this space...



Nottinghamshire
County Council



NATIONAL EXECUTIVE COUNCIL ELECTIONS

The full list of candidates for the 2003 NEC elections has been released. As UNISON members of a Local Government branch in the East Midlands you should receive ballot papers for the elections for a number of seats. These will be sent in a mailing from UNISON nationally, possibly in the U Magazine.

East Midlands Region Seats

- Female seat: Jean Thorpe - Nottingham City
Moz Greenshields - Derby City
Sue Clark - Lincolnshire County
- Male Seat: Chris Tansley - Nottinghamshire County
John Owen - Derbyshire County
- Reserved Seat: Sylvia McCrum - Nottinghamshire County
Ann MacMillan Wood - Derbyshire County

Local Government Seats

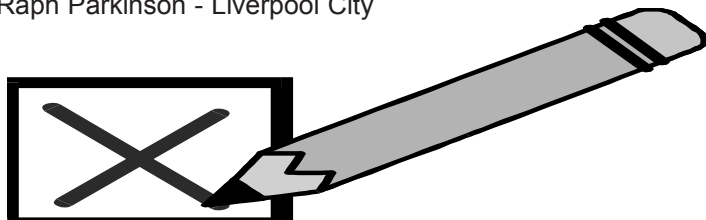
- 2 Female Seats: Lynn Poulton - East Sussex Area
Jane Carolan - City of Glasgow
Jean Geldart - Tower Hamlets
Julie Robinson - Ashfield
Caroline Johnson - Birmingham
- Male Seat: Dave Anderson - City of Newcastle
Peter Hagans - Birmingham
Rahul Patel - Westminster
- General Seat: Carole Maleham - Rotherham Met
Glenn Kelly - Bromley

Additional Seats

- 2 Female Seats: Sofi Taylor - Glasgow Health
June Nelson - Hammersmith Hospital NHS Trust
Beatrice Belgrave - City of Plymouth
Klair Jassal - Walsall LG
- Male Seat: Bill Beekoo - Barking Havering & Brentwood Health
Raph Parkinson - Liverpool City

Various candidates wrote to the branch seeking our support by nominating them. The Branch Committee has agreed to nominate the following candidates:

Sue Clark - Lincolnshire County
Chris Tansley - Nottinghamshire County
Jean Geldart - Tower Hamlets
Raph Parkinson - Liverpool City



GOVERNMENT TO RAISE MINIMUM WAGE BY 30P

The government is to raise the minimum wage, providing an above-inflation increase of 30p an hour for Britain's lowest paid workers.

But UNISON has given short shrift to the announcement, saying that it falls far short of our demand for a £6 an hour pay packet.

The 7% increase to £4.50 an hour will take effect in October, with a further increase to £4.85 pencilled in for October 2004, the economy permitting. This is compared to an average earnings growth of 3.7% a year.



Young workers aged between 18 and 21 will see their hourly minimum rate go up from £3.60 to £3.80 an hour in October and to a provisional £4.10 in October 2004.

UNISON general secretary Dave Prentis welcomed the proposed increase, but added that: *"I defy anyone in government to try to make ends meet on £4.50 an hour. The increase comes from such a low base, that it still falls far short of UNISON's £6 an hour living wage target,"* he added. *"This is the minimum that research shows you need just to buy the basics."*

Prentis said that the new minimum wage would leave many people reliant on tax credits to boost their income to a reasonable level - leaving taxpayers to pick up the tab for poor paying employers.

The government also announced a separate study into whether the minimum wage should be extended to workers aged 16 and 17. UNISON has long argued that young workers should be covered by the full rate of national minimum wage.

In spring 2002, the last date for which figures are available, 1.8 million workers in Britain were earning less than £4.50 an hour, 1.35 million of them women. Council workers saw our minimum rate rise to £5 an hour after our pay strike in July 2002, still below our £6 living wage demand.



VICTORY ON TWO-TIER WORKFORCE

UNISON has won a groundbreaking victory that will end the two-tier workforce in local government. It was announced in mid February that private companies will be forced to provide pay and conditions to new staff that are "no less favourable" than transferred staff.

UNISON general secretary, Dave Prentis, said: *"This is a major breakthrough for UNISON. Private companies will no longer be able to make profits or win contracts by driving down the pay and conditions of the workforce."*

"For the first time, private companies will have to provide pensions for new starters. UNISON's long-running campaign finally paid off, following agreement at the Best Value Review Group for a code of practice covering contracts between local authorities and private companies. At present existing staff who transfer to private companies have their pay, conditions and pensions protected, but new starters are often paid substantially less."

Prentis added that, crucially, the code is now enforceable rather than voluntary. *"The code's provisions are statutory and will be written into new contracts. And, in future, staff who feel they have been unfairly treated will be able to seek redress."*

He added that the deal had been brokered only after 18 months of intensive negotiations with the Labour Party, ministers and officials, including at Number 10, and other unions.

"With their help, we have now ended the practice where two people employed by the same company doing the same job are paid different rates of pay. This is a great day for the union and for low-paid, local government workers. Our hard work and persistence has paid off."

Meanwhile, the CBI attacked the deal accusing the government of a "climb-down". The CBI, which represents the interests of big business, wanted "broadly comparable" terms and conditions which would not have given the protection against exploitation that UNISON wanted.



Public service unions need to start fighting GATS

All the public services of the Third World are potentially up for grabs for multinationals under the radical 'liberalisation' policies being forced on their member governments. This was one of the messages at a special seminar on the General Agreement on Trade and Services (GATS) held at UNISON head office in March.

GATS is a process under the World Trade Organisation which is designed to promote the progressive liberalisation of both traded goods and increasingly services to citizens by their elected governments. But critics, including UNISON, argue that under GATS anything you think you've protected can also be challenged by another member country - so effectively nothing is safe.



GATS is an issue "public services unions and their membership need to get more educated and start campaigning on," according to Jane Carolan, member of UNISON's national executive council. The reason: it could happen here, too.

Member countries are strictly bound by the regulations once they sign up, and effectively it's impossible to back out of a commitment to deregulate part of the economy. This is why, under GATS, even if some future Labour government wanted to renationalise the UK rail network it couldn't.

Critics of GATS say it is hampering developing countries from devising their own solutions to looking after their populations. "No one country is the same as another, and no one development process is the same as another," argued Peter Hardstaff, head of policy for the World Development Movement. "We in the West took 150 years to work out how to do public services properly - an opportunity we're denying poorer countries."

The whole GATS negotiation process is shrouded in secrecy and too open to suspicions that its agenda is under the control of large US and EU financial services and industrial corporations. This leads to examples of inconsistency such as French stubbornness about protecting their native TV and film industry yet their pushing for the privatisation of other countries' water industries.

GATS campaigners want a stop to the current round of negotiations for even more radical steps toward deregulation until the impact of the process is better understood. "The 'trust us' approach of the EU and UK national government just doesn't wash any more," said Hardstaff.

What is GATS and what's it got to do with me?

The GATS goes much further than previous trade agreements in its scope. The mandate of the GATS is the liberalisation of trade in services and the gradual removal of "barriers" to competition in the services sector.

Its basic purpose is to constrain all levels of government (local, regional, national) in their delivery of services and to facilitate access to government contracts by transnational corporations in a multitude of areas, including **education, health and local government**.

"Services" is an extremely broad term that is not actually defined by the agreement, but essentially it is anything that is not a tangible commodity, for example sewage treatment and water purification. No government measure that affects trade in services, whatever its aim, even for environmental or consumer protection or to enforce labour standards, is beyond the reach of GATS.

In theory therefore, everything is included, but there is one exception as stated in the GATS Article 1.3: "services supplied in the exercise of governmental authority". These are defined as services "supplied neither on a commercial basis, nor in competition with one or more service suppliers". It is unclear, however, just what this means for public services such as education and health where there is an element of competition and private sector involvement. And where there is a disagreement over this, interpretation of the rules will be undertaken by a WTO Dispute Panel.

The GATS is made up of a mixture of basic obligations and specific commitments. The basic obligations are rules that automatically cover all services. Other rules do not automatically apply to all service sectors, but only to those that governments have decided to 'commit' to these rules. Countries including the UK, commit specific service sectors to these through a series of negotiations that began in February 2000. Countries also submit requests to other countries asking them to commit certain sectors to the GATS, or to remove any particular conditions or restrictions that they have listed for certain sectors.

Requests had to be submitted by 30 June 2002, and responses with offers must be made by 31 March 2003. The EU received within the June 2002 deadline, requests from 27 countries.

The EU has made requests for improved market access to 109 WTO member countries, including a number of the world's poorest. The requests cover a range of services which include construction and engineering services, distribution, energy services, environmental services, financial services, telecommunications, tourism and transport.

What's the government doing about GATS?

UK offers and requests are made through the European Commission that is the negotiating body for the whole of the European Union. Extensive commitments had already been made under the GATS before the government published its consultation document in October 2002, followed by the EC's consultation document in November 2002.

UNISON, with a number of other trade unions and NGOs, has responded to the UK government consultation, and we have a promise from the Department of Trade and Industry that we will be kept informed of developments in the GATS negotiations.

A memorandum by the European Commission, published on 5 February 2003, sets out examples of the European Union's (including the UK's) draft offer to improve third countries access to the EU services market.

The education sector, health related and social services sector and audio-visual services are not included in the EC's draft offer to other countries. But as this only applies to the current round of negotiations, they could be included in future rounds.

What's UNISON doing?

National Delegate Conference in 2001 adopted a motion that, among other things, called for active campaigns against GATS, and in 2002 conference supported a motion on globalisation and international trade that demanded a full assessment of the impact of GATS on public services. It is likely that GATS will be the subject of further debate at the 2003 conference. In the meantime we have stepped up the pressure on the government. Our response to the DTI consultation document calls for a halt to the GATS negotiations while an impact assessment is undertaken.

UNISON wants to see a world trade system with rules that ensure a level playing field, in which developing and least-developed countries can play an equal part, and which respects the highest employment and environmental standards, based on International Labour Organisation conventions, particularly core labour standards.

We believe that GATS is a real threat to these standards. High employment and environmental standards require strong regulatory powers. GATS will reduce governments' ability to regulate, where it is believed to be a "barrier" to trade. Weak regulation will follow GATS, as sure as night follows day.

Conference delegates elected

A week by the seaside, watching a pier collapse into the sea, deciding the policy of the country's biggest union. All this and more are on offer to a group of UNISON members this June.



Our National Local Government Conference (NLGC) and National Delegate Conference (NDC) are taking place in Brighton this year and the branch will be sending delegates to represent us at these important policy making events. Our delegates went through a nomination process and were formally agreed at the Branch Committee meeting on 13th March.

As a branch of over 12,000 members, the rules say that we can send 12 delegates to the NDC and 13 to the NLGC. The rules also require the delegation to be made up on the basis of fair representation and proportionality. This means it needs to reflect the membership of the branch. That's why of our 12 delegates to NDC 9 must be women, 3 must be men and of the 12 at least 1 must be low paid (on less than £6.10/hr) and 1 must be a young member (aged 26 or under).

For the NLGC we are entitled to an additional (13th) delegate. As a large branch we also try to ensure that the delegation includes representatives from our Self Organised Groups, though this is not always possible.

Our 12 delegates to the National Delegate Conference are:

Ingrid Browne-Wallace
Tina Carnachan
Dave Cook
Jenny Hogg
Reneen Hopewell
Jackie Johnson
Lesley McLean
Barbara Miller
Maggie Pilmore
Doug Walker
Jan Wooley
Mick Worrall

Our 13 delegates to the National Local Govt Conference are:

Tina Carnachan
Dave Cook
Jenny Hogg
Reneen Hopewell
Shaun Johns
Jackie Johnson
Lesley McLean
Barbara Miller
Maggie Pilmore
Doug Walker
Bob Wallace
Jan Wooley
Mick Worrall

Jackie Johnson has been elected delegation leader by the delegates. We hope that they have a good time and look forward to their reports in a future edition of NUN.

INTERNATIONAL WOMEN'S DAY 8th MARCH 2003



This year we were joined by women from around the East Midlands Region as the Regional Women's Committee held a Women's Event and AGM at County Hall.

We had workshops in the morning and afternoon on the Sweat Shop Campaign, Fair Trade, Oxfam and their campaigns relating to powdered milk in Ethiopia, coffee farmers and the massive drop in coffee prices (not that we have noticed at the shops).

There was a project raising awareness of albinos in Africa with urgent need of practical items such as children's sunglasses, sun hats and high factor sun creams.

The women refugee workshop ended with the formation of a 'Women's Refugee Friendship Network' where women can make contact and extend their friendship by creating some simple opportunities for women refugees to have some basic normality with dignity. If you wish to give up an hour or so to go shopping, go out locally etc. please contact Jill Day at the Regional Office (0115 847 5400) to put your name down on the network giving the area that you live and a contact number.

There was a workshop looking at the problems of chocolate production and the use of chemicals as well as the unfair trade issues with chocolate tasting, a popular workshop. There was also an African Story Telling Workshop that also explored the dress of women over the last century and a modern story involving traditional marriage. This was followed by questions and interesting debate.

Bodyshop promoted their community trade projects and proved to be a popular alternative stand along with Greenpeace who are campaigning against Esso as a giant world trader to look at fairer trade agreements. Not to forget the fantastic organic and fair-trade products produced by Nottinghamshire County Council Catering for the organic buffet. Thanks to all of you who supported the day.

Linda Krelle
Branch Women's 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
------------------	------------------	-----------------------	------------------	------------------	------------------

*CAR ALLOWANCE:

*DISABILITY

Essential	Casual	None	Yes	No
------------------	---------------	-------------	------------	-----------

*ETHNIC ORIGIN:

Afro-carib	African	Indian	Pakistani	OtherAsian	White Euro	Other
-------------------	----------------	---------------	------------------	-------------------	-------------------	--------------

* 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



MANCHESTER

26th April 2003

The TUC wants to stand firm with all those who oppose racism and fascism to say enough is enough. No more politics of hate. No them and us. So on 26th April, the TUC in conjunction with UNISON will be holding a march, rally and concert in Manchester involving trade unions, community groups and all those who:

- Oppose racism and racial inequality
- Reject the politics of hate
- Support the fair treatment of asylum seekers.

We can look back at a decade that has seen massive political changes - the first free elections in South Africa, an end to 18 destructive years of Tory government, the Good Friday agreement in Northern Ireland, the introduction of a minimum wage.

But this is no time to be complacent. Because in Britain - as elsewhere in Europe - a vicious undercurrent of racism is starting to rear its ugly head once again. This politics of hate has increasing attacks on asylum seekers and refugees - in the media and on the streets. It has seen a rise in anti-Muslim sentiment after September 11th. Racist organisations present asylum seekers and Muslims as a threat to the 'British way of life', arguing that the white working class have become second class citizens in their own country.

We know this isn't true.

Ethnic minorities remain the most deprived people in our society. They are more likely to live in underprivileged areas, are more likely to be poor and unemployed. And now asylum seekers and refugees have become the latest target for verbal and physical racist abuse.

The tabloid press has launched a vicious attack, scandalously portraying asylum seekers as scroungers or, even worse, as terrorists.

We know this, too, to be a lie.

Refugees contribute 10% more to the economy in taxes and national insurance than they consume in benefits and public services. They want to escape terror, not to perpetuate it.

UNISON has a proud history of standing up against racism. Now, as trade unionists, we must once again say that the politics of hate is not acceptable.

Trade unions exist to defend equality and to fight discrimination. And it is time for us to defend the real British way of life - a way of life which enjoys the richness of a culturally and racially diverse society, a way of life which applauds the massive contributions made to our society by refugees and migrants, a way of life which affords everyone an equal human right to prosper.

It is important now, more than ever, for us to unite against racism, to halt plans to create divisions within our society, to defend the rights of refugees to seek asylum, and to make sure that the fear of terrorism doesn't herald a new era of racist politics.

>>Make your voice heard, join us on 26th April>>

As well as the march and entertainment in Albert Square, there will be an evening concert at the Apollo, Manchester. The line up includes:

**Alabama 3
Courtney
Pine
Luciano
RDB**

Tickets for the concert are £6 and are on sale to UNISON members from 20th March. To book, ring:

0870 401 8000

Please note these are separate from coach tickets.

Nottinghamshire UNISON will be organising two coaches to Manchester.

Pick up points will be in Nottingham, Mansfield and Worksop.

Coach tickets will be £2 to UNISON members or the unemployed, and £5 to others.

One coach will return from Manchester at 5 p.m. and the other after the gig (at about 11)

To book your coach tickets please contact the branch office on:

0115 981 0405

or e-mail:

branch.office@nottsunion.org.uk