

# NOTTS UNISON NEWS

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

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## PAY 2004

### NATIONAL EMPLOYERS REFUSE TO IMPROVE THEIR "OFFER"

### UNISON GEARS UP FOR INDUSTRIAL ACTION



At the time of going to press final attempts to persuade the National Employers to improve their derisory "offer" in response to the trade union side claim were on the point of collapse. UNISON, GMB and TGWU had submitted a claim based on the pay commission report that came out of the last industrial action over pay in 2002.

This was a reasonable claim for:

- => 4% plus £200 on all scale points
- => Abolition of scale points 4,5 and 6 ensuring a minimum wage of £5 an hour
- => Basic holiday entitlement of 25 days
- => Completion of Equal Pay audits in all Authorities within two years
- => Increasing paid maternity leave to 8 weeks on full pay and 14 weeks on half pay and reducing the qualifying period from 52 to 26 weeks
- => Additional paid maternity leave for premature births
- => 2 weeks paid maternity support leave
- => Paid adoption leave

The Employers response totally disregarded this claim and "offered" a derisory:

- => 7% over three years
- => No pay rise in the third year for staff in Authorities that have not begun a job evaluation exercise
- => Scrapping National figures for unsocial hours payments and leaving these for "local negotiation"
- => Reducing sick pay entitlement and using holiday leave instead

The Trade Unions unanimously rejected this "offer" as an insult to staff and demanded that the Employers come up with a response to their claim. Instead the Employers decided to issue press releases on 4<sup>th</sup> May stating they were not going to move away from their "generous offer". They also said they were determined to keep Council Tax level low to avoid Authorities being "capped".

At the last joint Trade Union meeting in London on 7<sup>th</sup> May the Employers delaying tactics and deliberate provocation (by issuing press statements rather than offering constructive talks) led to calls for the membership of all three Unions to be consulted on the "offer" with a recommendation of rejection and a move towards "substantial" industrial action. This was agreed unless the Employers come up with a reasonable offer at the next meeting on 21<sup>st</sup> May.



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)

*Chris Tansley*

Joint Branch Secretary

## 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**



## BRANCH AGMs REPORT

The Branch Annual General Meetings were held on 22<sup>nd</sup> and 23<sup>rd</sup> March 2004. These are an opportunity for members to make their voice heard, elect their representative branch officers, set policy for the year ahead etc.

This year, the meetings were inquorate as not enough members turned up. In a Branch of nearly 12,000 members, we only need to have 50 members turn up across two meetings to be quorate.

Over the past year we have, as a branch:

- => faced the imposition of Hay Job Evaluation and staff having their contracts terminated
- => successfully negotiated the joint running of the NJC Job evaluation process,
- => seen the introduction of a national framework for schools, and
- => represented members in restructurings, grievances, disciplinary and harassment cases.

The year ahead will see the branch:

- => negotiating about a new pay structure arising from the results of NJC Job Evaluation
- => lobbying over possible FE College mergers
- => working with members to implement NJC JE in the Fire Service
- => preparing for possible industrial action over the 2004 pay claim
- => developing the role of learner reps
- => continuing to represent members in grievances, disciplinary and harassment cases

Given all that is likely to face our members in the year ahead, the branch is trying to find out why the AGMs were not well attended.

- => Is it because we are doing such a great job that members are not worried?**
- => Was the agenda "less than inspiring"?**
- => Was the time (12.30 pm on a Monday and Tuesday with free buffet lunch) of the meeting wrong?**
- => Were the venues (the council chambers at County Hall and Mansfield Civic Centre) inaccessible?**
- => Do you wonder why we have more than one Annual General Meeting?**
- => What would encourage you to attend next year?**

We would welcome comments and suggestions from members of the branch about how we can make next year's meetings a success.

You can write to the Joint Branch Secretaries at the address on the front page or e-mail us: **branch.office@nottsunison.org.uk**

## Notts UNISON News DEADLINES 2004

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

- 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

## **'For evil to triumph all that is necessary is that good people do nothing'**

**THE fascist British National Party (BNP) aims to win seats to the European Parliament, London Assembly and councils across Britain. Don't let them get away with it.**

The BNP poses as a respectable party and would like all of us to believe that it has a legitimate place in British politics. However in reality the BNP is a fascist party that has at its core a gang of thugs who worship the politics of Adolf Hitler.

The BNP tries to whip up racism against asylum seekers and Muslim communities in particular. The BNP stands for the expulsion of black and Asian communities.

When the BNP get elected racist violence increases. For example in Burnley there are 6 BNP councillors and racist attacks have increased by 149 percent since the BNP targeted the town. They also stand for the destruction of trade unions and democracy.

Although they use our democratic system – standing in council, London and Euro-elections – the BNP would do away with democracy if they ever came to power. The aim of BNP leader Nick Griffin is a dictatorship in Britain – Hitler's Germany brought here.

Hitler used murder and force to smash democracy, free speech, the trade unions, and the liberty of ordinary people. His regime ended in the Nazi Holocaust, which murdered 6 million Jewish people. In total 15 million Jews, Slavs, black, lesbian, gay and disabled people were killed as a result of Nazi Germany's murderous policies. The BNP would do the same here given a chance.



Unite Against Fascism is a coalition of trade unions, faith groups, community groups, anti-racist organisations and individuals across Britain dedicated to halting the rise of the BNP. Join us, and use your vote on 10th June to stop the fascist BNP.

*Weyman Bennett & Sabby  
Dhalu*

joint secretaries: Unite Against Fascism

### **Ten facts the BNP won't tell you**

#### **1. The BNP are fascists.**

The BNP stands in the tradition of Hitler's Nazis. Mark Collett, the BNP's former youth leader, was caught on TV praising Hitler and suggesting that Nazi Germany was a better place to live than Oldham or Burnley. All its leading members have been in British Nazi parties going back decades. BNP leader Nick Griffin has been an active fascist since the 1970s

#### **2. The BNP are against the health service.**

"The NHS symbolises everything that is wrong with British society today" – Nazi godfather and ex-BNP leader John Tyndall

#### **3. The BNP is racist.**

Their ultimate aim is an all white society. This could only be achieved by forcibly throwing all black and Asian people and their children out of Britain.

#### **4. The BNP is against trade unions.**

"People whose freedom must be curbed are pressure groups, the media and trade unions" – Tyndall.

#### **5. The BNP hate young people.**

"Young people should undergo a period of national service. Pop music is one of the major weapons in the assault on white civilisation" – Tyndall.

#### **6. The BNP have nothing but contempt for our democracy.**

Their councillors in Burnley have failed to campaign on important issues or even turn up at key council meetings. Griffin tells his members to use "well directed boots and fists" against anyone who stands in their way.

#### **7. The BNP has terrorist connections.**

BNP number two Tony Lecomber was jailed in 1986 for a bomb attack. The Nazi nailbomber David Copeland was a former BNP member. He confessed "My aim was political. It was to cause a racial war...then all of the white people would go out and vote BNP"

#### **8. The BNP glory in racist attacks.**

Areas that the BNP target are blighted with increased racist attacks. In Burnley between April 2002 and March 2003 237 racist attacks were recorded. This is an increase of 149% from April 2000 and March 2001, which corresponds with increased BNP activity in the area.

#### **9. The BNP deny the holocaust in which six million Jewish people, as well as trade unionists, gays and gypsies, were murdered by Hitler.**

Griffin has a recent conviction for inciting racial hatred after a magazine he published denied the Holocaust.

#### **10. The BNP want to con you out of your vote. DON'T LET THEM!**

### **Why your vote counts**

The BNP will be relying on a low turnout to sneak their candidates in. So your vote counts. The majority of people want nothing to do with the BNP. Together we can stop them. Whether you have a postal vote or go to the polling station: **VOTE AGAINST THE BNP.**

**Use your vote on 10th June...**

## **Stop the BNP**

# NJC JE NEWSLETTER 7

## Stage 1: Progress report

The Joint Steering Group is pleased to report that arrangements had been made for the evaluation of all Stage 1 jobs (that is jobs as at 1<sup>st</sup> April '02) by the end of the Easter 2004 break. The vast majority of initial interviews were completed by the end of March. A small number had slipped into April due to unforeseen circumstances.

We are confident that all initial interviews (including an NJC JE review of jobs evaluated at the lowest band, A, under the Hay scheme) will have been carried out by 1<sup>st</sup> June 2004. We still expect to be able to deliver the results of Stage 1 NJC Job Evaluation to a joint management and trade union side meeting in June 2004, and that final Job Overviews will have been circulated to employees in time for implementation of Stage 1. This will conclude the Steering Group's and Project Team's role for Stage 1.

## Re-evaluation interviews

Re-evaluation interviews are being arranged for those jobs where the Joint Steering Group has accepted the validity of any concerns raised by jobholders or in the Data Monitoring Panels (DMPs).

It has been recognised that it is not always possible to have the same trained trade union steward or analyst at the re-evaluation interview, given that some people have left or moved jobs etc. In light of this, it has been agreed that another trained trade union steward or analyst may be used, given that the role of the trade union steward is to ensure that the system is applied fairly and consistently and that the analysts are being advised which particular questions need to be revisited. These re-evaluation interviews should be completed by the end of May, but these will still need to go through the data verification process before they can be fed into the pay negotiations.

## Vertical & Horizontal data checks

The final stages of data monitoring involves the Joint Steering Group undertaking vertical and horizontal checks. The vertical checks consist of seeing if, for example, the job of a supervisor scores higher than the jobs of those they supervise. Where this is not the case we will investigate to see if there is a valid reason under the NJC JE criteria. The horizontal checks will be made across departments and groups to see if similar jobs (for example Personnel Assistants in each department) score similarly and, again, if this is not the case investigating to see if there is a valid reason under the NJC JE criteria.

## Hay "band A" jobs

The Joint Steering Group has identified 56 jobs that fall within Hay Band A and that will also be subject to evaluation using the NJC scheme in order to identify the extent of the overlap between the two schemes.

We have arranged to carry out the initial interviews for 51 of these by the end of April and data verification in May. However, 5 jobs will have to be evaluated in May because the post holders are either involved in financial year-end work or an OFSTED inspection.

These posts will go through the data verification process in June and will be fed into the pay modelling process when available.

## Lessons learnt from Stage 1

### *The Gauge Help Text needs clarifying.*

The Joint Steering Group has recognised that the Gauge Help Text needs clarifying in a few places to reduce the likelihood of confusion in the interviews. Two members of the Steering Group (one from the trade unions and one from the management) are to go through the text to sort this out in time for Stage 2. The task will need to be carried out carefully so as to avoid affecting the locally agreed conventions.

### *Hold a thorough preparation meeting.*

The Steering Group has had reports that the best interviews have followed those preparation meetings where post holders have been guided through the process by a manager who has read and understood the guidance provided in their pack. As part of such a meeting, the members of the group have identified relevant examples for each of the factors (and written them down) and found a volunteer to be interviewed. Those interviewed after such thorough preparation meetings have gone on to report that they have had a positive interview experience. The Steering Group has found that providing relevant examples helps to minimise the likelihood of a re-evaluation interview being needed.

### *An easier booking system would help.*

One of the hardest administrative tasks in Stage 1 has been the logistics of having workplace preparation meeting followed by the interview. This has involved managers finding a venue and getting employees and a trained trade union steward together for a workplace preparation meeting. The Project team then had the task of getting the person chosen for interview by the group, the manager and the trade union steward together with an analyst for the interview. Stage 1 involved about 1700 interviews and a similar number of associated preparation meetings.

To make it easier under Stage 2 it is proposed that the scheduling process and support resources are streamlined. The intention is to include more structured release of trade union Stewards to support the process and a set number of venues available for meetings Countywide.

### *Job Descriptions need sorting out.*

As we have gone through the Data Monitoring Process we have found many jobs where the job description needs to be updated to reflect the duties actually carried out or the name of the department or team following a restructuring.

In addition, the Joint Steering Group will be making some recommendations about job descriptions to the County Council in light of our experiences of managing the NJC JE process. These will include the recommendations that:

=> the County Council has a standard format for job descriptions;  
=> the standard format includes key NJC Job Evaluation issues such as indicating to whom the job reports and which posts it supervises, whether there is any budgetary responsibility etc;  
=> job titles need to be used consistently across the authority;  
=> the standard format and consistent use of titles be applied to all jobs covered by the NJC terms and conditions across the authority, regardless of department.



## What Happens next?

From June 2004 onward, work will be undertaken on modelling the pay structure based on the results of Stage 1 of the NJC Job Evaluations as part of wider negotiations on pay strategy. Further information on this is included at the end of this newsletter.

Meanwhile, we will be getting on with Stage 2 of the NJC Job Evaluation scheme. As part of preparing for Stage 2, the Joint Steering Group is in the process of working with Departmental Personnel teams and the Employee Services Centre (ESC) at Ruddington to identify jobs that have been created or have significantly changed between 2<sup>nd</sup> April '02 and 31<sup>st</sup> March '04.

Identifying "pure" new jobs should be a relatively straightforward task as these are jobs that did not exist in any form in the Authority before 1<sup>st</sup> April '02. The intention is that these "pure" new jobs should be evaluated first in stage 2, with workplace meetings starting from mid June onwards.

The majority of newly established jobs from 2<sup>nd</sup> April '02, including many of those emerging from departmental restructurings, will be variations on existing jobs tailored to meet the needs of newly opened establishments or new ways of working. These are, in effect, changed jobs and can be treated in the same way.

Changed jobs are posts that were established at 1<sup>st</sup> April '02 but for which certain elements of the job have changed and the Job Description should have been up-dated or revised. In the Stage 1 interviews job holders and managers had an opportunity to indicate whether the job requirements had changed since 1<sup>st</sup> April '02 and whether the job description needed updating as a result. This information was recorded (where provided) and will be collated for departments so that they can check that it is accurate and that job descriptions are updated accordingly.

It will only be necessary to re-evaluate those elements that directly affect the job's score in any of the 13 factors in the NJC Job Evaluation scheme (for example an increase in the number of staff supervised). The Joint Steering Group is drawing up criteria to help Departmental Personnel teams identify those jobs that have changed and which of the 13 factors will need to be re-evaluated.

In dealing with all this, the Joint Steering Group is looking to simplify the preparation process and build from our experiences in Stage 1.

## Thank you...

Overall, the Stage 1 process has been a success. The tight timescale for completing evaluations has been met, employee participation in the process has been comprehensive and largely positive, and joint working between the trade unions and management has been very effective.

The Joint Steering Group would like to thank all involved for contributing the time and effort necessary to achieve this.

*Joint Steering Group*



## JOINT NEWS ON THE WAY AHEAD

This Jointly written section of Notts UNISON News provides an opportunity to let employees know what is happening in the Authority to apply the results of the NJC Job Evaluation to Phase 2 of the County Council's Pay Strategy.

It was jointly agreed, by the Authority and the trade unions at a meeting of the Informal Corporate Joint Forum on 24<sup>th</sup> March '04, that:

=> *The Authority will be appointing a Programme Manager in the near future to carry out the project planning work relating to Phase 2 of the Authority's Pay Strategy.*

=> *Part of the project planning work will include identifying an implementation date that takes account of the size and scope of the task involved in translating the Stage 1 NJC JE results into working pay scales, negotiating the wider pay package (possibly including allowances and additional payments), and the associated work that has to be done to agree an appeals process and how we maintain the NJC Job Evaluation system for the future.*

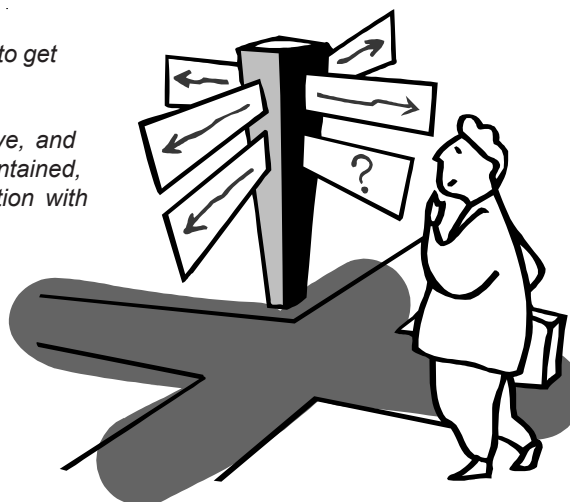
=> *Both sides agreed that it is important that we take the proper time to get this right because it will directly affect people's pay.*

=> *Both sides recognise that there will have to be careful, inclusive, and detailed negotiations to ensure that accuracy and consistency are maintained, and that there will have to be appropriate and timely communication with employees.*

**As a result of the above, we agreed that the implementation date be extended beyond 1<sup>st</sup> October 2004.**

Once the Programme Manager has produced the project plan, employees will be informed of the revised implementation date.

A joint letter has been issued from management and trade union sides to confirm this decision.



## MINIMUM WAGE RISES ANNOUNCED

From October 2004



Adults: £4.85/hour

18 to 21 year olds: £4.10/hour

16 and 17 year olds: £3.00/hour

Trade secretary Patricia Hewitt made her decision based on advice from the Low Pay Commission, to which UNISON made a series of submissions. UNISON and the YMCA recommended the minimum wage be extended to 16 and 17 year olds after researching conditions for young workers and apprentices. It was found that young people were doing increasingly responsible jobs with little reward in care homes, shops, restaurants and hotels.

*"It's great news that 16 and 17 year olds will now receive minimum wage protection and we welcome the adult rate increase to £4.85 and £4.10 for 18 and 21 year olds," said UNISON general secretary Dave Prentis. "UNISON has campaigned long and hard for a minimum wage and we look forward to the day when all workers are paid the rate for the job. A three tier system is unfair - pay should be based on competency not age."*

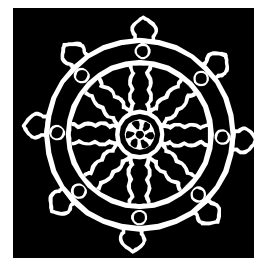
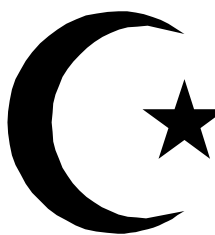
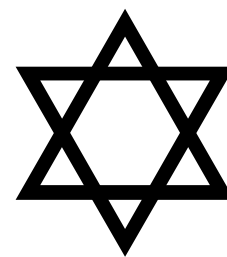
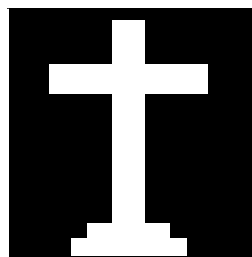
*"We want to see a single minimum wage rate for all those performing a full job," added Prentis. "Young workers are firmly established in the labour market and need minimum wage protection. They are performing tasks equivalent to those of adult workers and contributing to the economic success of the country and the organisations they work for. It is only fair that they are paid the rate for the job."*

A Low Pay Commission statement said:

*"The commission has concluded, first, that the overall economic outlook remains favourable, with growth being slightly higher than forecast last year and the labour market remaining robust with high employment and very low unemployment. In addition, employment across low-paying sectors as a whole is continuing to grow and there seems to be little or no evidence that the minimum wage is having an adverse impact on these sectors. On the basis that the commission believes these recommendations are affordable for business and will not have any significant effect on levels of employment."*

**YOUNG  
PEOPLE *in*  
UNISON**

## AN END TO RELIGIOUS DISCRIMINATION?



As a result of a European Directive, the Government has introduced the "Employment Equality (Religion or Belief) Regulations" which came into force on December 2<sup>nd</sup> 2003.

The new law prohibits less favourable treatment in employment and training based on:

- => A person's religion or belief
- => The perception of a person's religion or belief – a perception that could be mistaken
- => A person's association with someone of a particular religion or belief
- => A refusal by a person to comply with a discriminatory instruction

In common with sex and race discrimination laws, the regulation outlaws (on the grounds of religion or belief):

- => Direct and indirect discrimination
- => Bullying and harassment
- => Victimisation

Fighting religious discrimination is also a negotiating issue. That's why UNISON will be seeking to negotiate a collective agreement to implement the law in the Council that will effectively prevent discrimination for all staff.

Unlike race, disability and sex discrimination there is currently no official body to promote or enforce the law banning discrimination on the grounds of religion or belief. Therefore, Unison has a particularly important role to play within the Corporate Equalities Agenda.

*Barbara Miller*

Joint Service Conditions Officer

## 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**

## UPDATE ON DSO HOMECARE NEGOTIATIONS

### WEEKEND ENHANCEMENTS

In April 2000, the Home Care Service undertook a review. UNISON was present at all the consultation meetings held in each district throughout the County. When the consultation period was completed, UNISON balloted each individual member in the Home Care service. Though UNISON is by far the major player due to the density of membership, we work in unity with other Unions.

All CCA's and SCCA's were protected on weekend enhancements until the next review to take place in June 2003. Because of the employer's lateness in coming to the table, the protection was therefore extended. A consolidated rate in line with the Single Status agreement was reached by both UNISON and GMB. All previous protected employees (except SCCA's who agreed a new post spinal progression point 13-15), will now receive an increment of one spinal column point from May 28<sup>th</sup>, plain time will be paid for Saturday and time and a half for Sundays.

All new starters from May 31<sup>st</sup> 2000 have been on these conditions of service and are undergoing a training progression in order to receive increments in pay. Throughout negotiations in an ever-changing, demanding service, UNISON have fought to ensure no member will suffer detriment as well as ensuring equality and fairness exits for all. Job evaluation is underway and it is generally perceived that equal pay for work of equal value will adjust favourably for ex-manual workers.

I am more than willing to meet and talk with the members and have previously done so. UNISON is committed to public services and has succeeded in preventing privatisation, which has been the case in some other Local Authorities.

We have a Branch Office and communicate on a regular level with all Home Care members. I respond to every phone call and query as do Lorraine Poundall, Convenor, Linda Davy, Senior Steward, Stephanie Wood, Steward for Bassetlaw and Newark, and Diane Lunzer, Steward for Broxtowe, Gedling and Rushcliffe.

If you supply me with a fax number or address, I will be able to forward you copies of the Review as well as the results of the ballot conducted in April 2000.

*Barbara Miller*

Joint Service Conditions Officer

### CARE LEADER AND TEAM LEADER ROLES

May I stress that UNISON is negotiating on behalf of our members in order to achieve the transition from a Senior Care Role to Team Leader and Care Leader Roles.

Due to the nature of the service, the new roles will give more support to the CCA's in the community while ensuring that clients receive a quality and sustainable service.

I will be attending Seniors Meeting in all three areas as the UNISON representative, in order to contribute to Agendas being compiled for each individual area.

As far as possible, the practices will be standardized but there are local differences due to the geographical radius, staffing levels and driver/non driver ratio.

The scheme will commence in Bassetlaw in June, it will be under constant review to ensure that any problems encountered will be resolved before it rolls out to the next area. Any feedback or comments would be welcome from all our members.

*Linda Davy*

UNISON Senior Steward  
Social Services Homecare

## TRAVEL ALLOWANCES AS OF 1st APRIL 2004

Engine size	451-999cc	1000-1199cc	1200+cc	<b>Three Wheeled Vehicles</b>	
<b>Essential Users</b>				<b>Essential Users</b>	
Lump Sum p.a.	£666	£744	£954	Lump Sum p.a.	£516
Lump Sum per month	£55.50	£62.00	£79.50	Lump Sum per month	£43.00
First 8500 miles	29.1p	31.7p	39.2p	First 8500 miles	21.4p
Over 8500 miles	10.8p	11.2p	13.1p		
<b>Casual Users</b>				<b>Casual Users</b>	
First 8500 miles	37.0p	40.4p	50.5p	First 8500 miles	25.6p
Over 8500 miles	10.8p	11.2p	13.1p		
<b>Charges for use of County Council owned vehicles</b>	29.1p	31.7p	39.2p	<b>Motor Cycles</b>	
				Under 500cc	40.8p
				Over 500cc	50.7p
<b>Leased Cars - Petrol Allowances</b>	7.2p	7.4p	8.2p	<b>Mopeds</b>	12.4p
				<b>Cycles</b>	16.9p
<b>Conveyance of Client (not work colleagues)</b>	2.3p			<b>Trailers</b>	
<b>SS Volunteers</b>	39.2p			Privately owned	2.7p
<b>Public Transport Rate</b>	19.3p			Owned by NCC	2.5p

