

BRANCH UPDATE

Following the AGM that was held in March the following Branch Officers have been confirmed in post:

Pauline Cripps	Chairperson
Pam Howard	Joint Branch Secretary
Jason Horan	Joint Branch Secretary
Julie Pickles	Treasurer
Albert Hartley	Retired Members
Craig Wyna	LGBT Officer
Lesley Marlor	Education Officer
Ivor Sobers	Black Members Officer
Malcolm Groarke	Health & Safety Officer
Marian Kilkelly	Branch Auditor
Ann Skovgaard	Branch Auditor
Stephen Wright	Labour Link Officer

All officers work together to ensure that the branch is run effectively and to ensure that our members will be represented at all levels.

The Branch Executive also has vacancies for the following positions:

- Vice Chairperson
- Welfare Officer
- Terms & Conditions Officer
- Equality Officer
- Sports & Social Officer
- Disabled Members Officer
- Membership Services Officer
- International Relations Officer
- Communications Officer
- Young Members Officer (under age 27)
- Women's Officer

We also require Workplace Representatives, Union Learner Representatives and Workplace Contacts. If you would like further information on any of these roles or any of the positions above, please contact the Branch Office (01925 44-2186/2187) for more information and an informal discussion.

RECRUITMENT

Why is recruiting so important?

Organised workplaces with a high density of membership give UNISON greater influence with local management and employers.

This means the union will have greater influence locally and nationally, which helps UNISON campaign to improve public services, to stop discrimination, for equality of opportunity and for better pay and conditions of service.

The School Support Staff Negotiating Body (SSSNB) has been set up to negotiate support staff pay and conditions of employment in all maintained schools in England. Once there is a new package of pay and conditions UNISON will ballot its members – Join and have your say!.

Remember that it is particularly important to recruit young members if UNISON is to grow and be strong in the future.

'Nobody asked me!' That's the single biggest reason people give for not having joined a trade union.

And the best people to recruit new members are the UNISON members who work alongside them. So go on ask your work colleagues if they are a member of a Trade Union. Employees can join UNISON by calling 01925 637927 or email: unison@warrington.gov.uk



WARRINGTON BRANCH NEWS

Unison Office, East Annexe, Town Hall, Warrington, WA1 1UH

Telephone: 01925 637927/442186/7 fax: 01925 443875

www.unisonwarrington.org.uk

APRIL 2010

HOW WILL PUBLIC SERVICE CUTS AFFECT YOU?



Why public services matter

Public services are the foundation of a fair and civilised society. It is essential that we protect them so they can meet the needs of the future.

Politicians from all parties are talking about cutting public spending. That means job losses for our members and cuts to vital services that support our communities. That's why UNISON's Million Voices campaign is speaking up for public services.

Public service cuts are not inevitable, they are a political choice. We need to show politicians that the public does not want to see our services cut.

Right now public service workers are on the front line of tackling this recession. Sustained spending on public services is essential to limiting the downturn by maintaining levels of employment and demand in the economy.

The Local Elections are due to be held on May 6th 2010. A general election is also due to be held this year. However let's keep things local. Any kind of election means local issues!

Local politicians will soon be canvassing for your vote. Many of you will either ignore the knock at the door or just simply tell them to go away.

UNISON request that you reconsider when your local politician calls for your vote. If anything ask them one simple question. "What do you propose to do to stop the job losses and stem the cuts of services within Warrington Borough Council?"

UNISON has launched its Million Voices campaign to give people the opportunity to speak up for local public services. To show politicians of all parties that we do not support public service cuts log onto www.unison.org.uk/million and add your voice to the campaign.



We need to grow our public services if we are to meet the challenges of the future. If you wish to have any influence on local issues then please use your vote on polling day.

TOTAL REWARD PACKAGE

Members employed by Warrington Borough Council will be aware that a new pay & grading structure was implemented on the 1st December 2009. Members who lodged their appeal by the 28 January 2010 and submitted the paperwork by the 26 February 2010 should shortly be receiving an outcome to the first stage of the appeals process.

A part of the new pay and grading structure saw the implementation of the total rewards package (TRP). This included new arrangements for enhanced rates of pay, standby & callout payments. There seems to be some confusion locally across the council as to when these payments should apply. UNISON will clarify below what payments should be made and when you would be eligible to claim the payments:

Enhanced rates of pay

	00:00-06:59	07:00-18:59	19:00-23:59
Monday	+20%	Basic	+20%
Tuesday	+20%	Basic	+20%
Wednesday	+20%	Basic	+20%
Thursday	+20%	Basic	+20%
Friday	+20%	Basic	+20%
Saturday	+30%	+20%	+30%
Sunday	+30%	+20%	+30%

We are advised that the new enhanced rates of pay are not being applied as they should be. All the enhancements should be paid at the appropriate hourly rate as laid out in the table to the left.

Employees should check their payslips on a regular basis to ensure they are receiving the correct payments. Where possible we advise that you keep a record of the hours you have worked in each pay period.

Standby & Callout

Monday to Friday	£30 per day
Saturday to Sunday	£40 per day
Bank Holidays	£30 per day plus time of in lieu

You are not expected to be on standby or callout unless you receive the appropriate payments. Standby is where you are expected to undertake the duties of a job and respond to a telephone call outside the normal working day. If you are on standby then you should receive the payments outlined above.

If an employee has to work following receipt of a telephone call then a callout payment will apply. A callout payment consists of a minimum of two hours pay at the rate for the job plus any enhancements. If you are required to work beyond the initial two hours you will be paid by the hour at the enhanced rate.

LOCAL GOVERNMENT PAY UPDATE

On the day that 1.5 million local government workers should be getting their annual pay increase, UNISON, the UK's largest public sector trade union, called on Tory-led employers and councils to end the pay freeze and come to the negotiating table. The LGA has frozen the pay of local government workers such as home carers, nursery and school meals workers, teaching assistants, librarians without any negotiation with unions. Councils have billions in unallocated reserves. Local government workers have delivered above and beyond the efficiency savings targets set out by central government, and councils have pocketed the cash difference, freezing out council wages. Are you affected by the employers decision to freeze pay? Send us your views and comments to:

localgovernment@unison.co.uk

STAFF MORALE

Management have advised the Trade Unions that there are no major issues with staff morale!

The Politicians who presently lead the Council do not think there is an issue with staff morale!

UNISON believes differently. What is staff morale like in your workplace?

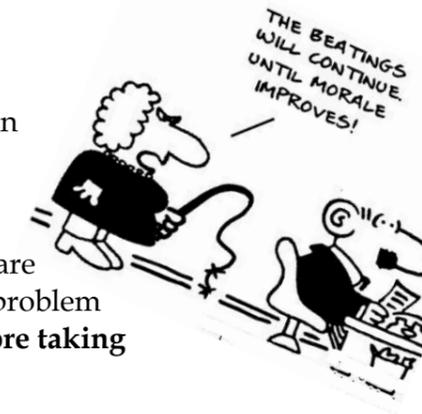
Several members have approached us with concerns over staff morale and management styles across the organisation. However they would not pursue the issues any further due to a fear of repercussions. Warrington Borough Council is embarking on major change and staff fear that if they stand up, then they will be cherry picked and put at risk as part of the restructure process.

This cannot be allowed to continue and UNISON will take any concerns, comments or issues very seriously. We have set up an external email account so that members can email their own views on staff morale within their workplace.

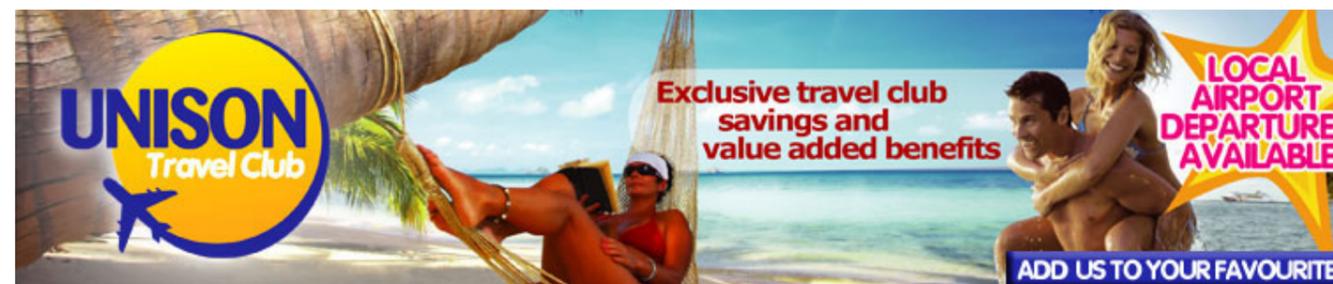
It would be useful if you could indicate which directorate you are from so that we can gain an insight into if there is a particular problem within a specific area. **All responses will be anonymized before taking forward.**

UNISON will act on any emails we receive. However unless we are informed of issues within the workplace we are unable to support our members effectively.

Please use this opportunity to raise morale issues in your workplace with UNISON. Send your email to: unisonwarrington@yahoo.co.uk



- Join in
- speak up
- be counted



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