



TRUMPET



No. 41

THE NEWSLETTER FOR PUBLIC SERVICE WORKERS IN TRAFFORD November 2003

**PLEASE CIRCULATE TO EVERY-
ONE IN YOUR WORKPLACE**

TRAFFORD METROPOLITAN 

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HOME CARE SERVICE COUNCIL IN U TURN

As Trumpet goes to press we can reveal that Trafford Council have just done a major U turn on the future of the Home Care service. After receiving bids from private sector organisations it now appears that the in house service is cheaper after all. (no surprise there) Faced with having to comply with new legislation on pay and conditions and pension fund arrangements, private companies were unable to submit tenders which undercut the present service.

In the old days private contractors would slash pay rates as soon as they won contracts, but UNISON made it very clear that we would take legal action against any employer who tried to do this or who refused to allow employees to join a decent pension scheme.

So the next time this Council tries to privatise a service, it had better do its homework first.

THANK YOU

A big thank you to the 10,000 people who signed our petition, the Home Carers who behaved with dignity throughout the process, the

UNISON stewards who kept their members informed of developments, and even those managers who privately told us they didn't agree with the Council's decision to privatise the service, but were only following orders.

At a meeting held on 21 October 2003 UNISON gave an assurance to Council officials that we will work with the Local Authority in ensuring that Trafford's cost effective, in-house service is enhanced for the benefit of our members, their clients and Council Tax payers.

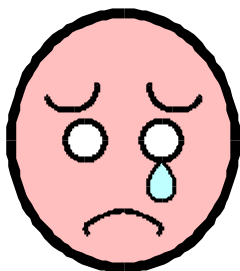
This victory by the Home Carers does not mean that we have won the war against privatisation. Has your service been under resourced and understaffed over the last few years? Has it suffered from poor managers who have trotted off into the sunset with little bags of cash over their shoulders? Then you had better watch out, as it's much easier for our politicians to externalise services, rather than improve and invest in them as they should be doing.

KEEP PUBLIC SERVICES PUBLIC



SUBSCRIPTIONS INCREASE FROM OCT. 2003

Ok, we know nobody wants to pay more subs, but this is actually the first increase since 1999.



Additional bands at the top end mean that subscriptions are based more equitably in percentage terms. And even though some people will pay more, those who are at the bottom end of the pay scales, will actually see their subscriptions go down.

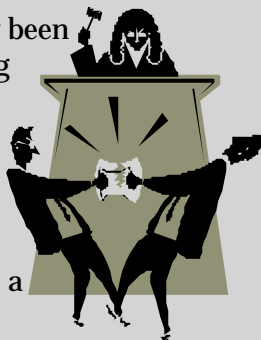
Additionally, payroll sections have been asked to re-band members where their pay has increased or decreased due to changed circumstances i.e. promotion, job share etc. Unfortunately, some payroll sections have not done this for 2 years. If you think you have been allocated the wrong band, please let us know.

Those members whose pay reduces due to absence and/or Maternity leave should also contact us if they believe they have overpaid. We will make arrangements to refund any overpayment where appropriate.

BAND	ANNUAL PAY	WEEKLY SUBS.	MONTHLY SUBS.
Band A	£0 - 2,000	£0.30	£1.30
Band B	£2,001 - £5,000	£0.81	£3.50
Band C	£5,001 - £8,000	£1.22	£5.30
Band D	£8,001 - £11,000	£1.52	£6.60
Band E	£11,001 - £14,000	£1.81	£7.85
Band F	£14,000 - £17,000	£2.24	£9.70
Band G	£17,001 - £20,000	£2.65	£11.50
Band H	£20,001 - £25,000	£3.23	£14.00
Band I	£25,001 - £30,000	£3.98	£17.25
Band J	£30,001 - £35,000	£4.68	£20.30
Band K	£35,001 and over	£5.19	£22.50

MEMBERS AWARDED THOUSANDS IN COMPENSATION

A Home Carer has recently been awarded £67,000 after being knocked off her bike by a car whilst travelling between clients. She suffered severe bruising on her body and retired in April 2003. In another case a Teaching Assistant was awarded £15,000 after being injured by a pupil.



Their cases were dealt with by UNISON's solicitors - Thompson's.

So, if you have an accident at work, contact us. Don't be tempted by "no win no fee" solicitors. Unlike private solicitors, we guarantee that you will not pay a penny for any medical reports, nor will we take a percentage of any winnings.

ARE YOU BEING ASKED TO MOVE TO MONTHLY PAY?

Trafford Council has refused to fully implement the Single Status agreement, including the nationally agreed Job Evaluation Scheme. Yet despite their refusal, they are trying to encourage weekly paid employees to move to monthly pay using Single Status as the reason.

UNISON has nothing against monthly pay in principle, but as a trade off we want to see improvements to our conditions of service, such as holiday entitlements. In addition, the Council have failed to re-assure us on what safeguards would be put in place should a mistake occur with your pay. For example, in the worst case scenario you could wait for up to 7 weeks before receiving overtime. Weekly paid staff however, currently wait no longer than 2 weeks.

So if you are currently weekly paid, we advise you to resist any attempts to change you over to monthly pay. If you are being pressured by your manager, contact your UNISON representative or our Branch Office on 912 4793 for advice.



LOTTERY WINNERS



MONTH		WINNER	NO.	PLACE EMPLOYED	AMOUNT
June	1)	C Holian	028	Home Carer - Stretford Area	£125.40
	1)	M Goodfellow	1034	Elmridge Primary School	£125.40
	2)	A Massey	108	Manor High School	£104.50
	3)	J Shepherd	353	Housing - Urmston Area	£62.70
	4)	T Swindells	769	Housing - Tamworth Court	£52.25
	4)	J Richards	613	Education Welfare	£52.25
July	1)	R Mirza	342	Housing	£124.56
	1)	J Mackay	1223	St Anthony's RC School	£124.56
	2)	C Gilligan	804	Payroll	£103.80
	3)	R Ernill	528	Housing	£62.28
	4)	J Franklin	1025	Property Management	£51.90
	4)	J Meehan	611	St Anthony's RC School	£51.90
August	1)	J Hope	187	Development Control	£124.32
	1)	C Hudson	473	Environmental Health	£124.32
	2)	P R Lovatt	503	Better Choices	£103.60
	3)	A Sharp	309	Shaw Road Residential Home	£62.16
	4)	C Collins	1139	Street Cleansing	£51.80
	4)	S A Rimmer	855	Kingsway Park	£51.80
September	1)	Wendy Wright	502	Communications	£123.36
	1)	P Riddings	1112	Sale Grammar School	£123.36
	2)	P Moore	661	Barton Clough Primary School	£102.80
	3)	R Ellis	801	Old Trafford Housing Office	£61.68
	4)	E Miley	246	Old Trafford Junior School	£51.40
	4)	D Monks	971	Housing - Circle Court	£51.40

TRAFFORD STAFF LOTTERY APPLICATION FORM

I wish to apply to join the Trafford Staff Lottery and agree to pay the following subscription each month/week* (Please tick relevant box below)

Full Name.....

Place of Work.....

Department.....

Telephone Number.....Payroll No.....

One Number

£1 per month

23p per week*

Two Numbers

£2 per month

46p per week*

Authorisation for Deduction from Salary/Wages

I hereby authorise the Director of Finance and Property of the Borough of Trafford or the Payroll Section responsible for my pay, to deduct the following sum from my salary/wages,* until further notice in writing by me, and forward this to the Treasurer of the Trafford Metropolitan UNISON Branch.

Signed.....

Date.....

When completed this form should be returned to:

Neal Linsky, Branch Secretary
 TRAFFORD METROPOLITAN UNISON (FREEPOST MR9416)
 Unit 2A, Warwick House, 17 Warwick Rd, Old Trafford, Manchester,
 M16 1UX

SALE WATERSIDE - REST AREAS

The Council have now confirmed that staff working in the new Sale Waterside building will be given rest areas.

Staff were originally told that there would be no rest areas for them to have their lunch. When asked why, a council spokesperson said that one wasn't requested in the original specification and because the building was being built under PFI, the Council would be charged for any last minute alterations.

Well that may be the case, but the "Workplace Health and Safety and Welfare Regulations 1992" state that:

Suitable and sufficient rest facilities must be provided. All rest facilities must include:

- Facilities for workers to eat meals if food could be contaminated in the work area, by for example, chemicals, dirt dust or water. Facilities must also be provided when meals are regularly eaten in the workplace.
- Arrangements to protect non smokers from the discomfort caused by tobacco smoke.
- Suitable rest facilities for pregnant workers and nursing mothers. These should be situated near to toilets and include somewhere comfortable and quiet to lie down if needed.
- In new workplaces, extensions or conversions rest facilities must be a separate restroom or rooms. In old facilities rest facilities may be a restroom or rest area. However, all rest facilities should be large enough for everyone who needs to use them. All rest facilities should be clean, quiet and contain enough chairs and tables for users.
- Eating facilities should also be kept clean and include means of obtaining hot drinks. The approved Code of Practice to the regulations says that when hot food cannot be obtained in or near the workplace, facilities should be provided for workers to heat their own food.

So it looks like the Council have been forced to get their cheque books out, otherwise they would have been in breach of the law.

UNISON has also written to the Council requesting that a joint Health and Safety inspection takes place, prior to any staff moving in.

And Talking of Rest Areas!!!!

No matter where you work, you should have one. Generally speaking the bigger the workplace, the more set back the rest

area should be from your working area. Schools and Colleges have staff rooms, Trafford Town Hall has a canteen, so check what facilities you've got at your place of work.



GIVE ME A BREAK



And while we are on the subject of Health and Safety, it's taken 2 years of requests and then endless complaints for one of our members to receive a 20 minute **UNPAID** break. Yes that's right unpaid.

Anyone would think she was asking the earth!!!

This is despite the fact that the Working Time Regulations requires employers to give employees, who work for more than six hours, a break of at least 20 minutes. Faced with the intransigence of management and their search for a legal opinion which would justify their position, UNISON were left with no alternative but to submit an Employment Tribunal application form. Was it a coincidence that, within 3 days of UNISON's action, management ruled, at a reconvened Grievance Hearing, that the member could have her breaks, starting the very next day ?

Looks like we'll be submitting a lot more Employment Tribunal forms in the future then!

THEATREGOERS - WHAT'S ON



Hi Folks.

The last edition of Trumpet contained the up to date performances 'til the end of this year so I won't repeat details here. However, an important issue has arisen regarding our corporate theatrecard usage.

'Clear Channel' the owners of the theatres etc have decided that every booking will be subjected to a nominal booking fee, even those made in person at the box office. Previously, we were able to avoid any booking fee by booking in person at the box office. This saving has now been removed. Sorry, but this is out of our control!

The current theatrecard expires on 31 August 2004 and you have to quote this date when you apply for your UNISON discount. A copy of this card will also help to get your discount and that is reproduced here. Cut it out and keep it for future use.

Enjoy your theatregoing. Best wishes 'til next time, Bob Sant, Membership Services Secretary.



£2.50

TRAFFORD UNISON,
CHRISTMAS DISCO

**FREE
RAFFLE**

TRAFFORD HALL HOTEL,
TALBOT ROAD, STRETFORD

FRIDAY 5 DECEMBER 2003, 7.30 PM TILL MIDNIGHT



Come dance the night away for less than a pint of beer. Yes we mean what we say, a cheap night out, dancing to the resident D.J. and drinks at a reasonable price.

Trafford Hall Hotel is just around the corner from the Trafford Bar Metro station on Talbot Road.

So for the price of £2.50 you will get a great night out, plus a "free entry" to a great raffle.

Tickets are available from the UNISON Office (0161 912 4793). Don't miss this great night out, just the start to the Christmas season.

UNISON WOMEN MEMBERS MEETING MONDAY 10 NOVEMBER 2003.

Feel free to drop in between 5 and 7 p.m. at
The UNISON Branch Office, Warwick House,
17 Warwick Road, Old Trafford, Manchester,
M16 0QQ

(Light refreshments available)

ITEMS FOR DISCUSSION

1. Expressions of interest for delegates to the next National Women's Conference.
2. To decide on or highlight any issues for women in the workplace.



HOUSING STOCK TRANSFERS

Trafford's decision to transfer all its public housing to a new Housing Association presents a real challenge for UNISON and all its members in housing. Depending on the outcome of the tenants' ballot in March 2004 all public housing could transfer later in that year. UNISON is working hard to ensure that the interests of all members are properly represented through the stock transfer process. This potentially affects all members. Transferring the stock may have an adverse impact on staff remaining if Trafford needs to increase Council tax or cut services to make ends meet post-transfer.

Assistant Branch Secretary, Joan Beswick and Regional Officer, John Rhodes, have toured all Area Housing Offices to speak directly to members. Their basic message is: don't panic but do get organised. The staff transfer to the new Housing Association will be covered by TUPE Regulations. This protects terms and conditions at the time of transfer and guarantees that no-one will lose their job as a direct result of the transfer. The Management's Stock Transfer Team are committed to ensuring access to the Local Government Pension Scheme – a key issue for all members. Joan and John are meeting management regularly at monthly consultation meetings. Also in attendance are the UNISON Housing Stewards and stewards and full-time



officers from the other unions. This is a major issue for the Branch and it is being given a high priority. John says, "In response to questions at members' meetings I have given a personal commitment that I will make this issue one of my priorities through the transfer process. Whatever the outcome of the ballot members can be assured that their voices will be heard by management". Joan stresses the importance of members being personally involved. "We need more members to volunteer to be UNISON stewards in Housing so that members' views and concerns are being fed up the line and accurate information is being passed down". Anyone interested in being a UNISON steward and wishing to have a chat can phone the Branch office. Many questions have been raised at the meetings about what will happen post-transfer. "The best guarantee for the future is provided by a strong union organisation effectively standing up for members and that can only happen with high membership levels" says John.

UNISON has organised a Housing seminar in Birmingham on Tuesday, 25 November 2003. If anyone wishes to attend, please contact the Branch Office on 912 4793.

ANNUAL GENERAL MEETING 1 OCTOBER—REPORT BACK

Because the meeting was inquorate in February, we decided to hold two separate meetings to enable as many members as possible to attend. And it worked!! Over 90 members attended the two meetings, 25 more than we actually needed.

The evening meeting was very lively, with some members demanding regular area evening meetings throughout the year. The Branch Committee will be discussing the implications of this in due course.

Members also had a lot to say about the Council's Green Travel Plan. Why should staff working in Sale have to pay car parking charges, when it's the Council's fault that they failed to provide adequate car parking spaces at the Sale Waterside development? Anyone got any an-



swers? Well it could be that this this great PFI (**Pay For it Indefinitely**) scheme would have cost even more, if an underground car park had been built. And we all know that Trafford don't like spending money, particularly on their employees.

The meeting was packed with Teaching Assistants, still angry at the Council's handling of their regrading claim. Branch Secretary, Neal Linsky informed them that unless the Council agreed to backdate their claim to April 2001, UNISON would be submitting 350 individual claims to an Employment Tribunal.

Assistant Branch Secretary Joan Beswick made a passionate speech in support of the Home Carers whose jobs are being privatised. Members agreed to continue the campaign against privatisation to the bitter end.

OTHER NEWS IN BRIEF

COLLEGE PAY AWARD

F.E. members, including those working at both North and South Trafford Colleges have agreed to the following 2 year pay award:

- A minimum hourly rate of £5.33 per hour with effect from 1 August 2003, in line with local government, with a recommendation to colleges to delete pay progression points 5 and 6 on the support staff pay scale.
- A minimum hourly rate rising to £6 per hour by 1 April 2005.
- 3% on all salaries and allowances with effect from 1 August 2004.
- Assimilation of staff on to a harmonised pay spine by 1 August 2004, to the nearest higher point, which will provide an average for increases of an additional 1.4% and up to 3% for staff.

As Trumpet goes to press South Trafford College managers have agreed to pay the above. Managers at North Trafford College however, have made no decision as yet.

CCL IN PENSION FIASCO

City Centre Leisure (CCL) have got themselves in a right mess with their employees pension contributions. Employees up and down the country including those at Altrincham and Sale Leisure Centres have received letters saying they either owe or are owed pension contributions. It's even more confusing as CCL operate 4 different pension schemes. Perhaps the most disturbing feature is that employees have not received an annual pension statement, which all employers are legally obliged to issue on an annual basis.

TRAFFORD COUNCIL TO SET UP CHILDREN'S TRUST

The trust will include employees from Connexions, the Education Department, Social Services Children's services and the Health Authority. The idea is that the Trust will be able to track individual children through the system which hopefully will avoid future tragedies like Victoria Climbié.

NORMAL SERVICE WILL BE RESUMED SHORTLY

We were hoping to address this newsletter to individual members. Unfortunately, we still don't know where everyone is working. It's not so much a problem if you work in a home, school or college, but for those employees who work in administrative building it's a nightmare keeping track of all the movements. Hopefully with the opening of the Sale Waterside building, things should be back to normal for the next edition. At least that's what we are hoping!

RECRUIT A FRIEND to UNISON and both you and the friend will receive a free gift of a UNISON alarm clock or a UNISON desktop calculator, or a Stress Penguin.

To be completed by **New** UNISON member

I would like a (please tick)

UNISON Alarm Clock

UNISON Desktop Calculator

UNISON Stress Penguin

To be completed by **EXISTING** UNISON Member

Name and mailing address (Please print)

.....

.....

..... Post Code

I would like a (please tick)

UNISON Alarm Clock

UNISON Desktop Calculator

UNISON Stress Penguin

Please fill in this application form form in **BLOCK CAPITALS** and send it to the address shown below.

1. YOUR PERSONAL DETAILS

Mr/Ms/Miss/Mrs	First Name	Other Initial
Surname		Date of Birth / /
Home address		
Postcode	Home ☎	
National Insurance No.		

Please tick this box if you require materials in a different format (e.g. large print or Braille) - be sure to supply contract details below

Please give your email address for UNISON to contact you - indicate if work or home

2. YOUR EMPLOYMENT DETAILS

Employers Name

Job Title/Occupation

Department/Section

Workplace Address

Postcode ☎

Payroll No.

When completed please send to:

**TRAFFORD METROPOLITAN UNISON,
FREEPOST (MR9416)
Unit 2A Warwick House, 17 Warwick Road,
Old Trafford, Manchester, M16 1UX.**

3. WHAT YOU WILL PAY FROM 1 OCTOBER 2003

Please tick your earnings before stoppages

Weekly Pay	Annual Pay	Band	Per Week	Per Month
Up to £38.47	Up to £2,000	<input type="checkbox"/> A	£0.30	£1.30
£38.48-£96.16	£2,001-£5,000	<input type="checkbox"/> B	£0.81	£3.50
£96.17-£153.84	£5,001-£8,000	<input type="checkbox"/> C	£1.22	£5.30
£153.85-£211.53	£8,001-£11,000	<input type="checkbox"/> D	£1.52	£6.60
£211.54-£269.23	£11,001-£14,000	<input type="checkbox"/> E	£1.81	£7.85
£269.24-£326.92	£14,001-£17,000	<input type="checkbox"/> F	£2.24	£9.70
£326.93-£384.61	£17,001-£20,000	<input type="checkbox"/> G	£2.65	£11.50
£384.62-£480.76	£20,001-£25,000	<input type="checkbox"/> H	£3.23	£14.00
£480.77-£576.92	£25,000-£30,000	<input type="checkbox"/> I	£3.98	£17.25
£576.93-£673.08	£30,001-£35,000	<input type="checkbox"/> J	£4.68	£20.30
£673.08 +	Over £35,000	<input type="checkbox"/> K	£5.19	£22.50

Please tick the appropriate box to indicate how often you are paid

Weekly

Fortnightly

Four Weekly

Monthly

Please tick this box if you are a student member in full-time education (including student nurses or modern Apprentices). Your subscription is £10 per year.

4. POLITICAL FUND

UNISON'S **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON'S **General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

The information provided by you shall be recorded by UNISON for statistical purposes and used for sending you UNISON publications, ballot forms and otherwise communicating with you. If you do **NOT** want any mailings from UNISON, besides those required by statute, please tick this box

If you have been a member of a trade union before, please state which one:

To keep you fully informed of the services we arrange for members, we want you to receive details of benefits offered by or in conjunction with UNISON's affinity partners. The affinity partners are organisations with close links to UNISON that share our ambition to provide you with the best possible range of benefits. Under the Data Protection legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you **WANT** to receive details of the full range of benefits you **MUST** tick the box

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide to UNISON information to keep my records up to date.
- I authorise deduction of the following political fund payment as part of my subscriptions: Tick one box only
 Affiliated Political Fund
 General Political Fund

Now please sign and date below.

Signature

Date