



YOUR UNISON NEWSLETTER

DEC 2008

For more information Contact: Bolton UNISON Tel: 338901/2

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OPPOSITION TO ELECTRONIC MONITORING

UNISON has expressed concerns over plans by Adult & Community Services Department to implement a new monitoring system for all care workers. Senior Managers have reacted angrily to claims that this will represent "electronic tagging" of staff. However UNISON is asking members not to co-operate with the proposals and has written to Director, John Rutherford to seek further discussions.

SACKED UNISON MEMBER

AWARDED FIVE FIGURE PAY OUT

Redcar & Cleveland Council has paid UNISON member, Paul Whittaker a five-figure sum in compensation. This followed a their refusal of reinstate him despite a ruling at an Employment Tribunal. The successful outcome was thanks to UNISON legal services.

NEW RULES ON STAFF REGISTRATION

UNISON wishes to inform members of new regulations affecting all those working with vulnerable adults, young people and children. This means anyone working with these groups (either paid or a voluntary) will need registration in order to work. This will cost £64 and will be dealt with by the Independent Safeguarding Authority (ISA). This body will work in partnership with the Criminal Records Bureau (CRB). It will affect new starters from October 2009 and existing staff who will have to apply by 2010. UNISON welcomes efforts to protect vulnerable people but is concerned about the impact on members in particular many low paid and part time workers. In the new year we will be holding member meetings for affected staff.

UNISON
Bolton Metro Branch

CHRISTMAS OPENING TIMES
Bolton Unison Branch Office:
Will close @ 12:00 noon
24th December
& it will Re-open @ 9:00 am
5th January

FOR URGENT ADVICE OR

INSIDE YOUR DECEMBER ISSUE OF *The Bun*

- **YOUR RIGHTS AT WORK**
- **PRIZE MUSIC QUIZ,**
- **HOUSING CAMPAIGN NEWS,**
- **CHILD CARE CRISIS,**
- **SCHOOLS NEWS,**
- **UNISON CAR DISCOUNT**
- **PLUS MUCH MORE**

DO YOU KNOW YOUR RIGHTS AT WORK?

In law people have a series of rights at work. Many of these rights are linked to length of service. UNISON aims to ensure these rights are properly enforced. The union also seeks to negotiate additional agreements with employers that are wherever possible. How successful this is always depends on the strength of the union on the ground. This short guide covers some of the key areas. **PLEASE NOTE: You should always seek union advice wherever necessary.**

Rights from your first day at work:

- You should be given a statement showing how much you earn and any deductions that will be made from your pay. (This is not the same as a [contract of employment](#), although a [contract](#) of employment can contain this information.)
- You are entitled to 52 weeks [maternity leave](#) even if you were pregnant when you started the job.
- You can take unpaid emergency leave for family emergencies.
- You can have [time off](#) for medical appointments if you are pregnant.
- You have protection from dismissal on some limited grounds including pregnancy, whistle-blowing and trade union activity.
- You have the right not to be discriminated against for reasons of your sex (including being pregnant), your race, sexual orientation, religion, disability, age, or for being a member of a trade union.
- You have the right to take a trade union representative or [fellow worker](#) into a disciplinary or grievance hearing.
- You have the right for your trade union to be recognised by the employer to negotiate your working conditions if the majority of employees want it.
- You have a right to [equal pay](#) with members of the opposite sex doing the same or a comparable job to you.
- You have a right not to have deductions (apart from income tax and National Insurance) made from your pay unless you have agreed to them.
- You can claim [breach of contract](#) if your employer sacks you without giving you the agreed notice, or breaks some other term in your contract of employment.
- If you are paying [National Insurance](#) contributions, you can claim Statutory Sick Pay after you have been off sick for four days in a row.

Rights after a month:

- You must be given one week's [notice of dismissal](#).
- You must be paid if you are suspended on medical grounds.
- You must be paid [wages](#) if you are [laid off](#).

Rights after two months:

- You are entitled to a written statement of your terms of employment which must include your pay, hours, where you are expected to work, holidays and other benefits such as a pension entitlement. While the written statement is not a contract of employment, it is very important that you have one as it can be used in a court or tribunal if problems do arise.

Rights after six months:

- You can have an additional 26 weeks maternity leave (in addition to the 26 weeks above). From April 2007 you will have the right to 26 weeks [additional maternity leave](#) from day one of your employment.

Rights after one year:

- You are entitled to claim [unfair dismissal](#) if your employer sacks you without a good reason or without allowing you to go through a proper dismissal procedure. You are also entitled to written reasons for dismissal from your employer.

Rights after two years:

You can claim [redundancy](#) pay if your job is made [redundant](#) (i.e. there is no longer the need for someone to do the job that you have been doing and your employer has therefore ended your contract). The amount depends on your age, your pay and your length of service

This information is taken from the TUC Work Smart website. <http://www.tuc.org.uk/tuc/rights>



COUNCIL HOUSE BOOST NEEDED

UNISON has called on the government to take drastic action to tackle housing problems and the credit crunch.



UNISON believes that an expansion of council housing would help tackle homelessness, reduce the role of private landlords as well as give a boost to the construction industry. As the number of repossessions continues to rise so does the demand for affordable rented property. Waiting lists are now at record levels. Over 30,000 have registered as wanting a property with Bolton at Home. UNISON and housing campaigners argue that an expansion of public housing could help address the national housing crisis. This would reverse years of housing policy and the Thatcher policy of selling off council housing. Bolton UNISON Branch committee has voted unanimously to support a housing campaign.



QUIZ PRIZE WINNERS

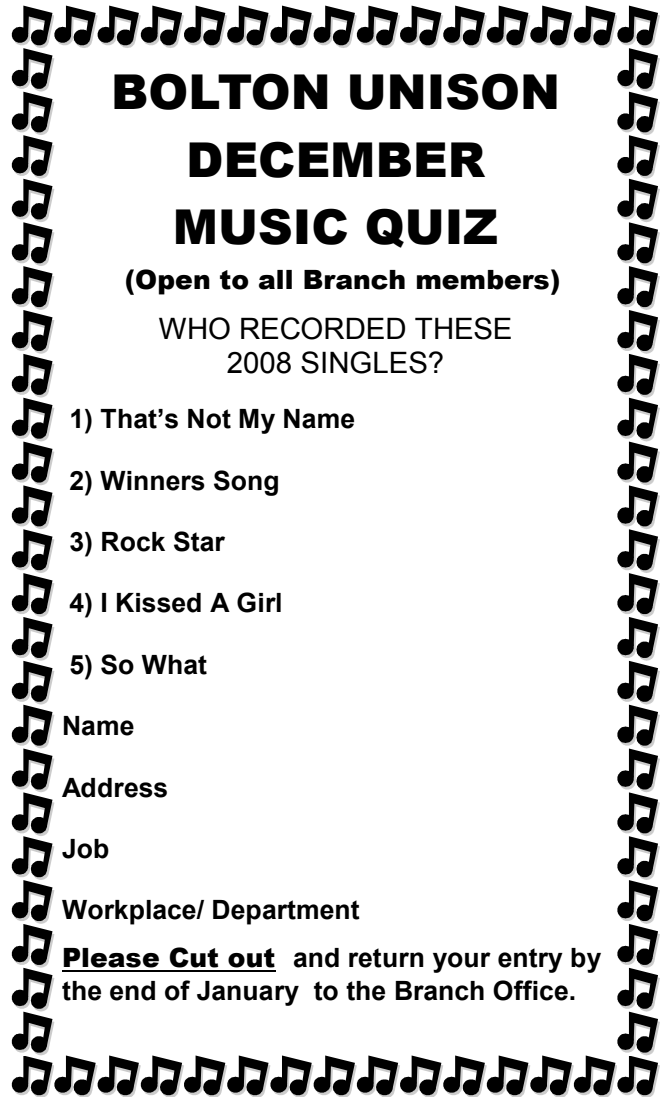
Well done to the following members who have won UNISON Quiz competitions over the past few months:

August/ September TV Quiz: £10 Voucher

A Green - Concierge
J Shaeffer—Marsh Lane Library
Runner Up Mystery Prize
C Atherton—Access Bolton
J Taylor— Little Lever School

October/ November:

J Moss - Harper Green School
K Wurriner - Chief Execs
S Rigby - Bolton at Home



BOLTON UNISON DECEMBER MUSIC QUIZ

(Open to all Branch members)

WHO RECORDED THESE
2008 SINGLES?

- 1) That's Not My Name
- 2) Winners Song
- 3) Rock Star
- 4) I Kissed A Girl
- 5) So What

Name

Address

Job

Workplace/ Department

Please Cut out and return your entry by the end of January to the Branch Office.

FORTNUM & MASON HAMPER £25,000!



Not every- one is worried about the credit crunch. The Daily Telegraph, has recently reported that London store Fortnum & Mason has a lavish Christmas hamper available for only £25,000.

If you are interested in buying one, you will be pleased to know that this includes:

- 2 bottles of finest Bordeaux claret
- A 4lb tin of the best Beluga caviar
- A 1lb jar of dusted almonds
- Fois gras to feed 25 people
- Luxury Christmas decorations
- De-Luxe cashmere & silk gifts

A leading psychologist explained that *"In a recession people still want a treat"* & that *"retailers may be trying to cash in"*.

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SCHOOL STAFF

NEW PAY DEAL

By



Florence Hill

The Government has agreed a new national pay framework for school staff. This will apply to all schools in England except academies. It will aim to ensure consistency and fairness for school support staff. It is hoped it will address term time working. A national pay & grading structure will be developed by a new School Support Staff Negotiating Council. Both the trade union & the employer sides will have 15 seats each. UNISON as biggest union will have eight seats. UNISON has campaigned for fair and equal pay along side a better training and career structure for our members in schools. It's hoped that this agreement is an important step towards this. A Schools Staff Working Group will bring together unions, employers and representatives from the Foundation and Aided Schools National Association, the church and the Government. This will consider proposals on, National role profiles, Job Evaluation and A national contract. **Look out for further information.**

WILSON & CO

UNISON MOTOR DISCOUNTS ARE NOW AVAILABLE

Contact Steve Martin

WILSON & CO

Local Car Dealers

TEL: 01204 389999

CHILD CARE IN CRISIS

“WORKERS NEED SUPPORT”

By Andrea Egan

Social care workers from Bolton attended a recent UNISON Social Care seminar in Manchester. Members expressed horror at recent child tragedies. A statement issued from the seminar said *“as a civilized society, we should put in place the best measures to protect those most at risk of such treatment. Every day, thousands of children are safe and well thanks to those measures. When things go wrong, it’s right that we question what went wrong. If someone didn’t do their job properly, they should be dealt with. If the system is at fault it needs to be changed. We place an enormous burden on social workers and other professionals. Sometimes social workers cannot do right for doing wrong – if they take the child away from abusive parents, they are attacked. If they don’t and the child is hurt or killed, it’s their fault. We must support professionals all the way down the line. Too often teams operate with over 40% of posts vacant. We urge the Government, local authorities and others to give social workers the means to do the job properly.”* Around 70% of councils have difficulty recruiting social workers, the average vacancy rate is 12%.

T THOMPSONS
SOLICITORS

THE MOST EXPERIENCED
PERSONAL INJURY FIRM IN THE UK

From March to September, 352 members were awarded a total of £1,891,200 in settlements with the help of the union’s solicitors Thompsons. Don’t forget that advice and assistance is available on accidents or assaults at work, a disease or injury caused by work, road traffic accidents in or out of work and trips or slips in or out. Family members are also covered by this service if they are hurt in a road traffic accident, on holiday or in the street. **Contact the branch office for details Tel: 01204 338901/2**