



Workers'
Memorial Day
2804
One minute's silence
noon 28 April 2010

Find out more on page 2

Part 3 Payments

This month will see the new Part 3 arrangements come into force for members at Bury MBC. The council has gone ahead with what amounts to a pay cut for many UNISON members.

Members shouldn't notice a difference in their pay for the next 12 months as everyone adversely affected will get at least 12 months protection.

However, we are advising caution as experience over the last eight months has shown us that management do make errors. We were made aware by members in EDS that the rate of pay, on which protection should be based, was calculated incorrectly.

This occurred because the 2009 pay rise was not taken into account when calculating amounts of protection.

After a lengthy delay this issue was finally rectified, just before the end of the tax year.

The branch advice to all members is to check with their respective human resources section as to whether the correct rate of pay has been applied in their case.

Pay & Grading for schools support staff

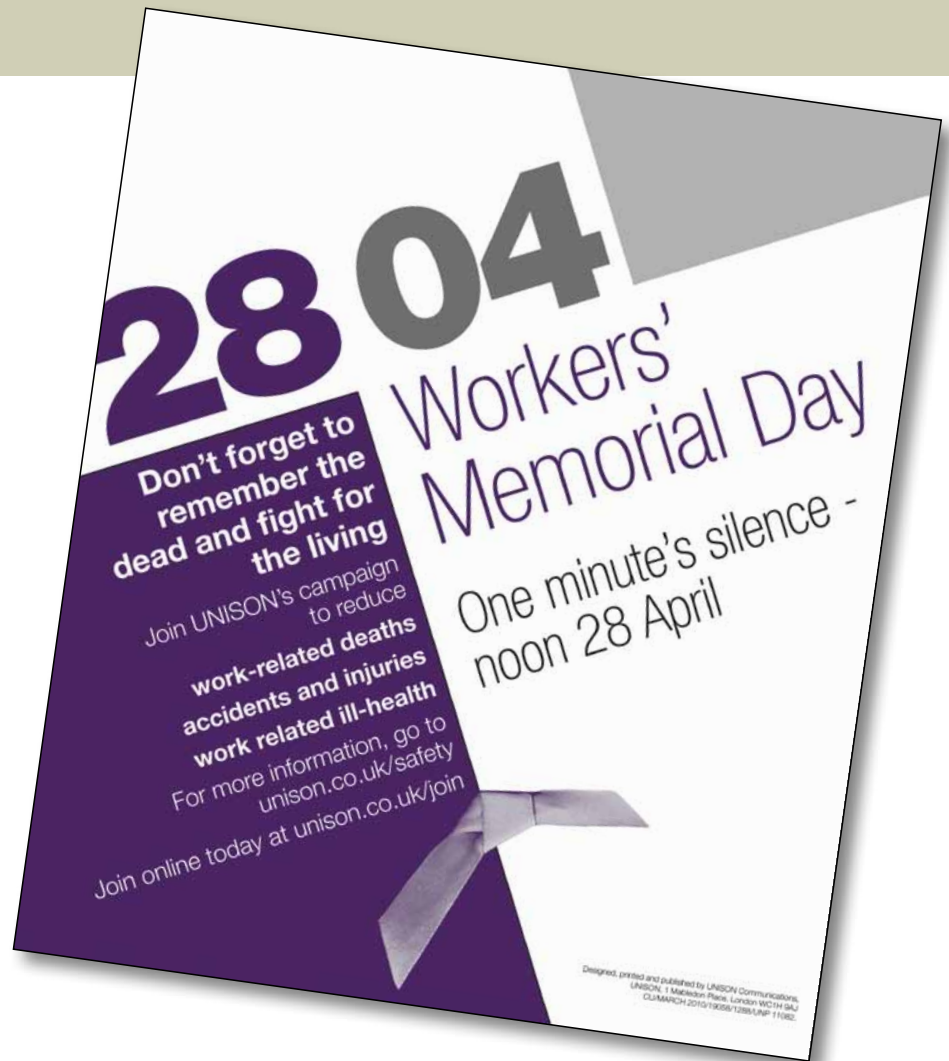
All school support staff should by now have received a letter informing them of the proposed grade for their job from September 2010.

UNISON members will be entitled to appeal if they feel the grade allocated to them is incorrect. Appeals can be on a number of grounds including; the post has been graded as generic but the post holder believes it is unique, the factor scores are deemed to be wrong or if their post has changed significantly since evaluation.

At this point in time the branch has not been informed about the timetable for the appeals procedure.

UNISON warned management that confusion would ensue if they insisted on using their own job evaluation scheme alongside the scheme which will be used under the auspices of the Schools Support Staff Negotiating Body (SSSNB). We are now aware that the posts will have to be evaluated again utilising the SSSNB scheme later this year or early next year.

Please contact the branch if you have any questions about this.



Workers Memorial Day - Wednesday 28th April 2010

Workers Memorial Day is now officially recognised by the government.

Workers Memorial Day is a day when workers, their families and trade unions focus on health and safety at work, at events locally, nationally, and worldwide. Every year more people are killed at work than are killed in war. Most do not die of mystery

ailments, or in tragic 'accidents'. They die because an employer decided their safety just wasn't a priority. Workers Memorial Day remembers the dead but also commits us all to fight for the safety of the living.

In previous years the branch has held a ceremony, where a commemorative wreath is laid at the base of the UNISON Bury Branch

Workers Memorial tree in Whitehead Gardens (opposite the branch office). This year, alongside the ceremony, which will take place at **12 noon on Wednesday 28th April**, the branch has asked for a minute's silence and for the flags outside the Town Hall to be lowered to half mast out of respect for those who've been injured or killed in the workplace, around the world.

Fergie backs public services

Two high profile figures from the worlds of sport and entertainment have joined UNISON's Million Voices for Public Services campaign.



Manchester United manager Sir Alex Ferguson had a straightforward message when adding his backing to the campaign.

"Everyone gets nostalgic when they think of their school dinner ladies or the lollipop ladies that

made sure they got safely to school," said football's longest serving and most successful manager.

"We have to make sure that the next generation of children, and the one after that and the one after that, don't miss having those wonderful

people around to help look after them."

Film director Ken Loach also gave his backing to the campaign, saying: "I am pleased to support UNISON's campaign for Public Services. "It is intolerable that services that were largely established by

Labour governments, particularly after the war, are now being privatised and dismembered."



Why not leave your message of support. Visit:

www.unison.org.uk/million



Dave Prentis, General Secretary of UNISON visits Bury

Dave Prentis, General Secretary of UNISON, visited Bury on Thursday 18th February.

The union boss called in to the Bury branch

office on Knowsley Street to personally acknowledge the branch's efforts in campaigning for equal pay for 1,200 female Bury Council workers.

Mr Prentis also

called into Project 29, home of the Bury-based community radio station Bury FM. The local branch is a keen supporter of the project and its aim of working towards

greater community cohesion.

Photo: Dave Prentis with officers and stewards of Bury branch, Thursday 18th February.

Branch AGM Thu

Branch Secretary's Report an

There was a really good turnout at this year's Annual General Meeting. The Branch Secretary had this to say:

"During 2009 the branch has reeled from successive metaphorical punches aimed at us by our main employer Bury MBC.

The management style of the leadership of Bury Council has been confrontational and openly adversarial. The success in the Industrial Tribunal of the equal pay claim lodged by over 1200 of our members was responded to with immediate and public condemnation, by senior council

figures, of the union and its efforts on behalf of its members. The decision to appeal the ruling will now add an as yet undisclosed amount to the over £1.6 million pounds already spent by the council defending this action. UNISON regionally and nationally has supported the branch both financially and with the human and legal resources throughout the protracted and sometimes very difficult proceedings. The offer of settlement that was made by Bury Council also demonstrates that they know that right is on our side. Overall, this year the Branch activists have tried to maintain a more than satisfactory service to our members

whilst dealing with an unprecedented amount of employment changes. But the key to improving the service to members is of course encouraging more members to become activists."

On Pay & Grading

"After imposing a new pay and grading scheme the Council served notice of their intention to change the terms and conditions of employment of the bulk of Bury Council workers. This will be finalised in April. Coming as it does after the pay and grading disaster members' morale is unsurprisingly at rock bottom, although management still think of Bury as an employer of choice.

We have now also been served with the notice of intent to change the pay and grading for school based staff from September. The proposals are out for consultation with members and trade unions with discussions about to get underway but so far there has been little headway made."

On Housing

"The arrival of a new chief executive with new ideas on how the company should be run saw the postponement of the implementation of the pay and grading review that had been prepared by the outgoing Chief Exec. This has now been reviewed and talks are ongoing. UNISON and this Branch continue to be the main

Thursday 11 March

and details of elected officers

representative union with the biggest membership."

On Training

"The Branch has striven to maintain the competencies of our current and new stewards throughout the year by running training courses and providing other

opportunities for activists, which have been very well received. It is our intention to continue this in the coming year."

On Sports & Social

"The Sports & Social section under the stewardship

of Saleem Ahmed have organised several events that have been very well received by those participating. We are hoping that the expanding membership of the Sports and Social will enable the branch to carry on with an ever expanding programme of

events throughout the year. Of course, we also welcome suggestions from members for events."

Steve Morton

The following officers were re-elected at the AGM.

Chair	Mirza Hamie
Branch Secretary	Stephen Morton
Assistant Branch Secretary	Margaret Fulham
Treasurer	Gareth Bevan
Health & Safety Officer	Paul Wilson
Education Officer	Dawn Robinson
Welfare Officer	Joan Rees
Membership Officer	Carl Jakeway
Equal Opportunities Officer	Saleem Ahmed
Publicity Officer	Gary Phillips
International Relations Officer	Josef Minta
Women's Officer	Lynn Telfer
Branch Auditor (Post 1)	Paul Heywood
Branch Auditor (Post 2)	Pauline Baker

The truth about the Local Government Pension Scheme (LGPS)

Public Sector Pension Schemes are under almost daily attack in the press. Claims that the schemes are unaffordable, gold plated or featherbedded have become automatic in many areas. Statements like pensions 'black hole', 'pension apartheid', 'unsustainable perk' etc. are heard repeatedly.

Both the Conservatives and Liberal Democrats want cuts to public sector pensions and some have called for the immediate closure of these schemes to new entrants, replacing them with cheap money purchase schemes for future service. It is essential that unions refute these attacks and stop the politics of envy resulting in a policy of poverty for all. Let's look at the facts:

Key Facts

The LGPS is a core part of the terms and conditions of employment of nearly two million workers enabling and encouraging them to save for their retirement.

The LGPS is affordable. Current benefits require employer contributions of less than 14%, past service deficits, some caused by lower employer contributions in the past can be paid off over several decades. The trade unions and employers are developing a fair

basis for ensuring the ongoing sustainability of the scheme.

Other workers do not subsidise the LGPS. Over 50% of the cost is met by employee contributions and investment returns. Only around 5% of income from council tax goes towards the pension scheme.

LGPS is funded with real money and makes a direct contribution to the economy. There is currently over £100 billion held by LGPS funds being invested, creating jobs and regenerating the economy.

Fighting Envy

The LGPS Normal Retirement Age is 65 as is the standard among pension schemes in the private sector. Members contribute up to 7.5% of pay and the average LGPS pension in payment is around £4,000pa.

Defined contributions will not deliver pensions to many of our members above the poverty threshold as John Healey

said at the NAPF Local Government Conference in May 2009, "A defined contribution scheme is wholly dependent on the state of the market when a person retires. So if you were to retire this week, and the person sitting next to you next week, the amount of money you'd each have to live on for the rest of your lives could vary by tens of thousands of pounds."

The minister said that experts have calculated that if the average LGPS member had saved in a defined contribution scheme instead of the LGPS they would only receive on average £1,000 a year instead of the current scheme average of £4,000.

If LGPS provisions are cut further, more workers will be reliant on state benefits for their retirement income. 5% of GDP is already spent on state pension benefits, this figure will rise significantly if more retired workers are left in poverty. The cost of this will be met by future taxpayers – this is a real

pensions time-bomb.

In the private sector many employers have washed their hands of decent occupational pension provision forcing many workers to rely on the state. If the same happens in local government a high proportion of the two million strong workforce would have no incentive to save and will become reliant on the state.

The real pension divide is not between public and private sector workers, but between the fat cats in the board room who secure outrageously generous pensions for themselves with low retirement ages, and their workforce who suffer repeated cuts to their future pension benefits.

LGPS trade unions call for quality pensions for all workers across both the public and private sectors. Everyone has the right to dignity and security in retirement.

For more information

Visit: www.protectourpensions.org.uk

Member benefits

Britannia



Britannia, the mortgage provider for UNISON has added a fantastic new two-year fixed-rate mortgage deal to its product range, it offers two great interest rates, based on the borrower's required loan to value:

■ Up to 75% LTV - 3.19% fixed until 30/06/2012, changing then to our standard variable rate 4.24%, remaining on these variable rate terms for the remainder of the

mortgage terms. The overall cost for comparison 4.2% APR variable

■ Up to 85% LTV - 4.49% fixed until 30/06/2012, changing then to our standard variable rate 4.24%, remaining on these variable rate terms for the remainder of the mortgage terms. The overall cost for comparison 4.5% APR variable

Both options have an arrangement fee of just £999, making

the deals amongst the best available in the mortgage market at the moment. Early repayments charges apply until 30/06/12.

Your home may be repossessed if you do not keep up repayments on your mortgage

Plus if you are a first time buyer, moving home or remortgaging from another lender, as a member of UNISON, you qualify for an exclusive £150 cashback offer on completion of your mortgage.

See britannia.co.uk/unison call 0800 77 88 88 * or visit your local branch for more information.

* *Lines open 8am - 8pm Monday - Friday and 9am - 1pm Saturdays. Calls from BT landline phones are free however mobile providers may charge. Telephone calls may be recorded and/or monitored.

Britannia is a trading name used by The Co-operative Bank plc, part of The Co-operative Financial Services.



Austin's Marathon effort

Austin Wharton, UNISON steward, is running the Edinburgh Marathon for Macmillan Cancer Care on the 23rd May this year. Austin says, "I'm doing the marathon for very personal reasons.... my mum sadly lost her battle with cancer in April 2005 and I've challenged myself to do as many events to help raise money for cancer charities ever since".

If you'd like to sponsor Austin then please do visit his JustGiving web page at:- www.justgiving.com/bobbijo

I am interested in becoming a UNISON workplace contact. (Please return this slip to the address below)

Name: Workplace:

Contact Phone No: Email address



If you are not currently a UNISON member and wish to join, please complete below



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/Other First Name Other Initial

Surname Date of Birth

Home address

Postcode Home ☎

National Insurance No. (from your payslip)

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How would you describe your ethnic origin?

- | | | |
|--------------------------------------|--|--------------------------------------|
| <input type="checkbox"/> Bangladeshi | <input type="checkbox"/> Asian Other | <input type="checkbox"/> Black Other |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Black African | <input type="checkbox"/> White UK |
| <input type="checkbox"/> Indian | <input type="checkbox"/> Black Caribbean | <input type="checkbox"/> Irish |
| <input type="checkbox"/> Pakistani | <input type="checkbox"/> White Other | |
| <input type="checkbox"/> Asian UK | <input type="checkbox"/> Black UK | |

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

Please give a telephone number/voice/text/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:

UNISON Bury LG Branch
17 Knowsley Street
Bury, Lancashire
BL9 0ST

3. WHAT YOU WILL PAY (FROM 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	£25,001-£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.

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

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

DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes. We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want to receive any mailings from UNISON besides those required by statute as shown in bold above, please tick this box

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they may contact you by mail, telephone, SMS, fax or email to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box

If you tick either of these boxes then you will be removed from the appropriate mailing lists as quickly as possible but for administrative reasons this may take a couple of months