



# ISLAND NEWS

UNISON  
Isle of Man  
National Branch

ISSUE 2: FEBRUARY 2008

UNISON  
newsletter  
for all  
members  
of Isle  
of Man  
National  
Branch.

**ANNUAL GENERAL MEETING**  
**WEDNESDAY 20<sup>TH</sup> FEBRUARY 2008**  
**THE STRATHALLAN SUITE**  
**STRATHALLAN CRESCENT**  
**QUEENS PROMENADE**  
**DOUGLAS**

**7.30 FOR 7.45 p.m. start**

Free  
buffet  
After Meeting

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## A Message from Robin Turton, Branch Secretary



**W**elcome once more to the Isle of Man UNISON Branch Newsletter.

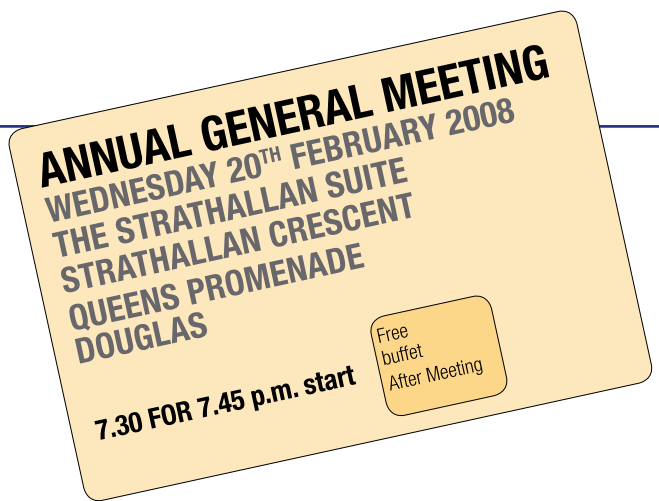
**In our second edition we highlight some of the issues the Branch has been involved with on behalf of members over the past year and we invite you to attend your Branch Annual General Meeting. All members, and anyone wishing to join, are urged to come along.**

During the year the Branch has been actively involved in discussions with Central Government on issues as diverse as Pensions, Pandemic Flu, Whistle Blowing, Smoking in the Work Place and Bullying & Harassment. We have also been active in discussions regarding Staff Terms & Conditions in the Department of Transport and in Pay Modernisation in Health. The staff Representatives and full time officers have represented members at disciplinary hearings, tribunals, at workplace meetings and have provided a comprehensive service of assistance and advice on a daily basis.

As we grow in strength and numbers, more Representatives and workplace contacts are needed to give members the support and assistance they need. If you feel you could be one of those people, please fill in the nomination form inside this newsletter or contact the Branch Secretary who will be delighted to explain the roles to you.

While looking after the serious issues, the Branch also has an active social life and holds events for members, their families and friends. Pictures of such events can be seen inside.

# AGM Agenda 2008



- 1. Welcome by Branch Chairperson**
- 2. Apologies for Absence**
- 3. Minutes of AGM 2007**
- 4. Matters Arising**
- 5. Executive Committee Report for 2007**
- 6. Branch Treasurers Report and Accounts**
- 7. Election of Branch Officers**
- 8. Branch Development Report**
- 9. Guest Speaker**
- 10. Any other Business**
- 11. Closure of Meeting followed by free buffet**

## Nomination Form 2008 Annual Elections for all activists in the Isle of Man National Branch of UNISON

Any UNISON member can stand for a Branch position (full training is available for all activists positions). UNISON encourages all members to take an active role within the branch, (irrespective of race, gender, sexuality, disability, age or creed) from 'Workplace Contact' (receiving mail from the branch and contacting the branch

office when issues arise locally), to Branch Secretary. We also encourage people to participate on a job share basis.

Please tick the relevant box for the position you would wish to be nominated for and give details of the two members who are nominating you, below.

**If you want more information on any of these positions please contact Pat Grant, UNISON Regional Officer, or Stephen Booth, Branch Development Officer, at the UNISON Regional Centre on 0161 211 1000. PLEASE RETURN COMPLETED FORM TO THE FREEPOST ADDRESS OVERLEAF OR FAX TO 0161 661 6710**

### BRANCH OFFICER POSITIONS

Branch President	<input type="checkbox"/>	Branch Chairperson	<input type="checkbox"/>	Branch Vice Chairperson	<input type="checkbox"/>
Branch Secretary	<input type="checkbox"/>	Branch Treasurer	<input type="checkbox"/>	Education Co-ordinator	<input type="checkbox"/>
Equalities Officer	<input type="checkbox"/>	Health & Safety Officer	<input type="checkbox"/>	International Officer	<input type="checkbox"/>
Young Members Officer [26yrs or younger]	<input type="checkbox"/>	Communications Officer	<input type="checkbox"/>		

### UNISON WORKPLACE ACTIVISTS

#### WORKPLACE REPRESENTATIVE

I have been nominated for the above position in the branch

Name.....

Workplace.....

Contact telephone or e-mail.....

### WHO IS NOMINATING YOU?

1) Signed.....

Print Name.....

Dated.....

2) Signed.....

Print Name.....

Dated.....

Please tick below if you are interested in becoming a Workplace Contact.

(These posts are non-elected positions)

#### UNISON WORKPLACE CONTACT

**PLEASE RETURN THIS COMPLETED NOMINATION FORM TO THE UNISON REGIONAL CENTRE AT THE FREEPOST ADDRESS OVERLEAF OR FAX TO 0161 661 6710 NO LATER THAN 5PM ON 13TH FEBRUARY 2008**

tape/staple here

tape/staple here

tape/staple here



fold here

NO STAMP  
REQUIRED

UNISON North West  
FREEPOST MR9713  
Manchester  
M3 9PD

## UNISON PRIORITIES AND OBJECTIVES 2008

UNISON'S four main objectives remain constant for 2008. These are:

- OBJECTIVE 1: RECRUITING ORGANISING AND REPRESENTING MEMBERS
- OBJECTIVE 2: NEGOTIATING AND BARGAINING ON BEHALF OF MEMBERS AND PROMOTING EQUALITY
- OBJECTIVE 3: CAMPAIGNING AND PROMOTING UNISON ON BEHALF OF MEMBERS
- OBJECTIVE 4: DEVELOPING AN EFFICIENT AND EFFECTIVE UNION

Your Branch Executive Committee has formulated its priorities and objectives for the forthcoming year, within this framework. Our main priorities are listed below, but the Branch is also keen for your ideas at any time, and we will, of course, adapt our priorities to meet the changing demands placed on the Branch. Please let us know your views.

- Organising recruitment events throughout the Island, supported by localised Isle of Man Branch publicity material. We want to significantly increase our membership density in areas where we already have members. We will encourage all Stewards to recruit new members in their own workplace. We aim to recruit at least 200 new members by the end of next year.
- Recruiting more Stewards, and members, in the Island's Health Service through targeted publicity material.
- Filling all our Branch Officer vacancies by the end of 2008.
- Increasing the number of Stewards, Health & Safety Reps, Learning Reps and Workplace Contacts throughout the Branch.
- Running UNISON courses on the Island, from basic training to negotiating skills and employment law, tailored to the specific needs of our local reps.
- Producing a minimum of one issue of this Branch Newsletter for members every year.
- Raising the profile of UNISON on the Island through press releases and media advertising.
- Continuing to consult our members in every service on the Island over pay, conditions and bargaining issues which affect them.
- Running a major Branch campaign on Pensions.
- Setting up regular Joint Consultative meetings for representatives of our members in local government.
- Organising Branch working groups on specific service conditions issues, such as Annual Leave, to secure the best deals for members.
- Continuing to improve the Branch Office facilities, to enable us to offer an even better service to our members. We have recently produced new Branch letterheads, compliment slips and business cards to assist our professional image.

**FOR MORE INFORMATION, CONTACT ROBIN TURTON, BRANCH SECRETARY  
ON 01624 622687; 07624499500 (m); OR E-MAIL [robin.unisonIOM@wm.im](mailto:robin.unisonIOM@wm.im)**

## BRANCH CONCERNED OVER FURTHER CENTRALISATION OF LOCAL GOVERNMENT SERVICES

With the current trend towards the centralisation of Local Authority services, UNISON is actively monitoring the situation with a view to protecting members' interests. As from the 1st of January 2008, Onchan Commissioners' contract with Government to issue vehicle licences was not renewed after over 40 years. The Regional Officer, Pat Grant, recently visited the office and is aware of the situation. UNISON is also concerned over reported plans to take Building Control away from local government and centralise that work. In addition, Central Government continues to monitor and direct Local Authority Housing policy. The proposed amalgamation of Local Authorities to create four regional Authorities plus Douglas has not gone away. This could have significant implications for UNISON members in the future.

**By Ken Bragg**

## Green UNISON...

It would come as no surprise to see one of your UNISON reps sitting round a table discussing terms and conditions of employment – after all protecting Members from unfair or unethical practices, and speaking out on behalf of individuals, is what it does. But what if the discussion was less about working conditions than the condition of the Earth's changing climate?

With more than 1.3 million members across the public services and utilities, travelling to and from their workplace every day, based in offices, or working in shops, hospitals, UNISON believes it has a major role to play in helping tackle climate change. Through its 'Green Principles' which acknowledge the need for an energy policy based on renewables (eg solar, wind, wave) and for greater energy efficiency at work and home, UNISON is calling on its Members to 'green our workplace'. Possible actions include negotiating energy efficiency measures, introducing green travel plans and reducing waste and increasing recycling – oh and becoming a UNISON environmental representative!

UNISON's 'Green' web pages contain information on what UNISON is doing - such as its work alongside UK Government, Water Aid, WWF and Tearfund in PAWS (Partners for Water Sanitation) to help African countries develop their water and sanitation services - as well as ideas about action you can take. How about starting with a 'Fairtrade 'Tea and Coffee Break' on 29th February. Supported by UNISON, this event is



organised by Action Aid ([www.coffeekbreak.org.uk](http://www.coffeekbreak.org.uk)) who work with small scale farmers in the developing world and take action against global injustice that keep them poor.

For more information check out the Green UNISON web pages [www.unison.org.uk/green](http://www.unison.org.uk/green)

**By Stephanie Gray**

## HEALTH AND SAFETY

Probably the most important piece of Health & Safety Legislation which will impact on all sectors of the Manx community will be implemented on 30th March, the 'Prohibition of Smoking in Certain Premises Regulations 2007'. Whether you like it or not, the Isle of Man will join the rest of the UK in banning smoking in most 'wholly enclosed' and 'substantially enclosed' workplaces and public places, which also includes work vehicles.

The smoking ban has been implemented and enforced in England, Scotland and Northern Ireland for some time and, whilst the main focus of impact has been the effects on the social side i.e. no smoking in pubs, nightclubs etc., little has been publicised in respect of the effect the ban has had on the workplace, particularly those areas where smoking was seen to be accepted as a workplace activity.

Whilst the Isle of Man appears to have been slow in implementing its Regulations, at least lessons can be learned from the problems encountered elsewhere so that, hopefully, the same problems are not repeated here. In particular, some of the more obscure problems of the smoking ban have required strict policies to be enforced to protect employees; such problems include health visitors or maintenance staff carrying out visits to private homes or public sector properties where occupants are smokers.

Whilst the Legislation is in place and 'The Prohibition of Smoking in Certain Premises Regulations 2007' will come into force at the end of March, individual workplace policies should be drawn up and implemented to ensure that all staff, service users, customers and visitors are protected from passive smoking. A new campaign, Smokefree Mann, has been launched to raise awareness of the new law and the website, [www.smokefreemann.gov.im](http://www.smokefreemann.gov.im), has been developed to help you find out how the law will affect you, where you work and the places you go. Within the website are links to the Legislation, guidance for Employers and Employees, cigarette litter issues and help to stop smoking.

Should you require any further guidance on this, or any other Health & Safety issues, please contact me on [stephen.harrison@rtc.gov.im](mailto:stephen.harrison@rtc.gov.im)

**By Steve Harrison**

## PAY MODERNISATION ROLLED OUT IN JANUARY

Staff in the Island's Health Service currently employed under UK NHS General Whitley Council Terms and Conditions have received their new job banding, pay scale and terms and conditions of employment. The UK NHS Agenda for Change agreement was used as a framework from which the Manx scheme was developed.

Implementation of this project has only been brought to fruition with the dedicated hard work of staff and management, who worked in partnership throughout. Thank you to all UNISON members who volunteered their time to work on this project, from its inception.

Pay Modernisation has brought various changes to staff employment, like the increase of standard full time hours to 37.5 and regrading of posts, as well as the change to pay scales.

UNISON members are advised that they are entitled to appeal their new banding within the three months following release of their results. Employees have a right to a review on the grounds that their post does not match the national profile. Staff are recommended to raise such concerns with their Manager, staff side UNISON representative or directly with the Pay Modernisation project.



By Hazel Porter

## BRANCH SUMMER BALL SEPTEMBER 2007

Following the success of our 2005 summer ball, we again decided to go with a themed event. Given that the year was 2007, what could possibly be more apt than a James Bond night? The choice of theme went down particularly well, as it gave the men a chance to don their tuxedos and not surprisingly it gave the women an excuse to buy yet another 'posh frock'. Members were kept entertained throughout the evening with fun casino tables and music to match the occasion. Just to give that extra authenticity to the evening, the venue was totally transformed with Bond visuals and memorabilia.

Prizes were given out to the best-dressed male and female Bond characters and to the most successful gambler and



conversely the least successful gambler. At £5.00 per head for members and their guest and £10.00 for non-members, the event was exceptionally good value for money, topped off with a first class buffet.

All in all, another successful night for the Branch and a big thank-you to all our members who supported it.



Also we would like to give a big mention to Mike Vipond and his staff down at Douglas Golf Club and to James Gale and his team at Switched-On Entertainments.

By Andy Crook

## ROLE OF A UNISON STEWARD

UNISON Stewards are elected representatives from individual work places. Their main roles include organising union activities in the workplace, recruiting new members and representing existing members in various work related issues.

Stewards serve on the Branch Executive Committee and are involved in the decision making process on how their local Branch is run. Stewards provide the most important link between members of the workplace and the Branch.

UNISON aims to have at least one Steward in each workplace. Larger workplaces may require a Steward for each department. Workplace stewards are elected annually by their work colleagues who are members of UNISON.

The UNISON Steward provides members with the first and main point of contact with the Union. They will help, support and advise members, either individually or collectively on a range of workplace issues. They act as a spokesperson for the members they represent and inform and involve members in the activities of the Branch. They also represent members in negotiations with the employer.

So why don't you give something back to the union and become a workplace Steward? UNISON will provide you with full training to enable you to fill this worthwhile role. By becoming a steward, you will gain a lot of personal satisfaction by helping colleagues to achieve a better working environment and in helping members to sort out their work related problems.

By Louise Bampton



### 1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs	Ms	Miss	Mr	Other
-----	----	------	----	-------

First name	Other initial
------------	---------------

Surname/Family name	Date of birth / /
---------------------	----------------------

Home address
Postcode

National Insurance number (from your payslip)
□ □ □ □ □ □ □ □ □ □

Please tick this box if you require materials in a different format (eg 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

Contact tel/voice/text/email
------------------------------

### 2. YOUR EMPLOYMENT DETAILS

Employer's name
-----------------

Your job title/occupation
---------------------------

Department/section
--------------------

Workplace name and address
Postcode

Payroll number (from your payslip)
------------------------------------

Please return completed form to: **UNISON North West FREEPOST MR 9713 Manchester M3 9PD**

### 3. WHAT YOU PAY – CURRENT RATES (SET OCTOBER 2003)

Please tick the appropriate box for your earnings before deductions.

WEEKLY PAY ▼	ANNUAL PAY	YOUR SUBSCRIPTION—WHAT YOU PAY PER WEEK PER MONTH BAND		
Up to £38.47	<input type="checkbox"/> Up to £2,000	£0.30	£1.30	A
£38.48–£96.16	<input type="checkbox"/> £2,001–£5,000	£0.81	£3.50	B
£96.17–£153.84	<input type="checkbox"/> £5,001–£8,000	£1.22	£5.30	C
£153.85–£211.53	<input type="checkbox"/> £8,001–£11,000	£1.52	£6.60	D
£211.54–£269.23	<input type="checkbox"/> £11,001–£14,000	£1.81	£7.85	E
£269.24–£326.92	<input type="checkbox"/> £14,001–£17,000	£2.24	£9.70	F
£326.93–£384.61	<input type="checkbox"/> £17,001–£20,000	£2.65	£11.50	G
£384.62–£480.76	<input type="checkbox"/> £20,001–£25,000	£3.23	£14.00	H
£480.77–£576.92	<input type="checkbox"/> £25,001–£30,000	£3.98	£17.25	I
£576.93–£673.08	<input type="checkbox"/> £30,001–£35,000	£4.68	£20.30	J
£673.08+	<input type="checkbox"/> over £35,000	£5.19	£22.50	K

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.

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

Weekly  Fortnightly  Four Weekly  Monthly

### 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.

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

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

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 this 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 information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: Tick one box only

**Affiliated Political Fund**       **General Political Fund**

Now please sign and date below.

Signature \_\_\_\_\_  
Date .....

OTHER WAYS TO PAY (please tick if appropriate)       direct debit       cheque