

*Liverpool City Branch Newsletter - the views expressed are those of the author unless otherwise stated*



The Local Government Employers have made an offer on NJC pay for 2009/10 of **0.5%**. They will withdraw the offer by 1 June if it has not been accepted by then and will not impose it.

This is obviously a dismaying offer and one which is quite out of line with increases this year in the rest of the public sector – and MP's own 2.33% increase. It is also lower than the increases budgeted for by most councils.

Heather Wakefield, UNISON Head of Local Government, said:

*“I am bitterly disappointed and surprised at the offer, we know that most Local authorities have budgeted for an increase of between 1.5 and 2%.*

*Times are tough, but this offer of 0.5% will make it even harder for local government workers, who are already struggling to make ends meet.*

*Even though times are tough the Employers should look closely at other pay rates in the public sector, or they risk losing essential staff and jeopardising services.”*

The Trade Union Side's joint response to Sara Messenger, Head of Employer's Side is:

Dear Sarah

The Trade Union Side of the NJC Executive met this afternoon to consider your pay offer for NJC employees for 2009-10 and the associated timetable.

On behalf of the three unions, I am writing to say that we are unable to recommend the current offer and therefore we are writing to you to seek an urgent meeting of the full NJC at which we would expect negotiation to commence on an improved offer. We would like to suggest 22 April as a suitable date for that meeting.

We also considered the timetable you have stipulated for the conclusion of negotiations. While we too would sincerely hope for a swift and acceptable conclusion to the negotiations, we would like to express our deep disquiet at the stipulation of such a curtailed timetable – particularly over a period containing three Bank Holidays. We consider it to run counter to the spirit of the NJC and a constructive approach to industrial relations in local government.

We look forward to hearing from you and hope that the NJC can go ahead on 22 April.

Best wishes,

A handwritten signature in black ink that reads 'Heather Wakefield'.

Heather Wakefield

On behalf of the Trade Union Side Joint Secretaries

## **BLACK AND WHITE UNITE AGAINST THE FACIST BNP**

When it comes to elections acting against the BNP means VOTING against them. They are banking on a low turn out to make it easier for them to grab a seat at the European Elections on Thursday, 4<sup>th</sup> June.

The BNP only needs 8% of the vote in one of their target areas to get a Euro MP. If they get that they will receive thousands in funds and facilities from the European Union, which they will then use to help spread their campaign of race hatred.

**Make sure you are registered to vote by 19<sup>th</sup> May.**

### **WHAT YOU CAN DO -**

**Use your vote in the 4<sup>th</sup> June European Elections.**

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### **APRIL RINGS IN THE CHANGES TO ENTITLEMENTS**

**Annual Leave** - A number of changes to employment rights come into effect this month. The entitlement to statutory holiday under the Working Time Regulations increases from 4.8 to 5.6 weeks. For those working a five-day week, that represents an increase from 24 days to 28 days. There is no additional statutory right to Bank Holidays.

**Maternity Pay** – The standard rate of Statutory Maternity, Paternity and Adoption pay is increased from £117.18 to £126.06 a week from 5 April. The earnings threshold for eligibility rises from £90 to £95 a week.

**Right to request Flexible Working** – the age limit to request flexible working if you have children has been increased to 16 from the age of 6 - if you need to work flexible hours, the City Council has amended its policy – available on the intranet – if you encounter problems please get in touch with us.

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### **EMPLOYERS HAVE TO HONOUR PAY RISES AFTER TUPE TRANSFER**

Pay bargaining arrangements established under collective agreements can remain effective after a TUPE transfer, the Employment Appeal Tribunal has ruled, even where the new employer de-recognises the union and does not take part in the negotiations. The ruling comes after Lewisham Council transferred employees to a leisure group CCL Ltd. and in 2004 to Parkwood Leisure who refused to recognise UNISON and refused to honour the pay increases negotiated under the collective agreement as set out in the Green Book. The EAT said that Parkwood was bound by the pay rises saying it is not unusual for an employer to agree wages set in a different forum by a third party, e.g. local authority. This is good news for anyone who has already been transferred, or likely to be in the future.

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**WORKERS' MEMORIAL DAY ♦ 28TH APRIL Remember the Dead: Fight for the living**

**Union workplaces  
are safer workplaces!**



### **RECOGNISE WORKERS' MEMORIAL DAY - 28 APRIL**

Unions are supporting Labour MP's John McDonnell and Austin Mitchell, who have tabled a House of Commons Early Day Motion calling on the Government to officially recognise 28th April as Workers' Memorial Day. Unions across the globe are organising events for the day, many under the theme "Good Occupational Health for All Workers".

In the UK the Hazards Campaign has produced posters, car stickers and a guide for safety reps to help organise events. For copies contact Hilda Palma on 0161 636 7557 or visit [www.gmhazards.org.uk](http://www.gmhazards.org.uk)

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# DEPRESSION AWARENESS WEEK 20 – 24 APRIL

## ACAS 10-POINT PLAN FOR MANAGERS

ACAS has produced guidance on depression in the workplace. It showed bosses underestimated how much their colleagues and employees were suffering from stress, anxiety and depression. They have laid out a 10-point plan for managers in the guidance and said employers should:

- be aware of changes in day-to-day behaviour, such as not coping at work, under pressure, seeming distracted, loss of motivation or absenteeism;
- not make assumptions, since inconsistent behaviour may well be a 'blip' rather than the signs of a more serious problem;
- get to the root of the problem by approaching the individual privately;
- take responsibility if the cause of the problem is work-related;
- consult the Safety representative;
- talk to the employee about changes which may be possible, such as flexible working;
- if the employee has not already found support point them in the right direction, i.e. GP or counsellor;
- create a culture which eradicates the stigma of mental health, introducing policies which support individuals;
- ensure stress and occupational health policies are implemented in practice by means of the training of management and staff;
- gather advice on exercise, balanced diet and healthy work patterns.

Some symptoms of depression are: tiredness, loss of energy, feelings of helplessness, sleeping problems; finding it hard to function at work; loss of appetite etc.

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## Are you due to retire from Liverpool City Council?

Do you know that there is a policy\* that deals with this issue? You have the right to appeal against a decision not to extend your Contract past the age of 65, and have that appeal heard in front of Elected Members. If you want to continue working after the age of 65 you need to see the policy and ensure that the City Council abides by it. If you have problems – get in touch with us.

\* policy is available from HR Department and on LCC Intranet

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# PLAY

# OCTOPUS

## The UNISON Welfare Monthly Prize Draw



**Over 50 cash  
prizes every month!**

**£1,000.00** first prize

**£500.00** second prize

**£250.00** third prize

And 50 Prizes  
of **£50** each

With the UNISON Welfare **MONTH PRIZE DRAW** you could win great cash prizes every month and support UNISON Welfare Fund. You can buy up to 10 numbers per month for just £1 each. Once you have filled out the application form we'll collect the money from your ban account and enter your numbers. You can cancel or change your direct debit at any time. This is a great opportunity to support the charity and have a chance of winning one of the fantastic monthly prizes. Application form overleaf. *(50% of all ticket revenues will be paid out in prizes)*

# APPLICATION FORM



Title: \_\_\_\_\_ First Name: \_\_\_\_\_

Surname: \_\_\_\_\_ Please tick to confirm you are over 16 years of age:

UNISON membership No: \_\_\_\_\_

Home Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Postcode: \_\_\_\_\_

Daytime Tel: \_\_\_\_\_

Email Address: \_\_\_\_\_

Please tick number of Octopus Lottery entries required: 1  2  3  4  5  6  7  8  9  10

(Note: maximum entries 10 – each entry costs £1. Please tick where appropriate) Numbers will be allocated by UIA Lottery Management Services Ltd.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

This is not part of the instruction for your Bank or Building Society and must be detached by UIA Lottery Management Services Ltd. before submission to the paying bank.

## Instruction to your Bank or Building Society to pay Direct Debits

Name and full postal address of your Bank or Building Society.

To: The Manager  
\_\_\_\_\_  
\_\_\_\_\_  
Bank/Building Society  
Address:  
\_\_\_\_\_  
\_\_\_\_\_  
Postcode:  
\_\_\_\_\_

Originator's Identification Number

9	7	4	8	7	0
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**Instruction to your Bank or Building Society:**

Please pay UIA Lottery Management Services Ltd. Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee.

I understand that this Instruction may remain with UIA Lottery Management Services Ltd. and, if so details will be passed electronically to my Bank/Building Society.

Name(s) of Account Holder(s)

\_\_\_\_\_

Bank/Building Society account number

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Branch Sort Code

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Signature(s)

\_\_\_\_\_

Date:

\_\_\_\_\_

Banks and Building Societies may not accept Direct Debit Instructions for some types of account.

**Return to: Freepost R5AE-BEHI-XTXB, Octopus Lottery, Kings Court, London Road, Stevenage, SG1 2TP  
NO STAMP NEEDED**