UNISON
Pennine Acute Branch

UNISON news

March 2011 For members employed by Pennine Acute Hospitals Trust, Oldham PCT, Bury PCT, Rochdale Heywood & Middleton PCT, and private companies across the local health economy

Please read me then pass me on!

Cuts hit Pennine Acute – 1,000 posts to go this year

The devastating news that up to 1,000 posts will be cut from Pennine Acute Health Trust during the 2011/12 financial year, with further losses expected in the future exposes Cameron's pre-election pledge to protect the NHS as the biggest lie yet of this coalition government.

What is not yet clear is where jobs will be lost. Consultations with staff side are not due to commence until early March and will then continue for a minimum 90 days before any proposals can be finalised.

Management continue to claim that staff who wish to remain within the Trust will have every opportunity to do so. However UNISON is sceptical that job losses at this level can be achieved without compulsory redundancies.

What is clear is that frontline services cannot be sustained at current levels with hundreds or possibly thousands less staff. These cuts will hit what are already some of the most deprived communities in the country. Patient care will decline and death rates inevitably rise. Pennine Acute Trust staff are already stretched. Morale is low and we are now left in fear of our jobs and our livelihoods.

UNISON will be working tirelessly to protect the jobs and terms and conditions of members as well as the NHS that we all depend upon. Recent AGM's authorised a substantial campaigns budget to fight the cuts and UNISON convenors and stewards will be meeting with regional staff to agree a campaigns strategy. In the meantime we call upon all members to:

Cameron's pre-election pledge: not worth the poster it was written on

1) Recruit a colleague to UNISON. Every new member protects a colleague and strengthens the campaign. There has never been a more important time to join

2) Attend one of the following UNISON members meetings to discuss the cuts:

- **23rd March NMGH Postgrad Centre 11am & 2pm**
- **24th March FGH Auditorium 9.30am**
- **25th March ROH G19 Ed Centre 12pm & 3.30pm**
- **28th March RI 9.30am**

3) Write to your MP and ask "*What are YOU doing to defend our NHS?*" A model letter is available from the branch or at *www.unison.org.uk/ournhs/docs_list.asp.* Contact details for your MP can be found via the branch or at *www.writetothem.com*

4) Join us on the London TUC Demo demo against the cuts on March 26th. Free coaches for UNISON members from PAT sites. Contact the branch office for further information 0161 720 2149 *maria.hadfield@pat.nhs.uk*

a million voices for public services

UNISON
Pennine Acute Branch

To join or get involved
0161 720 2149

unisonpennine.org.uk

Branch Launches New Campaigns Website

The website is not yet complete but already worth a visit.

You can download the latest newsletters and keep up-to-date with the latest developments.

You can also join UNISON's campaign against the cuts and help build the strength of the union.

Increasingly we will be keeping members informed of breaking news and campaigning activity via the website so add it to your favourites now.

PCTs and the threat of 'Any Willing Provider'

The government has ruled that PCTs will be phased out over the next three years and will no longer directly provide services. In future PCTs and their replacement 'GP consortia' will 'buy-in' or commission services from 'any willing provider'.

This model is already used for pre-arranged non-emergency care but the coalition government aims to roll this model out to as many services as possible.

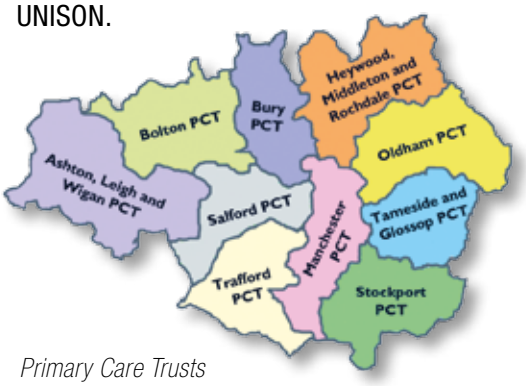
The aim is clear – to encourage private and independent providers into a 'healthcare market' and fund them through the public purse. Public funding will not be increased to take account of this and so any monies paid to private and independent providers will come straight out of the National Health Service.

UNISON is not against the public having a real and informed choice in their treatment and care, but not at the expense of a good quality, locally provided, NHS. UNISON continues to campaign at a local, regional and national level to protect our NHS.

Plans to transfer NE Manchester provider arm staff and services to Pennine Care are well under way with a view to completion by 1st April.

Staff who transfer do so with the protection of 'TUPE' and UNISON will be working hard to ensure that current terms and conditions of employment are protected during transfer and beyond. PCT staff should not however be complacent.

UNISON rules state that members do not have access to legal services unless they have been in membership at least 4 weeks prior to the issue which results in the need for legal services. PCT staff need to protect themselves and each other. Please encourage colleagues to join UNISON.



Primary Care Trusts will be replaced by GP consortia

PAHT Car Parking – Management Propose 43% rise!

Following a recent meeting with staffside, management have been left in no doubt regarding the strength of opposition to the proposed 43% rise in staff car parking fees. Whilst management have agreed to take another look at the proposals UNISON has little faith that we are about to see a climb down on this issue. Previous legal advice obtained by UNISON confirms that as car parking fees are unrelated to contracts of employment the employer are able to impose such a rise without union agreement.

Staffside will continue to oppose these increases which hit lower paid colleagues particularly hard at a time of pay freeze. If you would be willing to participate in demonstrations against the planned increases then please contact the branch.

Branch update

AGM's Quorate - Branch Officers Elected – Regional Administration Comes to an End

In addition to re-accrediting your team of 40 UNISON stewards, the recent AGMs also ratified the election / appointment of your branch officers and site convenors for 2011/12.

Branch Secretary	Joe Fletcher
Branch Chair and NMGH Convenor	Bode Davies
Education Coordinator	Michael Holt
Health and Safety Officer and ROH Convenor	Pauline Jones
Communications Officer	Kate Majerski
International Officer	Graham Richards
Welfare Officer	Peter Dalzell
FGH Convenor	Jean O'Donnell
RI Convenor	Lynn Fletcher

For a full list of UNISON stewards please contact the branch office or refer to the branch website at ***http://unisonpennine.org.uk***

ISS Update

A number of issues have been raised of late by colleagues at ISS ensuring a packed agenda at February's JCC meeting between stewards and management. UNISON has again informed management of our view that current contracts do not allow them to deduct wages for lateness or deny sickpay.

Whilst UNISON encourages all our members to follow recognised employment procedures, we also stand ready to support any member who is found to have had deductions made from their pay unlawfully. If this has affected you please contact the branch.

Another recurring issue is that of monitoring at ROH. Management have agreed to meet with staff at this site to discuss and UNISON will be present at that meeting. Management have also committed to review task sheets to ensure that staff are given adequate time to complete their given tasks.

A Royal Bank Holiday

The current proposal from NHS employers is that 29th April be recognised as a bank holiday, but only plain time and time off in lieu be paid for those staff who work it.

UNISON's position is clear. April 29th is a bank holiday and bank holiday's attract pay enhancements under the terms of Agenda for Change. Talks are continuing.

Ask your colleagues to join UNISON

A membership form is included with this newsletter. If you're already a member please give it to a colleague and ask them to join. If they are not a UNISON member then they are working without protection and they are weakening our collective voice. So ask them to join. You'll be doing them a favour!

Please ensure that all the information requested below is completed so that the branch can communicate and engage effectively with members. In particular this should include:

- **who your employer is**
- **what site you are based on**
- **your department**
- **your job title**
- **contact number/e-mail address etc**

Please fill in this application 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)

How would you describe your ethnic origin?

- ☐ Bangladeshi
- ☐ Chinese
- ☐ Indian
- ☐ Pakistani
- ☐ Asian UK
- ☐ Asian Other
- ☐ Black African
- ☐ Black Caribbean
- ☐ Black UK
- ☐ Black Other
- ☐ White UK
- ☐ Irish
- ☐ White Other

☐ 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 Pennine Acute Branch
Trade Union Office, North Manchester
General Hospital, M8 5RB

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	☐	A	£0.30	£1.30
£38.48-£96.16	£2,001-£5,000	☐	B	£0.81	£3.50
£96.17-£153.84	£5,001-£8,000	☐	C	£1.22	£5.30
£153.85-£211.53	£8,001-£11,000	☐	D	£1.52	£6.60
£211.54-£269.23	£11,001-£14,000	☐	E	£1.81	£7.85
£269.24-£326.92	£14,001-£17,000	☐	F	£2.24	£9.70
£326.93-£384.61	£17,001-£20,000	☐	G	£2.65	£11.50
£384.62-£480.76	£20,001-£25,000	☐	H	£3.23	£14.00
£480.77-£576.92	£25,001-£30,000	☐	I	£3.98	£17.25
£576.93-£673.08	£30,001-£35,000	☐	J	£4.68	£20.30
£673.08 +	Over £35,000	☐	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

Code: PENNAC