



# UNISON *news*

Nov 2010 For members employed by Pennine Acute Hospitals Trust, Oldham PCT, Bury PCT, Rochdale Heywood & Middleton PCT, and private companies across the local health economy

## Stop the Cut-astrophe



**Despite Tory / Lib Dem pledges to protect NHS funding, nationally the NHS faces a funding shortfall of up to £20 billion a year.**

Mr Saxby (PAHT Chief Exec) has recently spoken of the need to find "internal efficiency improvements within the trust of between 4% and 5% per annum over each of the next four years". 4-5% doesn't sound like much, but when read in conjunction with the trust's 09/10 accounts it suggests a target to cut up to £100 million in expenditure by 2014.

Clearly "internal efficiency improvements" can be found in areas other than staffing costs. But let us not kid ourselves. The trust's 09/10 accounts show that 65% of expenditure went on paying

the trust's 9,380 members of staff. If staffing costs were ring-fenced the trust would then need to slash all other budgets in half by 2014 to achieve their desired savings.

Whilst PAHT has not gone the way of some other trusts in announcing potential job losses (Central Manchester Hospitals Trust – "up to 1,400 jobs over next 4 years") it would naïve of us to believe that staff will be spared from the "internal efficiency improvements". A 4.5% cut across the board every year for each of the next 4 years would mean a cut in the pay bill of £62 million. Taking the current average trust wage that equates to almost 1,600 job losses, around 1 in 6 of the current workforce.

It is not just jobs that are being placed at risk. Members will have recently received UNISON's emergency bulletin



▲ UNISON stewards and newly elected PAHT Staff Side Secretary and Assistant Secretary Joe Fletcher and Mick McAiney talk to concerned ward staff about the cuts and sign them up to UNISON's campaign to defend pay protection.

regarding the trust's unilateral withdrawal of pay protection. Let's face it, the trust can only save money from withdrawing pay protection if there is an intention to reduce terms and conditions of employment. That is why UNISON's campaign to defend pay protection is so important.

It is clear that there are tough times ahead and more than ever you need to be actively involved in a strong union that

is organising to defend your interests in the workplace. UNISON's national campaign against the ConDem coalition cuts is gathering momentum as are our local campaigns to protect jobs and terms and conditions for members within the UNISON Pennine Acute Trust Health Branch.

**We welcome anyone who wants to be more involved in these campaigns. For further information contact us at the branch office.**



## UNISON takes the lead at PAHT Staff Side

The branch would like to congratulate Joe Fletcher (Nurse Practitioner and UNISON Steward) and Mick McCainey (Porter and UNISON steward) for securing the interim positions of Secretary and Assistant Secretary of PAHT Staff Side.

And a big thanks to all those UNISON stewards who turned out to support their nominations. Joe and Mick will play a leading role in ensuring that UNISON members are fully represented within the trust and ensure that campaigning activity is co-ordinated with other unions.

## PCT News

The North East Manchester PCTs continue to work towards the planned transfer of community services to Pennine Care on April 1<sup>st</sup> 2011. Each of the employers should be in the process of establishing a consultation timeline to ensure that staff transfers are compliant with the requirements of TUPE regulations. UNISON will be involved in that consultation process to ensure that member's collective interests are represented and that individual members receive appropriate advice support and representation if required.

As a part of the planned transfers each of the organisations involved have been required to contribute to an "integrated business plan" to be implemented after transfer and deliver 4% costs savings per annum for a period of 5 years. As the front page article suggests, it is unlikely that such savings can be achieved without significant implications for the workforce.

Members who work within the commissioning arm of the PCTs will be aware of the proposals contained within the recent Government White Paper and UNISON's subsequent high court challenge (see previous edition of branch newsletter). Legal



proceedings took place at the High Court on 13-14 October. Justice Mitting confirmed that in taking its action UNISON had raised an important principle that was in the constitutional interest. He said that the white paper was a 'radical reorganisation of the NHS,' and that 'it was obvious that the proposed changes would have significant implications for those now employed in the NHS'. Unfortunately however he went on to rule that the court could not place a legal demand on the Government to consult the public, patients or staff over plans contained in its NHS White Paper. UNISON's campaign to challenge the proposals contained within the White Paper will continue and UNISON will be doing all we can to protect our NHS and those members who work within the PCTs.

With so much at stake it is hardly surprising that UNISON membership and activity within the PCT's are on the rise. The branch would like to take this opportunity to welcome our new members and in particular welcome our new stewards Jennifer Bromley, Terence Campbell, and Elizabeth Woodworth (all Oldham PCT).

### No steward in your area?

Why not become active in your branch by taking on a role as a steward, health & safety rep, equality rep, or union learning rep. You can help build a bigger, stronger union by:

- recruiting members to give UNISON more influence in the workplace.
- distributing information to members in your workplace by being a workplace contact.

- nominating someone in your workplace to be a steward or indeed seek nomination for yourself.

If you want an informal chat about any of these roles and the training available please contact the branch office on **0161 720 2149** or **maria.hadfield@pat.nhs.uk**.

Reading this newsletter but not received it in the post?

***If you are a member then we may need to update your details so please contact the branch office on 0161 720 2149.***

## PAHT Pay Protection Policy Update



*UNISON Regional Organiser and Acting Branch Secretary Kevin Lucas addresses a packed meeting of UNISON members on the campaign to defend pay protection*

**Pay protection is a vital safety net for the difficult times ahead. As we go to press UNISON is half way through a series of mass meetings of members at PAT to discuss the employer's unilateral withdrawal of the pay protection policy.**

We believe that the huge response received so far from UNISON members will bring management back to the negotiating table. Now we need to continue to build the campaign to ensure the best possible outcome from those negotiations. If you have not already forwarded us your signed pay protection letter then please do so ASAP. Remember, if you accept an alternative position that involves a reduction in current wage then you will need to contact the branch office for a second letter specific to your circumstances. Finally make sure your colleagues are protected too. If they

are not already a UNISON member then tell them about the campaign and hand them the membership form on the back of this newsletter. They can still get the protection letter by requesting one when they return their completed form.

It is likely that we will shortly be calling a further round of meetings, either to present members with a reasonable offer from the employer, or to discuss the escalation of this campaign. Which will depend upon the outcome of upcoming negotiations. When the time comes these meetings will be publicised via UNISON workplace contacts who help to disseminate information to UNISON members in their work area. If you don't have a UNISON workplace contact in your area then discuss with colleagues, agree who will act as one and ensure that their details are registered by contacting the branch office.

## ISS Mediclean Update

**UNISON reps and fulltime officers met with ISS management this week to talk about various ongoing issues.**

The reps raised several concerns that members had brought to them including monitoring, in particular at the Oldham site, uniforms, and clocking in and out.

The sickness absence policy was also discussed. We remind ISS staff that your company sickness absence policy requires you to ring in every day you are off sick if you are self certifying. We understand that some staff may have had sick pay deducted for failing to comply with this. You do have a duty to

follow this policy, however it is our view that deducting your sick pay for failing to comply with this may amount to an unlawful deduction from your wages. Any members who have been affected by this should contact their steward or the branch office as soon as they find out about the deduction.

Just a reminder that we are still looking for additional UNISON stewards on all sites and all shifts. Full training will be provided and you will receive time off from your job to do union duties. If you are interested in speaking up for your workmates please give the branch a ring.

## AGM NOTICE & NOMINATION OF OFFICERS

**Nominations are sought for a number of positions in the branch.** Some of the jobs are very time consuming and involved – others less so. Paid time off from work is received for trade union duties, however currently none of the positions carry a full time secondment. Negotiations are ongoing with the employer on this issue.

You can see a brief description of the jobs in the AGM notice insert with this newsletter, however if anyone would like further information please contact the branch.

*We welcome nominations from any members.*



### 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
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Surname	Date of Birth
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Home address
Postcode <span style="float: right;">Home ☎</span>

National Insurance No. (from your payslip)
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

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
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## 2. YOUR EMPLOYMENT DETAILS

Employers Name
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Job Title/Occupation
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Department Section
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Workplace Address
Postcode <span style="float: right;">☎</span>

Payroll No.
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**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	<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
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Date
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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**