

# U-Tameside

ISSUE 36

FEBRUARY 2011

***For council to  
balance its books...***

**1 IN 6  
MUST  
GO**

A further 600 staff must leave by the end of March if the council is to meet the demands imposed on it by the Tory-led coalition government. This is on top of the 436 full-time equivalent staff who have *already* left the organisation since January 2010.

The news comes as the council launches its voluntary severance scheme that will see eligible staff receive three weeks pay for every completed year of service along with a discretionary 12 weeks loss of office payment provided they leave before the end of March.

Staff employed by schools, modern apprentices, those on secondment from other organisations along with those already given notice of termination of fixed-term contracts will not be eligible for the scheme.

For those who are eligible the Chief Executive has



## **ANNUAL GENERAL MEETING**

**Thursday  
10 February 2pm  
Ashton Civic Hall**

**Paid time off to  
attend**

Come along and have your say. Vote on what should be our policy on the cuts.

Come and hear UNISON NEC member Roger Bannister and his take on what's going on nationally and regionally

Elect your stewards and branch officers for the year ahead. Why not stand yourself? A must attend meeting!

## **News from Tameside UNISON**

**29 Booth Street, Ashton under Lyne OL6 7LB. 0161 308 2452**

said there will be a strong presumption that applications will be approved in the vast majority of cases.

All eligible staff will receive a letter quoting what the offer is worth for them along with an illustration of the amounts that would be paid under a statutory i.e. compulsory redundancy scheme. Needless to say the deal is much better—and is probably amongst the best on offer in Greater Manchester. Staff will then need to apply to go - on the basis set out in the letters.

Senior managers estimate that a further 600-800 staff will need to take up the offer if the council's financial position is to be "stabilised" although an exact number is impossible to say—the greater number of higher paid staff who leave the lower the number overall who will need to go. But with the council's current staffing level only at 3,506 full time equivalents 600 represents one in every six of us. Whatever happens by 31st March, the council and its services will look very different in the years to come.



## Voluntary severance scheme



Letters out early  
February



Apply by February  
23rd



Get the answer by  
11 March



Leave by 31st  
March and get paid  
on pay day April 15

## Have you booked your seat yet?

a million  
voices  
for  
public  
services

add  
your  
voice

UNISON campaigning  
for a fairer society

[unison.org.uk/million](http://unison.org.uk/million)



**Saturday 26th March** sees one of the biggest demonstrations against the cuts to date. Organised by the Trades Union Congress, branches up and down the country will be sending coaches down to London to protest against the cuts and to argue that the public sector should not have to be destroyed. **The Tameside coach will leave Ashton about 7.00 am.** Bring yourself, your family, your placards. **Now is the time to stand up and be counted.** Call Paul at Branch Office on 0161 308 2452 to book your coach seat—they're going fast!

## Service Redesign Update

*Real heartache is already being caused by the Service Redesign programme in which all services are being examined to see where cuts are to be made. There are over 60 Service Redesigns planned—here's a flavour of the first few U-Tameside has seen. Note these are currently proposals although the consultation periods are extremely tight to say the least. More next time*

### Arts, Events and tourism

A major review of all Cultural Services will see a shift away from dedicated facilities and directly provided activities towards using schools as community hubs and activities being provided through the 3rd sector.

Savings of over £1m in 2011/12 financial year are required. The first dedicated facility to face the chop is the Ashton Tourist Information Centre. This will close as a staffed facility and become an information point only. Those wanting travel tickets will be redirected to bus and rail stations and those seeking accommodation to local travel agents.

### Countryside Service

The Countryside Service is to go from 23 staff (18 full time staff, and 5 part time) to just 15 full time staff. A significant casualty is the loss of 7 posts of information officer. The closure of all three visitor centres at Park Bridge, Werneth Low and Lyme field will result unless volunteers step forward to run them. The information officers' outreach work and interpretation functions would be replaced by just one new Outreach and Interpretation Officer.

### District Assembly Operations

A major reduction in the number of operational depots, vehicles, plant and equipment by reorganising the workforce into two work streams operating from a single central base at Hyde depot is proposed. One work stream will carry out street cleansing, graffiti removal and fly tipping removal. The other will focus on grounds maintenance, parks, horticulture and arboriculture. Two Band H Operations Managers posts will go while 10 Band F Area Supervisors will be replaced by 3 Band G (estimated) General Supervisors. Taking into account current vacancies the proposals will place 6 existing supervisors "at risk". A further phase of service redesign looking at front-line services aimed to generate further savings in staff, vehicles plant and equipment is to follow.

### Technical & Property Services (Engineering) Operations Division

A reduction of 10 staff in the Tame Street based Engineering Operations Division is proposed.

Overall there will be four fewer masons but this includes a redistribution of jobs to create additional foremen. Some blacksmith/drivers, fleet and gulley drivers and lamp attendants posts will also go. Further service redesign options will be proposed as the financial situation develops.

### Exchequer and Support Services

Phase 1 of the Exchequer and Support Services review indicates staffing reductions from 188.1 FTE to 153 that is a reduction of 35.1 full time equivalent posts with 15.6 posts deleted completely. These include 5 bailiffs and 3 word processor operators with these functions being delivered in different ways in the future. Other deleted posts include 2.5 post in Creditors, 1.1 in Payroll and 4 posts in Benefits. There will be two fewer principal officers, Payments will lose a member of staff, the Distribution Centre will lose two, Revenues 5.5 and 9 posts will go in Benefits.

A smaller phase 2 proposal will cover Adult Services Finance Assessment, the Joint Pension Team, the Benefits Enquiry Unit, Inspectors and the Systems Team. The management also warns that more fundamental choices will need to be made in 2012/13 and 2013/14.

### Connexions Tameside

Connexions staff are facing a £1.5million - 60% budget cut over two years although lobbying and discussions with Services for Children & Young People Director Jim Taylor and Council Leader Kieran Quinn have pushed back the worst of the cuts by 12 months. Originally the Tameside part of Connexions faced a 30% cut in each of 2011/12 and 2012/13 – equating to around 18 jobs each year. The cuts are now to be phased 20% in 2011/12 and 40% in 2012/13 – still £500,000 from this April but £1m next year.

The Connexions service provides vital help and support to young people in crisis and fulfils a much wider role than a careers advice service, important though that is. Staff help young people with everything from career and education choices to homelessness and even give pregnancy advice. The service is a vital link in the support for young people in the borough. Staff are collecting signatures on a petition – contact Branch office (0161 308 2452) if you want to help in their campaign.

***NOT YET A MEMBER? -  
THERE'S NEVER BEEN A  
BETTER TIME TO JOIN  
US! CALL 0845 355 0845.***



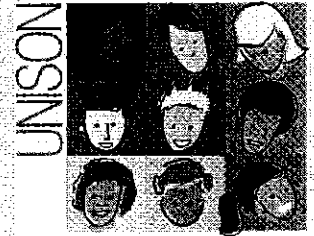
With more than 1.3 million members working across the public services, being part of UNISON means you have the full weight of the UK's biggest trade union behind you.

We have more workplace representatives than any other union in the country - backed up by experienced full-time regional and national experts. Together we can help ensure that your rights are protected at work and that you are in a safe environment.

UNISON members include staff working for the NHS, the Police Service, Colleges and Schools, the Electricity, Gas and Water Industries, Transport and the Voluntary Sector.

UNISON campaigns to keep services public and strengthen the voice of public sector workers. Join us and make sure your voice is heard.

your friend at work



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?

- |                                      |  |                                      |
|--------------------------------------|--|--------------------------------------|
| <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"/> Black UK        | <input type="checkbox"/> 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 your local branch or:  
**UNISON North West Regional Centre**  
**Freeport (MR9713)**  
**Arena Point, 1 Hunts Bank**  
**Manchester, M3 9PD**

### 3. WHAT YOU WILL PAY FROM 1 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	£1.50
£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	£3.25	£14.00
£480.77-£576.92	£25,000-£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 e-mail 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.