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The views expressed may not reflect the views of the Devon County UNISON Branch

## **WE'RE NOT SURE ABOUT SHAW!!!!**

As you may well be aware, Devon County Council is in negotiations with Shaw healthcare regarding the transfer of its domiciliary care and residential homes.

Shaw has made it perfectly clear that it will NOT recognise UNISON for collective bargaining or negotiation rights. In fact, UNISON has a letter from Shaw stating that they will not even meet to discuss this.

That is not the end of it as far as UNISON is concerned. UNISON stewards have, or are about to, visit every one of the homes in order to gain full support of its membership to challenge this decision and to force UNISON recognition. Additionally, every councillor has been written to asking for their intervention.

UNISON is, however, meeting regularly with DCC management and Shaw to identify the terms and conditions – e.g.: holiday pay, sick leave entitlement, pension rights, and pay awards – that staff will take over with them, should the transfer go ahead in 2008.

UNISON has dedicated stewards – Pauline Roberts and Darienne Flemington - (contact details inside) who are committed to getting the best possible outcome for all of UNISON's members, in addition to workplace stewards who should be contacted in the first instance. As soon as there is further news we will, of course, let you know.

## **UNISON'S OCTOBER S.G.M – URGENT!!**

There is a huge amount of activity in DCC at the moment affecting all of us – which is why there is a UNISON Special General Meeting, Tuesday October 2<sup>nd</sup>, 6pm in the Council Chambers at County Hall in Exeter.

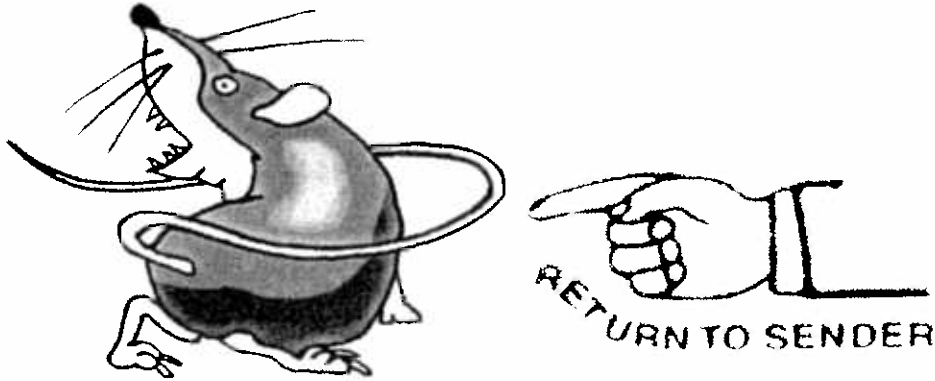
On the Agenda – in no particular order of importance – are Job Evaluation, Unitary Status and the Pay Award.

Quite obviously, these are three areas of massive importance to all UNISON members. Please, make every effort to attend so that you know the latest information.

All travel and childcare costs will be met by the branch and refreshments will be provided on the night.

This is your chance to take part in what are sure to be lively and informative debates which will help to shape the future for all of us – we look forward to seeing you there.

## CHASING YOUR TAIL? PASS IT UP!!!



Devon County UNISON is increasingly concerned about the increase in members' individual workloads as a result of budget cuts and recruitment freezes across the authority.

UNISON is totally opposed to members being asked to take on additional duties due to staff shortages. If you are asked to take on additional duties by your line manager – without suitable adjustments being made to your existing workload – then, politely, PASS IT BACK.

Unison is calling on Councillors to publicly acknowledge that staff workloads are already excessive and to then publicly list those council functions that are no longer available or are at risk.

UNISON will be raising these issues with management and will be calling on councillors to direct managers to willingly accept staff advice of excessive workloads and to identify areas of work that can no longer be maintained due to the loss of staff, posts, resources and also the introduction of new ways of working.

This branch will be mounting a county wide campaign calling on all members to **"Pass It Up"** where additional work associated with vacant or deleted posts, or work of colleagues off on long term sick leave for over one month is being passed on to those still at work. UNISON will fully support members in identifying their full workload, saying **"NO"** to additional work and passing it back up the line management ladder to senior management as **"unable to allocate"**

## STOP PRESS \* PAY TALKS RESUME \* STOP PRESS\*

As UNITY went to press, this branch received details of the latest pay offer from the employer.

A 3.4% increase on scale point 4, giving a new bottom rate of £6 per hour – this would be a first for local government employees on the lowest pay point. For all other workers, an increase of 2.475% is on the table – this would deliver the same increase as 2.5% due to the way salaries are calculated, would not be 'staged' and would be backdated to April 2007.

The offer also commits both sides of the NJC to a review of pay and rewards, starting in October, with 'nothing ruled in and nothing ruled out'

The NJC is meeting in September to consider the offer – Devon County UNISON will keep you informed of the latest news as and when it happens..

## Important advice from the Branch Health & Safety Officer

H&S advice to all members working in DCC and especially in ACS who are going through some significant changes that will affect their jobs: Modernisation/ART teams and cluster teams and introduction of new software called Carefirst 6 resulting in an increase in time spent in front of a PC data inputting.

We are aware that there has been an upsurge in anxiety, work related stress and early signs of RSI.

If you feel you are suffering from stress caused by work related activities then we advise the following;

1. Go to the DCC website and search on the stress links to download the stress risk assessment form, PD35. Complete this outlining all of the factors that you believe are causing you stress at work, and then formally request in writing or an email to your line manager a stress risk assessment meeting ASAP stating you have completed the PD35 and will produce this at the meeting. Also state that you wish your TU rep to be present. Keep a record of all communications sent to your line manager and any responses.
2. Also in writing request an urgent referral to Wellbeing at Work.
3. Register your work related stress in the accident injury form that is available in every work unit.
4. Make an appointment to see your GP ASAP.
5. All of the above will create a documentary trail of evidence which will show that you brought your stress to your manager's attention. If they fail to deal with this ASAP and your stress at work continues and you suffer a psychological injury this will strengthen your case should we pursue a personal injury claim on your behalf.
6. If you have previously raised your stress at work with your line manager and can prove this and you have been diagnosed with a psychological injury as a consequence you may be able to submit a claim for personal injury. Please ring the Branch Office for advice.

If you beginning to show signs of RSI/ Work related upper limb disorder as a consequence of your work then please take the following action ASAP. Symptoms may be tingling in your hands or forearm, pins and needles in your hands and or forearms at night. Pain and stiffness in your shoulder or neck or lower back;

1. Complete an accident injury form ASAP.
2. Inform your line manager in writing that you are suffering symptoms of RSI (state for how long) as a consequence of your work tasks and request an urgent ergonomic assessment of your workplace by a competent person ASAP.
3. Make an appointment to see your GP ASAP.
4. Inform your manager in writing that you have a legal duty of care to avoid hazards at work and will refrain from any tasks that you feel are causing these symptoms until an

ergonomic assessment has been carried out and adjustments made to your work environment. If you carry on exposing your self to hazards at work they may cause you injury you could be in breach of your contract. The ergonomic assessor will identify what the hazards are that are causing these symptoms and will make recommendations to remove them. This may be a combination of equipment or re-design of your workstation tasks.

5. You may be advised to complete the online cardinus assessment. If you haven't already done this do this now. However if the symptoms remain then you must still take the advice in 1 to 4.
6. If your GP diagnoses RSI or a similar condition that is work related then you must also obtain a claim form from the benefits agency to register it as an Industrial Injury.
7. As in a stress case to pursue an personal injury claim you must show the documentary evidence that your employer was aware of your problem, that there was a risk of injury at work and that they were negligent by failing to act to assess and remove the hazard.
8. If you have been diagnosed by your GP as suffering from RSI as a result of your work and you already raised these hazards with your line manager and appropriate action has not been taken you may be able submit a claim for personal injury. Please contact the Branch Office for advice.

Bernie Crean  
Branch Health & Safety Officer

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### **Learning & Development is at the heart of all UNISON's work**

Your Branch is in the forefront of working with other local UNISON branches to support a programme of learning and development for members. As you can see the taster courses are an opportunity for members to broaden their skills. All three courses offer an opportunity to develop personal skills which will be of help both inside and outside the workplace. Although these courses are run in the evening, you may be able to negotiate with your manager time off with pay to attend. This is more likely if you have already agreed in advance through your personal development appraisal, that you need these skills. If you have not already done this why not think about what skills you would like to develop and use this to negotiate training for your next appraisal meeting with your manager. If you would like help to do this then UNISON has trained learning representatives who can help you.

In addition to these courses, we are taking names of people interested in Women's Assertiveness, Women's Lives, Return to Learn and Pathways into UNISON.

### **Union Learning Reps (ULR).**

Did you know that you can get time off with pay to train to become a ULR? Devon County Council have signed up to a Partnership Learning Agreement which recognises the facility time to train and be a ULR.

UNISON has a network of over 2,500 ULR's working to raise awareness of lifelong learning issues and support learning initiatives, particularly for low paid workers and people who missed out on education first time round. If you would like to find out more about the ULR role you can speak to these people:

Rose Gander ULR and branch lifelong learning co-ordinator:-

01392 468059 [rose.gander@devon.gov.uk](mailto:rose.gander@devon.gov.uk)

David Henley ULR 01392 382976 [david.henley@devon.gov.uk](mailto:david.henley@devon.gov.uk)

### **We would love to recruit more ULR's in this branch.**

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### **Branch Development Officer for Associate Employers**

In July, Devon county Branch appointed Vivienne Brett as Associate Employer Branch development Officer on a 6 month, part time contract.

Vivienne comes from a trade union background, having worked for Equity, the Performers Union as a National Organiser, representing artists working on television and radio productions. She was also secretary to Equity's Equal Opportunities Committees.

As Branch Development Officer, Vivienne's role is to maintain and development links with staff working for Associate Employers, to establish stewards and contacts with workplaces where there is no union representation and to encourage stewards to undertake training, to attend Branch meetings and take a more active part in Branch activities. Vivienne is also tasked with increasing union membership within associate employers and will assist stewards in recruitment drives.

Since commencing her job, Vivienne has contacted stewards of those associate employers identified as a priority, and has met with several stewards to discuss the issues affecting members and to discuss recruitment of staff not yet members of the union.

Throughout September, further meetings will be sought with stewards and members within associate employers. Vivienne is particularly eager to meet with members working for Carillion within the 5 Exeter 'PFI' schools and would be grateful if anyone employed by Carillion could contact her.

If you are a steward or member of Unison working for an associate employer and wish to discuss any issues with Vivienne, please call her on 07966 632461.

### **Is your UNISON subscription up to date?**

If your subscriptions have lapsed you will not be entitled to Steward or Legal representation, benefits or to any other support or advice. It is your responsibility to ensure that you are paying so please remember to check your pay advice slip or your bank statement if paying by Direct Debit.

## **District Meetings for all Members coming to place near you soon!**

From September to October a series of four meetings will be held across the County to which all members are invited. Branch Officers and Stewards will be available to talk to you. There will be discussion on current issues which could be affecting you even if you are employed by DCC or an Associate Employer. These meetings will take place from 6-8 and refreshments will be available.

**So watch this space for dates and venues**

## **STOP PRESS**

The first meeting has been arranged for Wednesday September 19 2007 from 6-8 at the **COURTENAY CENTRE, KINGSTEIGNTON ROAD, NEWTON ABBOT.**

**Please contact the Branch Office by phone or email if you would like to attend.**

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## **Job Evaluation – Appeals**

### **Important Information**

**REMEMBER** that the first phone call that you make after you are given your date for your appeal is the Branch Office 01392 382530. We will then contact your Convenor to arrange support during this time.

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## **24 HOUR HELPLINE FOR UNISON MEMBERS ONLY**

Unfortunately, UNISON members can face criminal charges arising from their work – UNISON can and will help. There is a 24 hour emergency telephone helpline 0800 587 7530 for members to call. Details are given to the operator who then passes it on to a UNISON criminal lawyer to action.

**You will need to remember this number to contact UNISON otherwise a duty solicitor will be allocated to you.**

**0800 587 7530**



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<b>BRANCH DEVELOPMENT OFFICER</b>	Vivienne Brett
<b>BRANCH ADMINISTRATOR:</b>	Lesley Huggins
<b>BRANCH PRESIDENT</b>	Paul Davis
<b>CHAIR</b>	Roberto Franceschini
<b>VICE CHAIR</b>	Mark Stabb
<b>SECRETARY</b>	Roger Spackman
<b>ASST. SECRETARY</b>	Steve Ryles
<b>BRANCH TREASURER</b>	Yvonne Warner
<b>ASST. TREASURER</b>	<b>VACANCY</b>
<b>WELFARE OFFICER</b>	<b>VACANCY</b>
<b>EDUCATION CO-ORDINATOR</b>	<b>VACANCY</b>
<b>LIFE LONG LEARNING CO-ORDINATOR</b>	Rose Gander
<b>COMMUNICATIONS OFFICER</b>	Steve Ryles
<b>ASST COMMUNICATIONS OFFICER</b>	Andy Blackwell
<b>YOUNG MEMBERS' OFFICER</b>	<b>VACANCY</b>
<b>MEMBERSHIP OFFICER</b>	<b>VACANCY</b>
<b>LABOUR LINK OFFICER</b>	Roger Spackman
<b>SPORTS &amp; SOCIAL SECRETARY</b>	Sherri Henry

**HEALTH & SAFETY OFFICER** Bernie Crean

**INTERNATIONAL OFFICER** Darienne Flemington

**RETIRED MEMBERS SECRETARY** Colin Lomax

**SELF ORGANISED GROUP OFFICERS**

**EQUALITY OFFICER** Sue Fanous

**DISABLED MEMBERS OFFICER** Steve Gallin

**LESBIAN, GAY, BISEXUAL, TRANSGENDER** Unison Office, Matford, County Hall, Exeter

**WOMEN'S OFFICER** Ann Hydes

**BLACK MEMBERS OFFICER** **VACANCY**

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# UNISON DEVON COUNTY BRANCH 2007/8

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## Telephone

## Email

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### ENVIRONMENT, ECONOMY & CULTURE (EEC)

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### **UNISON LEARNING REPS**

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Jackie Roberts Teignmouth Comm College 01626 774091 Ext 250

If you do not have a local steward or workplace contact, maybe **YOU** should consider becoming one. If you are interested please complete the nomination form overleaf or if you would like an informal chat about the role please phone the Branch Secretary Roger Spackman 01392 382530

**Please pass the included membership form to a friend/ work colleague and share your copy of UNITY with them.**



Representative's nomination, accreditation and facilities agreement form 2007/2008

www.devoncountyunison.org.uk  
 Tel: 01392 382530  
 email: branchsec@devoncountyunison.org.uk  
branchoffice@devoncountyunison.org.uk

Name ..... Membership No.....

Workplace address .....

Telephone No. .... Fax No. ....

Home Address .....

..... Telephone No.....

Name of Employer or  
 DCC Department .....

Email address.....

- PLEASE INDICATE CHOICE:-
- STEWARD
  - HEALTH & SAFETY REP
  - WORKPLACE CONTACT/POSTBOX  
(NOMINATION NOT NEEDED)
  - UNISON LEARNING REP

Signature of two nominees (for Stewards and Health & Safety Reps ONLY)

(1) ..... Membership No.....

Print name .....

(2) ..... Membership No.....

Print name .....

<u>PLEASE LIST UNISON TRAINING/COURSES UNDERTAKEN</u>	<u>DATE</u>
.....	.....
.....	.....
.....	.....

After your appointment you will receive the following mail please indicate where you wish to receive it:

Activist mailing from branch	home	<input type="checkbox"/>	work	<input type="checkbox"/>
Activist mailing from region	home	<input type="checkbox"/>	work	<input type="checkbox"/>
UNISON Focus magazine	home	<input type="checkbox"/>	work	<input type="checkbox"/>

Please return to UNISON, Devon County Branch, Matford Offices, County Hall, Exeter EX2 4QX

## **UNISON PLUS SERVICES AND GREAT OFFERS**

**UNISON UNIBOND** - Tax exempt savings plan. Specially designed for member sand their families. A safe way to save. Freephone 0800 083 3080. Email: [enquiries@unison-unibond.co.uk](mailto:enquiries@unison-unibond.co.uk)

**CO-OPERATIVE FUNERALCARE** - A range of comprehensive funeral plans to choose from. UNISON members will receive a £59 discount when taking out a plan. Tel: 0800 289 120 (quoting ref UNI 0702). Minicom 0800 298 7488. Email [www.funeralcare.co-op.co.uk](http://www.funeralcare.co-op.co.uk)

**MEDICASH** - The UNISON Health Cash Plan offers affordable private healthcare. Plans can extend to cover partners. Children under 18 are covered free. Phone **0845 600 0151**.

**BRITANNIA RESCUE** - Save up to 20% with UNISON's official road rescue service. Tel: 0800 591563 or visit [www.britanniarescue.com/UNISON](http://www.britanniarescue.com/UNISON)

**UIA INSURANCE** - Home, travel, pet and personal accident plans. Phone 0800 66 88 55 quoting ref UNFOC or visit [www.unisoninsurance.co.uk](http://www.unisoninsurance.co.uk)

**VISION EXPRESS OPTICIANS** - With Unison you can provide you and your family with substantial savings on eyecare. Ask you Branch Office for a leaflet or visit a Vision Express Store with Unison ID and quote ref No 500600.

**UNISON HOLIDAY CLUB** - Discounts on every holiday from UK breaks to worldwide holidays. Phone 08705 50 50 00 or visit [www.unison-holiday-club.co.uk](http://www.unison-holiday-club.co.uk)

**FRIZZELL** - Motor insurance, personal loans and independent financial planning service. Phone 0800 272 355 or visit [www.frizzell.co.uk/unison](http://www.frizzell.co.uk/unison)

**BRITANNIA BUILDING SOCIETY** - Mortgages and savings for UNISON members. Free phone 0808 1561889 or visit [www.britannia.co.uk/unicard](http://www.britannia.co.uk/unicard)

**UNISON CREDIT CARDS** (Bank of Scotland) - A choice of credit cards to suit your needs. Phone 0800 032 2036 or visit [www.unioncard.co.uk/unison](http://www.unioncard.co.uk/unison) quoting UNISON 02

**CROYDE BAY HOLIDAY VILLAGE** – Many FREE facilities including indoor pool, gym, sauna, spa, crazy golf, tennis, bouncy castle, crèche, volley ball court. Phone 01271 890 890 or visit [www.croydeunison.co.uk](http://www.croydeunison.co.uk)

**UNISON FREE WILL SERVICE** - Provided by Robin Thompson and Partners. For Application Form phone 01823 288031

Please return to: UNISON, Matford County Hall

# Join UNISON — your friend at work

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS USING BLACK INK AND GIVE IT TO YOUR UNISON REP OR STEWARD OR POST TO THE ADDRESS ON THE BACK PAGE

## 1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs Ms Miss Mr Other

First name

Other initial(s)

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

How would you describe your ethnic origin?

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

## 2. YOUR EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

Postcode

Payroll number (from your payslip)

## 3. WHAT YOU WILL PAY — FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

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

YOUR SUBSCRIPTION—WHAT YOU PAY per month

Annual pay

Weekly pay

Barred

per week

per month



Barred

Weekly pay	Annual pay	YOUR SUBSCRIPTION—WHAT YOU PAY per week	YOUR SUBSCRIPTION—WHAT YOU PAY per month	Barred
£0.10 - £26.47	£0.10 - £26.47	£0.30	£1.30	A
£26.48 - £36.18	£26.48 - £36.18	£0.61	£2.45	B
£36.19 - £45.89	£36.19 - £45.89	£1.22	£4.90	C
£45.90 - £55.59	£45.90 - £55.59	£1.52	£6.10	D
£55.60 - £65.29	£55.60 - £65.29	£1.81	£7.25	E
£65.30 - £74.99	£65.30 - £74.99	£2.24	£9.00	F
£75.00 - £84.69	£75.00 - £84.69	£2.65	£10.60	G
£84.70 - £94.29	£84.70 - £94.29	£3.23	£12.90	H
£94.30 - £103.89	£94.30 - £103.89	£3.88	£15.50	I
£103.90 - £113.49	£103.90 - £113.49	£4.68	£18.70	J
£113.50 - £123.09	£113.50 - £123.09	£5.19	£20.75	K
£123.10 - £132.69	£123.10 - £132.69	£5.80	£23.20	L

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 should always include a political fund payment so you do not pay any more by doing it than if you were not.

## 5. YOUR AUTHORISATION

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

- 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

## 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 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

## OTHER WAYS TO PAY

direct debit

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UNISON is the leading public services union with over 1.3 million members. And when we talk we need people to listen. But when we're helping or advising individual members, we prefer the more friendly one-to-one how-can-I-help-you approach. To become a member and get the backing of many or the support of one, call 0645 355 0845 or visit [www.unison.org.uk](http://www.unison.org.uk).  
**UNISON – All for one.**

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